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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