

What we have been able to achieve over the past four years thanks to your vote and your trust:

- ✓ Consultation according to Art. 335f of the Swiss Code of Obligations
- ✓ Successful salary agreements
- ✓ Support and intervention function
- ✓ Current social plan
- ✓ Many other improvements

Consultation according to Art. 335f of the Swiss Code of Obligations

Thanks to our hard work, hundreds of layoffs were avoided and many new jobs were filled by affected employees.

The NAV was a strong leader in all consultation processes. Through intensive and successful consultation negotiations, we managed to get the original number of job cuts significantly reduced or even halved in some departments. Many of those affected received a new job internally – thanks to our consultation proposals for optimizing the NCC (Novartis Career Center) and implementing the job broker function.

Successful salary agreements

We achieved four successful salary agreements with a base amount. To ensure that as many people as possible get a pay raise, the minimum increase has always been an important part of negotiations for us in every pay round. Thanks to the successful salary negotiations, a general salary increase was always secured for over 96% of employees.

Support and intervention function

Organizational ombuds role: We are your internal lawyers! The elected NAV employee representatives support Novartis employees in asserting their rights and provide advice in the event of problems in the workplace. At the request of the employee, we can also take part in discussions with line managers and People & Organization. (Support and intervention function)

In the event of difficulties, we make recommendations or, by acting as mediators, can defuse critical situations. We treat every mandate with the utmost care and guaranteed anonymity. Through our work and the cooperation agreements with AXA-ARAG Rechtsschutz AG and the law firm Ertl & Tschudi Rechtsanwälte, we receive professional support in the area of employment law.



Social plan

Under the leadership of NAV representatives, the current valid social plan on the employee side was negotiated during this term of office. For thousands of colleagues who are affected by restructuring, the negotiated conditions are of existential importance. Important achievements include the newly created option of the fallback solution or the possibility of attaining early retirement with a temporary work assignment. Thanks to the consultation proposals we were able to implement, many employees were able to take early retirement voluntarily and on generous terms. In addition, our proposals enabled substitution retirements so that affected employees could keep their jobs.

Many other improvements

Some of the improvements that we were able to achieve and implement for the benefit of employees through our co-determination:

- Significantly improved training funding
- Financial top-up of the hardship fund
- Hundreds of reclassifications enabled in the GJFA Committee
- Participated in an advisory capacity in the project "Disability Equity Project"
- Supported the NCC with optimizing processes
- Annual agreement of vacation and public holiday regulations
- HSE site rules
- Good employment conditions for company transfers (e.g. Lonza)
- Transfer of operations at Syngenta (preservation of over 80 jobs)
- Co-determination for Evolve policies
- Co-determination for pay equity and transparency initiative – EPIC PLEDGE
- Co-determination for CwR
- Co-determination for grandfathering/legacy
- Co-determination for parental leave/time off
- Introduction of shift models

What was never officially communicated:

We do our utmost every day to ensure that the good, existing working conditions and benefits are maintained.