



Roche



Active worldwide –
at home in Switzerland

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Welcome to Roche!

We are driven by the goal of a healthier future. And as the world changes, we change too. For over 125 years, we have been tackling the most urgent challenges in healthcare.

We respond to the changing health needs of people throughout the world. We focus on long-term investment in research and development to devise innovative solutions, diagnostics and medicines that improve the lives of people, both now and for the generations to come. We advance science to make healthcare available to everyone who needs it.

We have a global network that brings together dedicated individuals with varied yet complementary perspectives. This allows us to keep finding new pathways and to conquer fresh challenges – in research, in innovation, in the development of medicines and in diagnostics.

But we know that this type of breakthrough science and the delivery of the resulting tools and medicines cannot be achieved alone. This is why we seek close partnerships and targeted collaborations – with patients, healthcare professionals, universities and academic institutions, other companies and governments.

Our work creates a future in which we all have more time with the people we love. This is what makes us who we are. This is what makes us Roche.



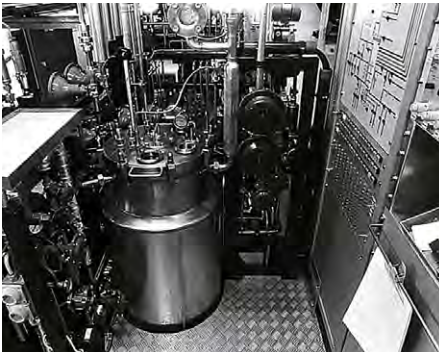
André Hoffmann

Vice-Chairman of the Board of Directors of Roche and great-grandson of the company founder, Fritz Hoffmann-La Roche

'I am grateful to all the people who, over the years, have made Roche the great company that it is today. I am sure that my great-grandfather, Fritz Hoffmann, would be proud if he could see the company today. Our task now is to maintain this successful course by harnessing scientific excellence and innovation.'

Yes, we're proud of what we've achieved in the past. But what really drives us is the future.

Find out more
Our history



From Basel to the world

At Roche, we take great pride in our enduring Swiss heritage, yet we're equally proud of our global presence as a leading healthcare innovator committed to providing localised healthcare solutions.

With a dedicated workforce of over 100,000 people spanning the globe, our team tirelessly strives to drive forward the frontiers of science and research. Our mission is to bring forth groundbreaking medicines, cutting-edge diagnostics and innovative digital solutions, all while harnessing data-driven insights that provide transformative outcomes for patients living with acute and chronic illness.



33 research and development sites worldwide for Pharmaceuticals and Diagnostics



20 production sites worldwide for Pharmaceuticals and Diagnostics



Active in over **150** countries

CHF 63.3 billion

of Roche Group revenues

CHF 45.6 billion

of Roche Pharma revenues

CHF 17.7 billion

of Diagnostics revenues

CHF 14.1 billion

invested in research and development



‘Doing now what patients need next’ – our strategy

The complexities in healthcare and increasing cost pressures present challenges and opportunities. For example, digitalisation in healthcare could help reduce medical interventions, and the proliferation of online consultations has also yielded financial and convenience benefits for patients.

What we do

Our focus

Fitting treatment
to patients

Our distinctiveness

Excellence in
science

Our delivery

Value for all stakeholders



How we do it

Our leadership

Inspiring outcomes
that matter

Our ways of working

Agile and networked

Our set-up

Built for innovation

Roche today: science with impact

We combine our expertise in the fields of pharmaceuticals and in vitro diagnostics with the latest insights provided by data science. This enables more effective and efficient research that ultimately results in more focused, expedient treatment.

Our business environment is facing constant change and presents us with new challenges all the time. Healthcare is becoming an increasingly complex industry, with healthcare systems experiencing increased cost sensitivity and many other challenges. At the same time, breakthroughs in medicine and the advance of digitalisation in healthcare are opening up opportunities for the development of patient-centric, user-oriented, efficient healthcare.

As Roche, we combine our expertise in *pharmaceuticals*, *diagnostics* and *diabetes care* with the latest data science.

Roche Pharmaceuticals

When the latest scientific findings lead to products that improve – or even save – the lives of patients, that's when we know our work is a success. We translate excellence in science into effective medicines for patients.

With our broad pharmaceuticals portfolio (oncology, immunology, neuroscience, infectious diseases, ophthalmology, rare diseases and respiratory diseases, cardiovascular disease), we are among the leading innovators of clinically differentiated medicines.

- In 2022, we received 27 major approvals for medicines worldwide.
- There are 32 Roche medicines on the Model List of Essential Medicines issued by the World Health Organization (WHO).
- In 2022, 14.2 million patients throughout the world were treated with Roche medicines.



Find out more
Our business

*All figures as at 2022



Roche Diagnostics

The COVID-19 epidemic made it clear, once and for all, that effective healthcare depends on reliable diagnostic testing. It supplies the foundation of information and decision criteria for the prevention, detection and therapeutic monitoring of diseases.

At Roche Diagnostics, we offer the broadest in vitro testing portfolio in the world, along with

instruments for decision support, consulting, digital diagnostics, disease management, laboratory automation and software systems – in over 100 countries. Our integrated solutions are deployed in laboratories and hospitals by medical professionals throughout the entire healthcare system.

Around 29 billion tests were carried out with Roche systems in 2022.

In vitro diagnostics (IVD, or laboratory diagnostics)

In vitro diagnostics are medical products that allow medical examination of biological specimens such as blood, secretions, urine and tissue to be carried out in the laboratory. These specimens are examined and analysed ‘in vitro’ – from the Latin word ‘vitrum’, or glass. In other words, the tests are conducted ‘in glass’, outside the human body.

Diabetes Care

For over 40 years, Roche Diabetes Care has been pioneering development of innovative diabetes technologies and services, and it leads the way in the field of integrated Personalised Diabetes Management (iPDM). We offer products for self-monitoring of blood sugar, insulin pump systems, a system for continuous glucose monitoring, along with digital solutions and services for comprehensive diabetes data management. Conceived as an open data ecosystem, together our solutions improve our understanding of this disease, resulting in personalised, effective treatment methods.

Innovation

What drives us: we are driven by the desire for a healthier future.
We are proud of our work, which puts people first.



Passion for science and innovation

Our work at Roche knows no boundaries. Yet we cannot master the major challenges in healthcare alone. Internal and external collaboration is extremely important to us. Because when we all work towards the same goal, we achieve better outcomes for us all.

Our mission

To be at the forefront of science, identifying and delivering new ways to diagnose and treat disease. We develop innovative

medicines, diagnostics and solutions that improve people's lives. Our ideas and research help save lives.

Our focus areas:



Respiratory diseases



Women's health



Cardiovascular diseases



Infectious diseases



Neuroscience



Inflammation/immunology



Oncology



Metabolics



Ophthalmology



Rare diseases



Haematology

Find out more
Our focus



From molecule to product – the phases of development

Clinical trials are an indispensable step in ensuring that new medicines are safe and that they can be effectively deployed to treat people. However, just 10% of our clinical development projects make it to patients. Despite this, we are successful in learning and iterating from 100% of our research efforts.

The phases of a clinical trial



Phase 1

Safety and tolerability
Side effects of medicines

Number of patients:
two to a hundred volunteers

Duration:
one week to several months



Phase 2

Dosage
Risks and side effects

Number of patients:
several hundred volunteers

Duration:
up to two years



Phase 3

Side effects and effectiveness
Conducted worldwide

Number of patients:
several hundred to a thousand volunteers

Duration:
one to four years



Phase 4

Benefit, efficacy and safety

Number of patients:
more than 1000 volunteers

Duration:
over a year

Pioneer in personalised medicine

For over 20 years now, we have been developing the scientific foundations of what's known as personalised medicine. Examples of this new approach to medicine include treatments that utilise the biological mechanisms of cancer and other diseases. Now we are working to ensure that treatments are not only adapted to the individual needs of patients, but also tailored to their unique genetic profile.

Cancer immunotherapy

The immune system is designed to detect and eliminate mutated cells in healthy individuals. But sometimes, for reasons we have yet to discover, this natural monitoring system fails, and this can lead to the development of cancer in differing forms. The goal of immunotherapy is to support the body's own immune cells so they can destroy and ultimately vanquish this cancer.

Find out more
Clinical studies



Patients – the focus of our work

Cooperation and open dialogue with patient organisations is imperative to us. That's because by entering into dialogue with patients and patient groups we can learn how patients and their loved ones deal with disease day to day, and what it is they need and want from us. Only when we join together can we make the lives of people easier and better all round.

We support 20 patient organisations in Switzerland

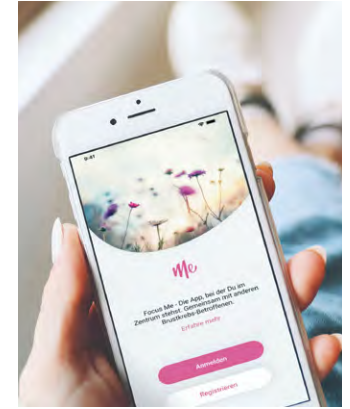
We feel strongly that close cooperation with patient communities can help us achieve even better outcomes for patients. Our common goal is to put the well-being of patients at the heart of healthcare. Patient organisations

are important partners for us in the support of patients and their loved ones as they manage a disease. Because patients need to be involved in their treatment and care decisions, to communicate their own needs and experience.

Focus Me App

Working with breast cancer patients, specialists and patient organisations, Roche Pharma Switzerland developed the Focus Me app.

This platform offers a means of networking with other women living with the disease, as well as specialists, for mutual support at a factual and emotional level. The patient information portal Fokus Mensch also offers detailed information on a range of diseases.



Find out more
Focus Me App



Access to healthcare is vital

We know that our diagnostics and medicines can only do what they're supposed to do when they reach the people who need them. In the field of healthcare we are faced with challenges that we can only tackle in cooperation with the Federal Office of Public Health (FOPH), Swissmedic and other bodies in Switzerland. This is how we fulfil our social responsibility.

In cooperation with domestic and international stakeholders, we support government efforts to establish efficient, stable healthcare systems. Because the issue of

access to healthcare presents each country with its own unique challenges. Funding, infrastructure, capacities, specialists and awareness are all major factors.



Innovative solutions through partnerships

It is our firm belief that removing the potential barriers to healthcare systems requires a holistic, cooperative approach. We can only overcome these challenges when we work together. That's why we work with diverse interest groups from across the entire healthcare sector – to enable rapid access to our medicines and diagnostics for all people. And together we are committed to creating a sustainable healthcare system.





Swiss Patient Access Program – improving access to cancer treatment

These days, medical research is advancing at a rate that outstrips the capacities of our approval and reimbursement systems. This can mean that new medicines that are not yet reimbursed, or that are approved for different indications, are not available to patients through the compulsory health insurance system. In certain exceptional cases – with cancer, for instance – public health insurers may nonetheless support treatment in this phase.

In Switzerland, around 40,000 patients benefit from this exemption every year. The decision to approve and finance a treatment method is not regulated uniformly, instead it

is based on the assessment of individual public health insurance bodies and independent medical examiners. In the event of approval, the costs are split between the public health insurer and the manufacturer.

Where public health insurers refuse to cover costs, this can lead to what are known as hardship cases. For these hardship cases we collaborate with such bodies as the Swiss Society of Medical Oncology (SSMO) and its Swiss Patient Access Program. This programme provides patients in Switzerland with access to selected cancer medicines where they are medically necessary (based on an expert opinion) and where the health insurer has refused to cover the cost.

Find out more
Swiss Patient Access Program





Our commitment to Switzerland

Ever since Roche was founded in Basel in 1896, we have maintained our roots in Switzerland. Switzerland has shaped us, and we have shaped Switzerland.

Globally active, locally connected

Switzerland is regarded as one of the most innovative countries in the world. This is where we carry out much of our research and development activities. Our global headquarters are in Basel, the hub for our business activities.

Roche Switzerland in figures

14.150 employees
(around 13% of employees
worldwide)

44% of employees
are women

CHF 683 million in revenues
in Switzerland (around 2% of
worldwide revenue)

37% of management positions
are filled by women

CHF 3.891 million in annual R&D
expenditure in Switzerland – which is
almost CHF 15 million every working day
(and nearly a third of worldwide R&D spend)

More than **5.000** scientists conduct
research into innovative technologies
and treatment methods at Roche sites
in Switzerland

More than **400** trainee positions

120+ nationalities represented

Our contribution to Switzerland as a business location and the Swiss economy

Switzerland is among the wealthiest countries in the world and it invests heavily in healthcare. Its life expectancy at birth is around 84 years – higher than just about every other industrialised country. When you consider that the life expectancy in 1960 was around 70 years, you begin to appreciate the enormous progress we have made in the last 60 years. Switzerland's strong health and pharmaceuticals sector, which includes Roche, has contributed greatly to this achievement.



Our footprint in the Swiss economy

- Through our business activities, we contribute CHF 25 billion, directly and indirectly, to value creation in the Swiss economy (3% of GDP).
- Our research activities account for around CHF 3.3 billion of that.
- Along with its 14.150 direct employees in Switzerland, Roche generates an additional 45.000 jobs along its supply chain.

*All figures as at 2022

Our positions

Switzerland has numerous advantages as a location: political stability, legal security, liberal export markets, high levels of education, a qualified workforce, major innovation, superior basic research and an attractive fiscal environment. And we need to secure these locational advantages for the future, as well. That's why we take part in discussions around health policy.

We forge connections in the government because we feel strongly that contributing our positions to the political process, along with our responsible, dedicated public relations work, are in the interests of all concerned. This serves society as a whole – one such example is the push to digitalise the healthcare system.

But developing innovations takes more than large corporations; the networked cooperation of SMEs, start-ups and universities is also key.

The European Union and Switzerland

The success of Switzerland as a research centre is built on international cooperation.

Full participation in Horizon Europe, the world's leading programme for research and innovation, is essential if our country wishes to retain its leading global position.

The competitiveness of Switzerland as a pharmaceutical hub relies heavily on stable, regulated relations with the European Union. We welcome the Federal Council's ongoing commitment to a bilateral path.

It is vital for the sustainable growth of the Swiss economy that we have access to the single EU market, and freedom of movement.



Our sites in Switzerland

Our company conducts activities with a range of different focal points at various sites throughout the country.

1 Roche Basel and Kaiseraugst in figures

- Employees: 11.800, with 300 trainees
- The new research and development centre encompasses around 1.800 ultra-modern office and laboratory workstations for our Roche researchers in Basel
- Where three countries meet: 10% of employees commute from France, 14% from Germany

2 Roche Zurich in figures

- Employees: 185

3 Roche Rotkreuz in figures

- Employees: 2.700
- Around 150 trainees per year in 10 training professions



Roche Basel and Kaiseraugst – headquarters

Since the establishment of the company in 1896, the headquarters of the Roche Group has been located in Basel. We have a long-term commitment to Switzerland and the Basel/Kaiseraugst site. Our Executive Board is located here, along with the worldwide headquarters for the Pharmaceuticals and Diagnostics divisions and our research organisations (Pharma Research and Early Development, pRED).

Roche Pharma (Schweiz) AG is the domestic company of Roche Pharmaceuticals, and it too is based in Basel. Its employees are committed to ensuring that patients in Switzerland gain access to innovative Roche medicines.

Kaiseraugst is our most important production and packaging facility. Since 2017, this has also been the site of one of our largest IT innovation centres worldwide.





Roche Schlieren, Zurich

Our Innovation Center – Roche Pharma Research and Early Development’s (pRED) Center of Excellence for Cancer Immunotherapy – began as a spin-off from ETH Zurich. One focal point here is the development of specially modified therapeutic antibodies (antibody engineering), a technique used in the treatment of a range of serious diseases. The focus of the Roche Innovation Center Zurich is product development – from scientific concept and validation through to the corresponding clinical trials.

Roche Rotkreuz (Zug canton)

Roche Diagnostics is one of the world’s leading providers of diagnostic system solutions for clinics, laboratories and medical practices, and the largest manufacturer of fully automatic in vitro diagnostic systems in Switzerland. The Roche site in Rotkreuz has evolved to become one of the largest, most advanced employers in the region, a magnet for talented next-generation employees from Switzerland and beyond. Along with Roche Diagnostics International AG, the campus also hosts the national organisations Roche Diagnostics (Schweiz) AG and Roche Diabetes Care (Schweiz) AG. Rotkreuz is one of the main hubs for the diagnostics business, with all key functions and business areas represented.

Find out more
Our sites



Multifaceted work at Roche

Every day, Roche employees work hard to ensure patients throughout the world can benefit from effective medicines and diagnostics. As an employer, we foster an environment that is as unique as the people who work here. We consistently support all of our employees in their individuality – always with the goal of achieving the best for our people and for the patients we serve.



As one of the largest private employers in Switzerland, we act in accordance with the UN's Sustainable Development Goals and provide an outstanding working environment.

Our four strategic pillars:

The patients

Our employees

Our culture

The company



Working culture

As a company we have an obligation to patients and their needs, and to society as a whole. As an employer, we consider the safety and well-being of our employees to be of central importance. We promote a culture of dialogue, of mutual respect, and trust. We attach great importance to work-life balance and offer employees a wide range of flexible working arrangements.

Diversity, equity and inclusion

At Roche, everyone is important. Diversity, equity and inclusion are at the heart of our strategy, because we value the things that make each of us unique: our age, our beliefs, our abilities, our identity, our way of thinking, our origins and the languages we speak. Together we harness the unique abilities of each individual to the full, to bring positive change to the lives of patients and to society.

Promotion and support

The future begins anew every day. That's why we promote and support our employees at every level and in every role. We expect our employees to take responsibility and show a willingness to learn – and a willingness to lead. Our goal is to promote our highly networked way of working across every level.

With over 400 trainees in 18 different professions across our sites, we are one of the largest training organisations in Switzerland.

Our responsibility to the environment and society

At Roche, we have been committed to the protection of the climate and our environment for many years now, in our search for more sustainable technologies and processes, and the way we integrate them into our processes and projects. We voluntarily support social projects and non-profit initiatives.





Our holistic commitment to the environment, the economy and the social sphere

Through a range of national, regional and local projects, we fulfil our responsibility for people, society and the environment. Economic, social and environmental sustainability is close to our heart.

We know that climate change is one of the largest global challenges, and one that requires rapid action. For over 20 years, our teams have been working on programmes for reducing their greenhouse gas emissions to zero by 2050. As a company we have long been committed to sustainability, in our search for new, more sustainable technologies and processes, and the way we manage our sites in harmony with the environment.

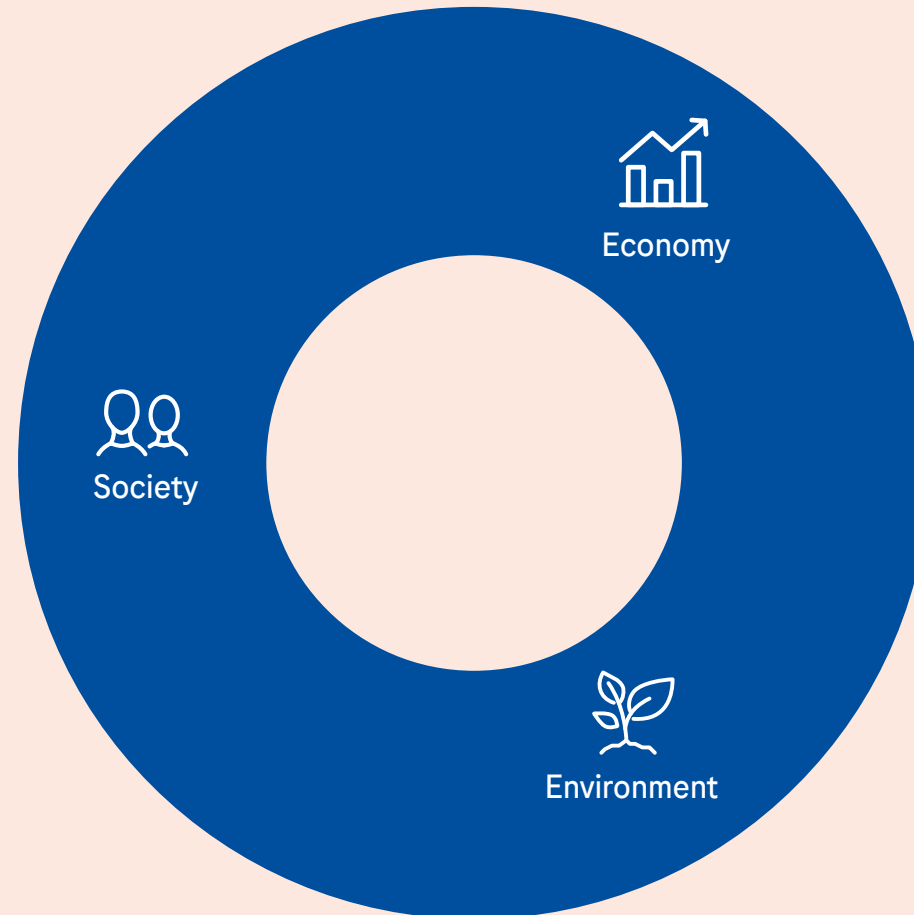
Our actions are guided by the UN's 17 Sustainable Development Goals.



Focus on sustainability

Society – how we contribute to a better future

- We develop new medicines, diagnostic methods and knowledge
- We improve access to our innovations for everyone
- We look after our employees by promoting health and safety, as well as diversity, integration and equal opportunity



Economy – how we invest in medical progress, create jobs and secure livelihoods

- We are constantly investing in innovation
- We promote sustainable development, with further vocational training to secure the next generation of skilled workers
- We offer secure, high-quality jobs with commensurate social benefits in Switzerland and throughout the world

Environment – how we minimise our impact on nature

- We will halve the environmental impact of our activities and products by 2030 and we will be using 100% green electricity by 2025
- We will halve our greenhouse gas emissions by 2030
- We will reduce our greenhouse gas emissions to zero by 2050

Our local and social commitment

Roche has a tradition of social commitment that dates back more than a hundred years, and it is an important element of our corporate philosophy. Our commitment is based on our mission: we aim to achieve a sustainable impact by developing stronger, healthier communities.

The aim of our projects and partnerships is to strengthen our links with the local community and create genuine added value, to enable meaningful, sustainable change.

**Guided by these beliefs,
we focus on four areas:**

- Humanitarian and social projects
- Science and education
- Art and culture
- Community and environment



**Strengthened by the commitment
of our employees**

The sustainable transformation of society also relates to service in the local setting. Our employees share this conviction. And that is why, since 2003, we have organised the Roche Children's Walk, for which Roche employees around the world volunteer.

What began as a pilot project at three sites is now our largest joint employee event – every year over 20,000 employees at 140 sites in 60 countries take part. The donations from employees and the contribution made by Roche go towards local projects and, through the Roche Employee Action and Charity Trust (Re&Act), global projects that support disadvantaged children.



Promoting science

Roche has been supporting organisations such as the Schweizer Jugend forscht (Swiss Youth Researches) foundation for almost 60 years, as well as the SimplyScience Foundation as part of the Science on the Move competition for secondary schools and the Faszination Technik programme organised by the canton of Zug's chamber of commerce. We also offer a range of programmes that make a significant contribution to the promotion of students and young scientists in a range of disciplines, such as the scholarship programme for doctoral students.

Commitment to art and culture

The promotion of contemporary art and culture projects is a venerable tradition at Roche, and an expression of our commitment

to innovation distinguished by excellence, uniqueness and passion. Encountering new ideas, perspectives and disciplines helps to promote a culture of openness and creativity at Roche that everyone feels part of. The cooperation with Culturescapes, a multidisciplinary festival that promotes cross-border cultural dialogue, is a shared opportunity for us to celebrate this diversity, stoke curiosity and actively involve our employees in cultural activities.

And on its 100th anniversary, Roche established the Museum Tinguely in Basel. It is a place of vitality, laughter, wonder, discovery – a museum that activates the senses and brings art to the people. A very Roche approach.

Find out more
Philanthropy





‘Doing now what patients need next’

Would you like to find out more about Roche? Do you have any questions?
Then please get in touch. We would be happy to help you.

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