

For
Competence &
Commitment:
vote NAV

ERB - VOTE!
13xnav





NAV – together we bear responsibility

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Strengthen your voice, your rights and your benefits – vote for NAV candidates

Your voice – influences your future working conditions and gives you the opportunity to help shape them. Our NAV candidates share a clear belief: cost savings must not be borne by employees.

This is what we believe in:

- Restructurings must be avoided, whenever possible.
- Consultation processes should be used to reduce the number of affected employees by seeking and developing alternative solutions – something we have already achieved repeatedly in the past.
- The existing redundancy scheme for affected employees must be upheld and specifically improved.
- Artificial intelligence (AI): AI should support humans, not replace them! It is intended to make our work more efficient, allowing us to place greater focus on employees and patients. AI must not be misused to cut jobs, but must instead promote new ideas and help to solve complex challenges. To bring about greater success in innovative medicine – with people remaining the central focus.



Vote for NAV candidates – to ensure your voice is heard and your rights are respected. Take advantage of the expertise, safety and fairness we offer

Your rights – safeguarded by NAV candidates

You are entitled to receive qualified support and intervention in exercising your rights (ombudsman role). You have the right to transparent and fair remuneration systems and objective performance appraisals. Social and ethical standards must not only govern our dealings with patients, but also apply to all employees. This also includes helping to draft key regulations, such as those relating to operational safety. This is what we believe in – together with you.

Your benefits – facts, that matter:

Independence

NAV candidates act independently and are not bound by any trade union obligations.

Expertise

Our current representatives undergo continuous professional development and offer extensive experience in employee representation.

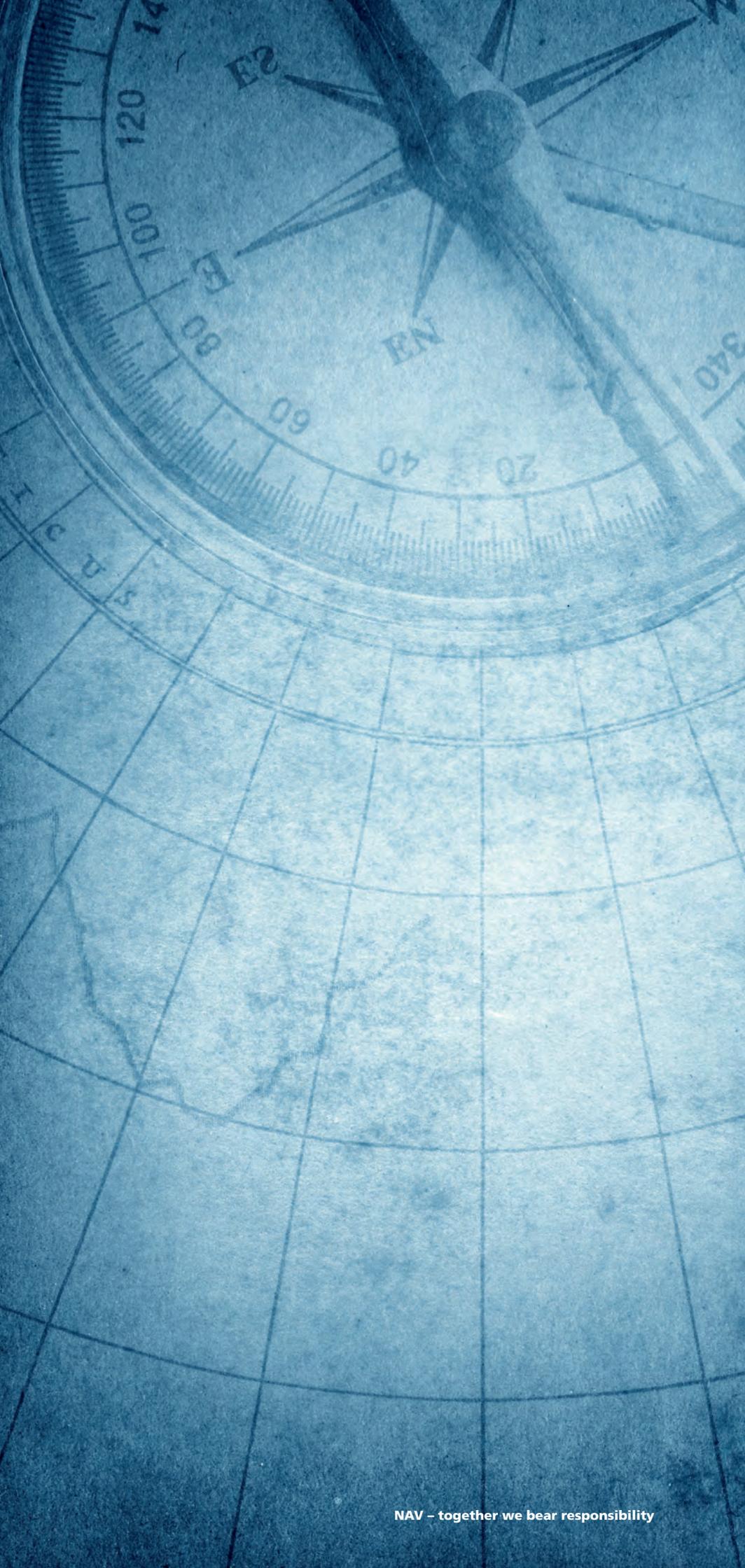
Commitment

Our new candidates also bring with them a high degree of enthusiasm and fresh insights.

Negotiation success

We develop compelling suggested solutions and regularly ensure that these are implemented successfully within the company.





NAV – together we bear responsibility



Commitment deserves recognition – your voice counts!

Employees who are willing to stand up for the concerns of others make an important contribution to us all. That shouldn't be taken for granted. Please repay their commitment and courage with your vote – choose the NAV candidates who have been championing your interests for years.

A strong team for your needs

The NAV presents a dedicated group of experienced employee representatives and enthusiastic new candidates. They will all work with expertise and enthusiasm on your behalf and to improve your working conditions.

Get to know the candidates

Talk to them personally, or discover their reasons for wishing to stand as candidates in this election newspaper. This will help you to understand why they are committed to your well-being.

Our track record and vision

In this issue, we will show you what we have achieved so far and what our priorities will be over the next four years. As co-chairs, it is our responsibility to provide a knowledgeable team that embraces and implements our principles.

NAV – your dependable social partner

We stand for practical and solution-driven cooperation. The NAV represents the interests of employees on the Board of Trustees of the PK1 & PK2 pension funds and in the internal employee representation.

Your vote will make all the difference

NAV candidates are knowledgeable, responsible and committed. Please take this opportunity to cast your vote and make a decisive contribution to upholding fair and amenable working conditions.

*Davide Lauditi
Andrea Fedriga-Haegeli
Co-Chairs, NAV*

The Novartis Employees Association has been successfully representing the interests of all employees for almost 30 years. With new candidates, we will continue to have your back in the future. Our priorities for the coming term of office:

- ✓ Ombudsman role – protection and advice
- ✓ Performance-based remuneration systems
- ✓ Consultation processes with real impact
- ✓ Reorganizations without job losses
- ✓ Restructurings with social cushioning
- ✓ Artificial intelligence as an asset, not a substitute
- ✓ Preserving Switzerland as a business location
- ✓ Our voice in Europe
- ✓ Participation in the drafting of regulations

Ombudsman role – knowledgeable support and intervention in asserting rights.

Unfair or inaccurate performance appraisals are among the most common complaints from employees.

Appraisals must be transparent and understandable – they must not lead to puzzlement or dissatisfaction.

Supervisors must be familiar with processes, but also have strong inter-personal skills. That's why NAV advocates regular training for managers, to ensure fair and appropriate appraisals.

Transparent remuneration and fair salary development – remuneration systems, performance appraisals and salary developments must be transparent, fair and understandable.

The NAV sees salaries – and consequently salary increases – as a key expression of appreciation. Employees should be able to share in the success of Novartis, not only through bonuses, but also through a fair total remuneration that reflects their performance.

Who ensures that remuneration corresponds to the work performed? Change is part of everyday life – not everything that is old is better, conversely new things and systems also need to prove their utility. That's why NAV monitors such developments closely, actively contributing to improve-

ments and resolutely opposing any deterioration in working conditions.

Consultation processes – working in partnership to develop compelling solutions.

Restructuring must not be carried out at the expense of employees. The NAV is committed to job security – through qualifying professional development that provides scope for future opportunities and not only begins with restructuring.

Reorganizations – without job losses!

Backed by strong employee representation and familiarity with the right tools, NAV is committed to finding solutions that will benefit employees. Reorganizations must not lead to job cuts. We believe in job security – through ongoing, qualified professional development and salary development opportunities, not only in times of crisis.

Restructuring – if these are unavoidable, but only with the retention of the existing redundancy scheme.

If changes are unavoidable, they must be implemented as per the provisions of the existing redundancy scheme. **Internal opportunities before external solutions!**



Internal employees – especially those affected by a restructuring – must be given priority when filling vacant positions. **Retain jobs instead of cutting them!** Where there is no other option, jobs must not simply be cut. We are committed to strategic business ownership transfers where jobs need to be secured. **Keep early retirements affordable!** The redundancy scheme, which NAV representatives played a key role in shaping, is a powerful tool. We are fighting to ensure that it is retained and that early retirement also remains an option.

Artificial intelligence (AI) – AI is intended to support people, not replace them!

It is intended to make our work more efficient, allowing us to place greater focus on employees and patients. AI must not be misused to cut jobs, but must instead promote new ideas and help to solve complex challenges. To bring about greater success in innovative medicine – with people remaining the central focus.

Preserving Switzerland as a business location – we are committed to ensuring that Switzerland remains an attractive place to work for highly qualified professionals and that its competitiveness is safeguarded in the long term.

Our role in this: we strongly believe that our elected staff representatives can make an important contribution to this. Naturally, the company bears the main responsibility here, but we will



contribute our opinions and expertise to identify practical solutions. Our proposals are economically viable, sound and practicable – as has already been successfully proven and implemented in several cases.

Our voice in Europe – with a seat on the Novartis European Works Council, we advocate for the interests of Europe as a business location, and Switzerland in particular – fairly, strongly and collectively.

The NAV fields candidates who ensure that company sites are not played off against each other, but work together in unity. Through our active involvement, we will influence important decisions, strengthen job security and promote equal opportunities across all sites.

Input into the drafting of regulations – for operational safety to protect employee health and the environment.

Legal stipulations make the company's management ultimately responsible for operational health and safety and environmental protection. Employees, however, also have a right to have their say, as per the Workers' Participation Act and accident prevention legislation. By voting for NAV candidates, you will be choosing knowledgeable and committed representatives who will best represent your interests. This is about your safety. For that very reason: Empower yourself, exercise your right to vote – and vote for the NAV!



Here's what we have been able to achieve over the past four years, all thanks to your vote and your trust:

- ✓ Consultation in accordance with Art. 335f of the Swiss Code of Obligations (OR)
- ✓ Successful salary agreements
- ✓ Support and intervention role
- ✓ Today's redundancy scheme
- ✓ Many more improvements

Consultation in accordance with Art. 335f of the Swiss Code of Obligations (OR)

Thanks to our intensive efforts, we have repeatedly been able to prevent a large number of redundancies as well as create numerous new jobs for impacted employees.

In all of the consultation processes, the NAV took on the leading role. Thanks to our tenacious and successful negotiations, we achieved a significant reduction in the number of job cuts that had originally been planned.

Many affected employees found new positions internally, thanks in part to our suggestions for optimizing the **Novartis Career Center (NCC)** and the role of the **job broker**.

Successful salary agreements

In the last four rounds of wage negotiations, we were successful in being able to secure a flat rate sum increase each time.

For us, this flat rate sum formed a key element of every negotiation to ensure that as many employees as possible would benefit from a wage increase.

Thanks to these negotiations, over 99% of employees with individual employment contracts received a general salary increase in each round of the wage negotiations. Our tasks also include reviewing and helping to define the Market Reference Range (MRR) for salaries. In taking these actions, we help to promote fairness, equity and create pay transparency.

Support and intervention role

Ombudsman role: We are your internal legal representatives!

The elected NAV employee representatives supported Novartis employees in asserting their rights and by providing advice when workplace problems eventuated. Upon request, we will also accompany employees in meetings with their supervisors or with People & Organization.

Should difficulties arise, we will provide recommendations or mediate to defuse critical situations. We treat every request for assistance

with the utmost discretion and guaranteed anonymity. Thanks to our collaboration with **AXA-ARAG Rechtsschutz AG** and the law firm **Ertl & Partner Rechtsanwälte**, we are able to receive professional support in the field of employment law.

Redundancy scheme – certainty in times of change

The redundancy scheme for employees that is currently in force was successfully negotiated under the leadership of our NAV representatives during this term of office. For hundreds of colleagues affected by restructurings, these conditions are of existential importance. Important achievements such as the **safety net solution** or the option of **early retirement** through the creation of a temporary position offer both security and opportunities. Thanks to the implementation of our consultation proposals, many employees were able to take early retirement voluntarily, and on attractive terms.

What's more, our proposals enabled **phased retirements** to then enable impacted employees to keep their jobs.

Many more improvements

Some of the improvements that we have been able to achieve and implement on behalf of employees through our involvement:

- Financial bolstering of the hardship fund
- Significantly improved support for professional development
- Facilitation of re-classifications within the Level Board Committee
- Supporting the Novartis Career Center (NCC) in the optimization of its processes
- Annual agreement relating to annual leave and public holiday regulations
- Active participation in the HSE Committee
- Good employment conditions during company ownership transfers (e.g. Sandoz, Syngenta, Lonza, GETEC)
- Input into the spin-off of Sandoz
- Input into hybrid working models
- Input into the tax and social security regulations for cross-border workers
- Input into Novatime
- Improved payment rates for on-call services
- Input into Care Management and the continued payment of wages
- Input into payment rates for on-call services
- Input into wage fairness and transparency
- Input into menu prices

What is never officially communicated:

Our daily work guarantees that the good, existing working conditions and benefits are upheld. Without this work, many valuable benefits and time-honored employment benchmarks could be lost: we are fighting to ensure that this does not happen.

Davide Lauditi



Chairman of the Employee Representative Council

Vice President of Novartis Pension Fund 1

Co-Chair NAV

WSJ-200.2.34

to date

Your vote is much more than a single click – it is a mandate that we will fulfill conscientiously.

I am the father of two daughters and have been working at Novartis since 1989. I have been involved as an employee representative since 2007. Over the years, I have been able to take on various tasks and roles. It has always been important for me to focus, above all, on the needs of employees and – where desired – to provide support in my role as an adviser or through personal intervention.

Depending on the matter at hand, the areas in which employee representatives provide assistance cover the right to information, co-determination, minority co-decision, parity co-decision and negotiation. It is crucial for employee representatives to understand the interrelationships between these participation rights and then to exert influence in a strategic manner – this requires experience.

Thanks to the trust of my colleagues who elected me to various positions, I was able to gain this invaluable experience. Without these votes, this would not have been possible. I wish to express my sincere thanks for this and kindly ask for you to continue to support my colleagues and me with your vote, or to do so for the first time.

We will stand up for your rights – today, and in the future. Please read this “NAV Election Newspaper”, review the outcomes we have achieved and our objectives for the coming term of office. Vote for all of the NAV candidates – vote for the NAV!

Thank you in advance for your vote.

Objective: *I want to be your voice – and ensure that it is heard. My aim is to listen, understand and work together to find solutions that are viable for everyone. This is how we create a working environment that focuses on respect, trust and cooperation.*

Senior Principal
Scientist

Biomedical Research

Board of Directors
Novartis European
Works Council

Vice President of
Novartis Pension Fund 2

WSJ-153.1.02



to date

Ralf Endres

**Our workplace as a community –
a community connected by shared values.**

A company is not a family. Parents do not abandon their children when times become difficult. A more fitting description for a workplace is a community – a place where people are connected by shared values, feel valued as human beings, and are able to have a say in the decisions that affect them.

I think it's important to continually adapt work processes to new challenges. But certain core values such as the company's responsibility towards its employees must remain in firmly place, and I will continue to work tirelessly as a committed negotiator to ensure this prevails.

I will focus on the following shared values:

- AI must not be misused to cut jobs. AI should replace repetitive tasks, allowing us to focus on more complex activities, become more productive and make our work more valuable.
- The company's financial success arises from the work of all of us, and consequently everyone should share in this fairly. This requires regular pay increases for everyone, a fair performance appraisal and bonus system, and a job grade system that corresponds to the work performed.
- Unavoidable restructurings must be achieved without ongoing layoffs. The constant fear of being laid off is making people sick. My work colleagues should be able to concentrate on their tasks. Any affected individuals must be given clear preference when new positions need to be filled.
- The existing redundancy scheme which enables early retirement, for example, must be retained at all costs.

Objective: *Workplaces that are united by shared values, and employees who are valued – this is the vision I will strive for.*

Clarissa Vajna



Expert Science & Technology

Development-TRD

NCE-CHAD Small Molecule Analytics

WSJ-153.4.08

to date

Allow me be the voice of all of us and to take responsibility in doing so!

As an internal employee representative, a mother, home-maker and Novartis employee, I know the challenges that many of my colleagues face from my own experience. It is very important to me to accept responsibility and demonstrate commitment for those issues that affect us all. Driven by a high level of motivation, a sense of responsibility and negotiating skills, I am committed to listening to all employee concerns to enable their voices to be heard more prominently.

Objective: *My approach of proactive listening and bringing my experience as an employee representative to bear allows me to engage with even greater responsibility and commitment to ensure that the voices of my colleagues are heard!*

I am committed to a sustainable and responsible human resources policy. Open and transparent communication is essential for me, especially when negotiating with our company representatives, in order to achieve viable and sustainable solutions together. I have worked as an internal employee representative for many years and have actively contributed my experience to various committees (Level, REKO and HSE), complementing and strengthening the NAV Team in the process.

With your vote, I will be able to continue working conscientiously on your behalf.

Thank you for your trust!

Expert Science &
Technology
Development-TRD
CHAD Mixed Modalities

WSJ-145.8.61



to date

Shaping the future and change together in a socially responsible manner.

First of all, thank you very much for the trust you have placed in me over the past four years as your employee representative. Your concerns, your candor and your trust have shaped my work and always motivated me to continue my efforts on your behalf.

I was able to gain in-depth insights into the social partnership between the Employee Representative Committee (PV-A) and Novartis. An important observation that I gained from this was how important constructive dialogue and mutual listening are in this partnership, but above all, arriving at a solution that is acceptable to both sides. Only this approach will yield sustainable improvements. My experiences with restructuring processes, ombudsman discussions, wage negotiations and many other social partnership matters have shown me how important it is to have strong employee representation.

The world of work is changing rapidly: new technologies such as AI and the increasing pressure of work are challenging us all. I wish to ensure that this change at Novartis becomes as socially acceptable as possible – with a sense of proportion, in constant dialogue and with respect for the needs of all employees. That is why I am standing for re-election as a staff representative. By acting together, we can initiate and support change and ensure that no one is left behind.

That is why I am asking for your trust and your vote in the 2026 employee representative election.

Objective: *Let's shape change together – with commitment, in a sense of partnership and with the well-being of all employees foremost.*

Andreas Eijgel



Global Service Lead
HW & User Account
management

Biomedical Research

Data and Digital

Research Informatics

WSJ-103.1.09

to date

Fairness is not only essential in sports, but also at work.

As an employee of Novartis and its predecessor companies, I will bring a wealth of in-house experience to the table – spanning more than 37 years. I worked as a chemical laboratory assistant in various areas and now work as a global service manager at BR Data and Digital.

In my current role, I am committed to ensuring that our research staff have access to the computer technology they need for their scientific work. Supporting the business is my prime motivation, and I do that as an employee representative. That's because it is important to stand up for the concerns of employees. Over the past four years, as an employee representative, I have been able to contribute to committees and negotiations with the company and advocate for the rights of employees.

It can only be beneficial for Novartis if employees feel at ease and also have their views taken seriously within the company. As a woman, I have often experienced that fighting for rights to equal treatment has been a necessity – but that doing so has also been worthwhile. I will continue to work and campaign to ensure that fairness and equal treatment are put into practice by the company and do not have to be demanded.

I enjoy working with a solution-focused approach, and this ability has helped to achieve good outcomes for employees at the company over the past four years. I am particularly pleased to be embarking on this journey together with the NAV. As a member of the board, I am actively

Objective: *I wish to continue to champion fair working conditions and equal treatment for all.*

involved in the success of the association and am also committed to actively supporting its members.

QC Specialist II

Operations

WST-151.1.07



to date

Corporate changes must be implemented with perspective and respect.

My name is Marlon Hendricks. I am 38 years old, married, a father, and have worked at Novartis since 2010.

I have now completed my first term in office. Looking back, the number of restructuring projects we have had to consult on over the past four years has been alarming. Each and every one of these affects livelihoods, unsettles families and presents us as a workforce with major challenges.

Objective: *Maintaining Switzerland as a production hub with long-term prospects.*

As an employee representative, one not only has a duty, but also a real opportunity to actively shape the conditions of such restructurings and the future of our Swiss production hub. This task requires much more than good intentions. It requires the ability to quickly and competently familiarize oneself with new, complex business fields, legal frameworks and strategic plans – in order to be able to discuss matters with the company’s management on an equal footing.

Taking on this responsibility alongside a demanding line management role is extremely challenging. That’s why I asked myself whether I should run for office again. The conclusion I came to: a resounding yes. Why? Because I care deeply about the future of our production hub in Switzerland and the well-being of our employees. Preserving jobs in Switzerland is the foremost priority for me – in order for our children to also have opportunities as qualified professionals in Switzerland as a business location in the future.

Marlon Hendricks

Hakan Topak



Expert Science & Technology

Development

Technical Research & Development

NCE-ARD Small molecules-Development Analytics

WSJ-187.1.231

to date

“Your vote. My mission.”

I have worked at Novartis since 2010 in the GDD TRD ARD Dissolution & Biopharmaceutics section.

Over the past 16 years, I have personally witnessed changes at Novartis including restructurings, reorganizations and layoffs.

Based on my experiences during those years, I decided to actively support the employees affected.

As a current employee representative, I am standing for re-election because fair, transparent and constructive cooperation between employees and the company is something I believe in passionately.

It is important to me to take your concerns seriously and to represent these in an objective, committed and solution-focused manner.

The employee representative committee thrives on the trust conferred to it by the employees, and we stand by that with our names.

I would greatly appreciate your support and your vote in this election.

Objective: *I will campaign for the protection of your rights and interests, such as equality, fair working conditions and respectful cooperation in everyday working life.*

Legal Contracts
Advisor
EMEA R&D Legal

WSJ-202.4.01



to date

Strengthen trust, practice fairness.

I have worked at Novartis for 26 years and am now standing as an employee representative for the first time because I am wholeheartedly committed to a working environment based on trust, fairness and respect. From my work in the legal department, I will contribute experience in detailed analysis, negotiation and conflict resolution – qualities that I will also apply to your concerns.

What do I stand for?

- Transparency instead of meaningless phrases: Listening, speaking plainly and keeping to one's promises.
- Fair processes: Clear appraisals and remuneration, equal opportunities for all.
- Implementing changes responsibly: Providing human support during restructurings, seeking solutions, empowering those affected.
- Health & work-life balance: Further developing optimal working conditions that will facilitate exceptional performance.
- Meaningful co-determination: The ability to express one's opinion clearly and constructively in discussions with the company.

Trust is established in everyday life through accessibility, confidentiality and resolute follow-ups. As your trusted adviser with an ombudsman role, I will approach issues pragmatically, apply legal diligence and remain on the case until an equitable solution is found.

Objective: *The fair and transparent representation of your interests. I am committed to transparent processes, open communication and solutions that establish trust.*

Nicole Bubendorff

Christian Wirz



Principal Support Analyst
Biomedical Research
Research Informatics
Data and Digital

WSJ-103.1

new

Arriving at solutions in partnership.

I have been part of the Novartis Community since 2009. Initially I joined BR as a contractor in IT support shortly after BR had returned its support functions to Basel. While working in this role, I have been able to build up a broad network and earn trust across various sections – from laboratory to office, from colleagues on the front line to management teams.

My membership of the NAV commenced in 2020 when I became a permanent employee; since then, I have actively supported the board in its tasks as I identify with the association's values and goals, but also wish to play an active role within it.

I now wish to broaden my involvement and make myself available to all employees in the capacity of an elected employee representative. I bring my experience as a pragmatic problem solver to the table: listening, taking concerns seriously, providing guidance and working together to develop long-term solutions. Helping and advising people are particularly rewarding to me in everyday interactions, as well as in sensitive situations where confidentiality and respect are paramount.

As an employee representative, I wish to forge bridges, make different voices heard and ensure that good ideas and legitimate concerns are channeled appropriately. I would greatly appreciate your trust and your vote – for strong, accessible and solution-focused employee advocacy.

Objective: *My objective is not just to stand on the sidelines, but to actively participate. I want to be right at the center of assistance: contributing ideas, providing support and helping out. Together we can achieve more – to build a strong, appreciative and vibrant community.*

Incident Manager
R&D Quality

WSJ-157.3



new

Championing constructive and practical advocacy, imbued with compassion and understanding.

Since joining Novartis in 2006, I have had the opportunity to work at various sites and in different divisions – however mostly in quality assurance. I believe that quality makes the decisive difference in our products. Equally crucial are the people who contribute to this facet every day.

Objective: *I remain open to dialogue in order to facilitate constructive and long-term solutions in the common interest.*

And people are also the reason why I wish to become involved as an employee representative. A team spirit will carry us through challenging times – and everyone experiences tough periods at some point. I am convinced of the following: honest conversations and genuine dialogue will solve many problems. Change is a part of life; what remains important is that we acknowledge and support each other. I am a firm believer in cooperation, rather than confrontation.

We are all working to the same end: the success of our company. While this is occurring, we should expect human support during any change processes – so that these too can be successful.

I would be delighted if you would give me your vote – for constructive and practical advocacy, imbued with compassion and understanding.

Successful together!

Marie Mercier



Senior Clinical Sciences
Trial Leader

BR

CS&I Immunology

WSJ-386.10 NORTH

new

Harmony arises when both sides are willing to seek solutions in a partnership.

As a clinical trial leader at Novartis, I combine research expertise with Basel's down-to-earth approach: married, a father of three, representative in the school parents' council, an FC Basel season ticket holder, participant at the Basler carnival and passionate about winter sports.

I am running for internal employee representation because good working conditions are not to be taken for granted – they must be negotiated, implemented and defended when necessary. I believe in a fair and economically beneficial social partnership – pragmatic, compassionate and focused.

From my perspective, the basis for a successful representation of interests is an open and appreciative communication. It enables a constructive dialogue between us employees and the company's management which in turn is laying the foundation for mutual solutions. But also when more sensitive topics such as restructurings, job cuts and strategic realignments are on the agenda, clear and empathic communication will help to maintain and build additional trust.

In our ever changing working environment, I will be lobbying on your behalf as an employee representative focusing on the following areas: job security, shaping the working conditions, retention of an employee-friendly redundancy scheme and the maintenance of a healthy work-life balance.

With your vote I will set sail for equitable employment conditions and genuine participation – thank you very much for your support!

Objective: *With fresh eyes and using active communication, I will work towards achieving fair working conditions, constructive collaboration and giving a strong voice to all employees.*

AS&T Specialist
Validation Study
Coordination & Change
Control Management
Operations

WST-222 Z02.A130



new

Trust and commitment abound where respect and fairness are practiced.

Changes are shaping our everyday working lives. This makes it all the more important to have a working environment in which employees feel secure, can take on responsibility and know that their contributions will be valued. Safety, respect and trust are not abstract values, but instead lay the foundation for cooperation, quality and enduring excellent performance levels.

Mutual support plays a central role for me in this regard. Wherever people listen to each other, respect their differences and empower one another, space for personal development is created. A cooperative ethos then succeeds – not because of conformity or restraint, but because of conviction and shared responsibility.

This kind of work culture makes it possible to address challenges openly, without fear of judgment or discrimination. It promotes fairness, strengthens team cohesion and provides direction – especially during times of change. This not only benefits employees, but also the company as a whole.

As a member of the internal employee representation, I will make it my mission to promote this dialogue and help shape conditions in which respect, trust and mutual support are evident in our everyday working life. Because when people feel seen, heard and are taken seriously, they will also develop a sense of commitment – and a loyalty based on understanding and shared values.

Objective: *I am committed to a work culture in which respect and fairness create trust, and mutual support paves the way for personal development.*

Shakiba Mazinani

Claudio Scalzo



Research Scientist ONC
PH

WSJ-386.2.13

new

Change begins when we have the courage to look.

As the son of an immigrant and father of an adult son, I was born and raised here in the tri-border region. This multicultural environment has made me what I am today, and also inspired me. As an athlete and a coach, I know what team spirit, fair play and impartiality represent – and these values are also very important to me in my professional life. Since 1990 I have worked – non-continuously – at Ciba-Geigy, other well-known pharmaceutical companies and then, later again, at Novartis. I have worked on campus as a research scientist in the PK laboratory (UPLC-MS) and the IPC-MS laboratory for over four years. The various part-time jobs I have had have taught me to become innovative, tolerant, enthusiastic and determined.

Like many other colleagues, I was also affected by the restructuring – and yet, I saw this change as an opportunity. That's because one thing remains unshakeable for me: you, the employees, are the focus of my interests. With your vote, your concerns will be heard and fair outcomes sought.

As your elected employee representative, I will be committed to transparent communication, accountable decisions and respectful cooperation as equals – especially when differing interests or difficult situations arise. Change brings opportunities – let's seize them together.

Objective: *The harmonization of mutual interests is made possible through a spirit of cooperation from both parties.*



All candidates at a glance

