

A close-up photograph of a person's hands. The person is wearing a dark suit jacket and a light-colored shirt. They are holding a black pen in their right hand and a smartphone in their left hand. The smartphone is resting on a wooden desk. In the background, there are some papers and a glass of water. The overall scene suggests a professional or business setting.

Pension Funds Novartis

# Pension Funds Novartis

**Vote in the elections of the Board of Trustees  
on December 7, 2020**

- Seven members and seven substitutes are up for election to the Board of Trustees of the Novartis Pension Fund 1, as well as two members and two substitutes of the Novartis Pension Fund 2, for a period of office running from January 1, 2021 to December 31, 2024.
- This is a secret electronic voting.

**Use your right to vote in this important election!**

# Pension Fund 1

## Strengthen your voice, your rights and your benefits. It is therefore important you choose NAV (Novartis Employees' Association) candidates!

Your vote influences your future performance as well as your contribution model. The NAV candidates are of the opinion that the high current pension level must also be maintained for future retirees.

Everyone should be able to count on the capital they have saved, and care must be taken to ensure that future generations can build up a financially sustainable retirement provision.

The NAV representatives are committed to ensure that Pension Fund 1 is and remains a secure pension scheme. The return on your capital must be appropriate, even in times of economic difficulty. One of the many performance indicators was the amount of interest earned on your capital.

Your rights are guaranteed by the NAV candidates.

You have the right to secure and sound financial investments that meet high ecological, social and ethical standards.

Sustainability and reliable planning are obligations. The capital paid in should be invested as securely as possible. The projections regarding to your retirement should not just remain projections – they should become reality. Interest rates must be realistic and realizable so that your capital is not exposed to additional risks.

Your benefits: The NAV candidates act independently and are not influenced by any union interests. The existing NAV candidates participate in ongoing education and constitute a group of experienced pension fund trustees. The incoming candidates will bring a high level of commitment and enthusiasm to their new roles.

**Choose NAV candidates – so your voice and your rights are properly represented. Make competence, security and fairness work for your benefit.**



**Claudio Campestrin**  
Country Coordinator  
Novartis Switzerland  
NAV  
WSJ-200/2/26.01  
*Incumbent Vice-President*



**Ralf Endres**  
Principal Scientist I  
NAV  
WSJ-103/5/10  
*Incumbent substitute*



**Andrea Fedriga-Hägeli**  
Head Visitor Services  
NAV  
WSJ-157/1/22.04  
*Incumbent BoT member*



**Davide Lauditi**  
Präsident Personalvertretung  
PVA  
NAV  
WSJ-200/3/16.01  
*Incumbent BoT member*



**Caterina Liberatore**  
Coordinator Project  
Controlling  
NAV  
WST-308/E/05  
*New*



**Marjana Milardovic**  
Product Manager  
NAV  
RKZ-200/5/22.18  
*New*



**Eliana Mussin**  
Senior Statutory Controller  
NAV  
WSJ-202/3/01.32  
*Incumbent substitute*



**Benny Niederberger**  
Praesident der PV-GAV  
NAV  
WSH-2052/5/27  
*New*



**Marco Preci**  
Senior Manager Share Registry  
NAV  
WSJ-200/2/73.01  
*New*



**Birgit Schmid**  
Associate Director GMA QA  
NAV  
WSJ-027/6/079.01  
*New*



**Roger Staub**  
SvcDelExp-OnsiteSvc Site  
CHRG CHGE CHFR  
NAV  
RKZ-200/8/12.03  
*Incumbent BoT member*



**Felix Tobler**  
Engr Exp GDC Floor Mgt  
CHBS/CHST  
NAV  
WKL-132/2/002.02  
*New*



**Emanuel Travaglini**  
Technischer Koordinator  
NAV  
WST-110/E/410.01  
*New*



**Markus Trunzer**  
Principal Scientist I  
NAV  
WSJ-153/2/30.02  
*New*



**Clarissa Vajna**  
Associate Scientist  
NAV  
WSJ-153/4/08.01  
*New*

# Pension Fund 1

## UniaPlus: For secure pensions now and in the future.

Exercise your rights and vote for UniaPlus candidates. Because we have experience, foresight for future developments and a good deal of steadiness when it comes to preserving achievements.

Highest possible return on your capital: The balance between security and participation must remain fair. In the future, we will continue to work towards ensuring that the pension capital you have saved gains the highest possible interest every year and thus increases. This will ensure that the capital indicated on the pension fund certificate is actually achieved at the age of 65.

Possible lowering of the conversion rate: All Swiss pension funds are finding it difficult to achieve the performance necessary to maintain conversion rates of over 5 %, given the poor interest income on safe investments. The conversion rate tells you how high the annual pension

for your saved capital will be. If the conversion rate is lowered, the future pension also decreases. It is clear to us that any reduction in the conversion rate would have to be cushioned so that the pension level is maintained in cushioning the effects of the reduced conversion rate.

No de-solidarisation: The pension fund is the most important pillar of your retirement provision. The pension funds were launched as social insurance; for a secure income in old age for everyone. It is important that pensioners are not played off against active employees, young employees against older employees, and those who earn less against those who earn more. We want security and participation for everyone.

**Vote for all candidates from UniaPlus. We vouch for quality in your interest and have the staying power to withstand turbulent times and to safeguard your pension.**



**Sarah Bardouille**  
Operations Specialist II  
UniaPlus  
WSJ-182/3/249.15  
*Incumbent substitute*



**Sven Bolliger**  
Manager Lab Operations  
UniaPlus  
WSJ-352/1/57.03A  
*New*



**Silvia Breu**  
QC Specialist  
UniaPlus  
WST-151/1/07.01  
*New*



**Viktor Butz**  
Research Scientist I  
UniaPlus  
WSJ-182/P/112.12  
*New*



**Cornelia Gasser**  
Senior Specialist I Lab  
Operations  
UniaPlus  
WSJ-386/13/10  
*New*



**Stefan Jehle**  
Werkstattkoordinator  
UniaPlus  
WST-110/E/487.02  
*New*



**Sandra Kirchhoff**  
Administrative Team Leader  
UniaPlus  
WSJ-200/4/27.01  
*New*



**Peter Letze**  
Assoc Dir Head  
Archive & Records  
Mgmt  
UniaPlus  
WSJ-352/1/39.10A  
*Incumbent substitute*



**Brigitte Martig**  
Controller Support  
Functions Dev Basel  
UniaPlus  
WSJ-188/11/001  
*Incumbent BoT member*



**Stefan Melly**  
Scientific Coordinator  
UniaPlus  
WSJ-152/3/31.01  
*New*



**Turan Özdemir**  
Engineer/  
Maintenance  
Coordinator  
UniaPlus  
WSH-2112  
*New*



**Pascale Rieder**  
Research Scientist I  
UniaPlus  
WSJ-155/3/05.02  
*New*



**Herold Simon**  
Manager BPA  
UniaPlus  
WSJ-386/14/22.24  
*New*



**Sabrina Staub**  
Lab Operations Coordinator  
UniaPlus  
WSJ-153/2/08.01  
*New*



## Pension Fund 1

### Thomas Hengelage, independent candidate

My goal is to be an independent representative of all insured members of the Novartis Pension Fund 1. If elected again I would like to work to the common goal of the Pension Fund's sustainability together with all other board of trustee members.

In the current uncertain financial market environment, I consider it particularly important to keep the interests of

the insured members in balance: Those of the young whose retirement will not take place for another 20 years or more with those of older insured members whose retirement is already foreseeable.

**My goal is to be an independent representative of all insured members of the Novartis Pension Fund 1.**



**Thomas Hengelage**  
Lead Clinical Trial Leader  
independent  
WSJ-340/6/06  
*Incumbent substitute*

## Pension Fund 2

**Strengthen your voice, your rights and your benefits. That is why it is important you choose NAV candidates.**

We maintain and ensure an overall view of retirement pensions for employees within Switzerland. We will continue to advocate pragmatic solutions and the continuous development of Pension Fund 2 (PF 2). Use your vote and choose NAV candidates.

Your rights are safeguarded by NAV candidates. PF 2 insures your salary components between CHF 150,000 and 220,000 pa. In contrast to PF 1, all insured persons receive the total amount of assets saved upon retirement as a lump sum.

Your benefits. While you are saving, you can play an active role in your investments and choose between six

different investment strategies. Money Market, Bonds Plus, Shares 25 Plus, Shares 25 ESG, Shares 40 Plus or LifeCycle Plus. If you opt for last of these strategies, the share component is reduced gradually and according to age until retirement. This allows you to take your individual investment and risk profile into account. At present, around 40 percent of insured members have made at least one choice of investment strategy. This goes to show that choice is valued and people take advantage of it.

**Choose candidates from the NAV – so your voice and your rights are ensured. Make competence, security and fairness work for your benefit.**



**Claudio Campestrin**  
Country Coordinator  
Novartis Switzerland  
NAV  
WSJ-200/2/26.01  
*Incumbent Vice-President*



**Ralf Endres**  
Principal Scientist I  
NAV  
WSJ-103/5/10  
*New*



**Andrea Fedriga-Hägeli**  
Head Visitor Services  
NAV  
WSJ-157/1/22.04  
*Incumbent substitute*



**Eliana Mussin**  
Senior Statutory  
Controller  
NAV  
WSJ-202/3/01.32  
*Incumbent BoT member*



**Marco Preci**  
Senior Manager Share  
Registry  
NAV  
WSJ-200/2/73.01  
*New*

## Pension Fund 2

**UniaPlus: Letze and Martig on the Board of Trustees.**

Pension Fund 2 insures the income portions between CHF 150,000 and CHF220,000 and is structured as an capital insurance, so that when you retire, you will not receive a lifelong pension, but a lump-sum payment. How high this lump-sum payment will be depends on your choice of investment strategy, your personal risk tolerance and the time of your retirement.

Our aim in the Board of Trustees is to ensure that the number of strategies remains manageable and transparent. The sustainability of the investments in all portfolios must be steadily increased and remain secure. Likewise, clear, comprehensible and timely communication with the insured is a high priority for us.

**Vote for all candidates from UniaPlus. We vouch for quality in your interest.**



**Peter Letze**  
Assoc Dir Head  
Archive & Records  
Mgmt  
UniaPlus  
WSJ-352/1/39.10A  
*New*



**Brigitte Martig**  
Controller Support  
Functions Dev Basel  
UniaPlus  
WSJ-188/11/001  
*New*