

### **Foreword**

We are proud to present our second Social Value report, reflecting both the progress we've made and the ambitions that continue to drive us forward. In a year shaped by evolving public health priorities and economic pressures, our commitment to supporting the NHS and delivering broader social value has remained resolute.

Building on the foundation laid in our inaugural year, 2024 saw us create over £56 million in social value. This demonstrates our determination to go beyond medicines and diagnostics to deliver meaningful, holistic benefits to society. An achievement that underscores our deep-rooted belief that true impact comes from addressing the broader social determinants of health.

Our partnerships have played a vital role in amplifying our efforts. This year, we've strengthened and expanded our collaborations, most notably with the Cambridge Science Centre, to bring enriching STEM experiences to 10,000 primary schools in the UK's most deprived areas. We are equally proud to support emerging sustainability leaders in healthcare through our One Young World scholarship, nurturing future talent within the NHS.

We are also delighted to be recognised by NHS Cheshire and Merseyside for our long-standing commitment to creating social value across the region.

As we look ahead, we remain on track to deliver £200 million in social value by the end of 2026; a bold pledge that reflects our drive to scale impact and support systemic change.

Our environmental ambitions are equally strong. To meet our goal of net zero greenhouse gas emissions by 2045, we are prioritising significant reductions across our entire value chain - with ambition to go even further on Scope 1 and 2 ambitions.

Through these initiatives and our continued work with partners such as the NHS, we are not only shaping a more sustainable healthcare ecosystem but also inspiring the next generation of STEM and sustainability leaders.

Our journey continues with purpose, partnership, and a view to incorporate social value across the entire value chain to contribute to a healthier and prosperous society.





Cathryn Smith
Head of Corporate Responsibility
and Compliance
Roche Products UK



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Geoff Twist
General Manager,
Roche Diagnostics UK & Ireland

#### **About Roche UK**

Roche is a pioneer in pharmaceuticals and diagnostics, focused on advancing science to improve people's lives.

We have created truly differentiated medicines in oncology, immunology, infectious diseases, ophthalmology and diseases of the central nervous system.

In the UK we employ over 2,000 people who work hard every day to bring our medicines and diagnostics to people who urgently need them. We work from bench to bedside - researching new medicines and diagnostics, running global clinical trials, and collaborating with the NHS to try to ensure rapid uptake and delivery of our products and services.

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### Our Purpose

Doing now what patients need next. How we identify and meet those needs – what we do every day – must take into consideration both planet and people if we are to succeed.

Sustainability is built into our business strategy and is part of everyone's job at Roche. In the UK, we are going one step further to measure our impact locally through the lens of Social Value.

Social Value is the positive impact (social, economic and environmental) that organisations contribute to society beyond an operating profit and in addition to core requirements or business as usual standards. It incorporates principles from ESG, CSR and Sustainability to deliver holistic impact, locally.

We measure Social Value through the the Social Value TOM System™, the leading standard for capturing and reporting positive impact.

**Corporate Social** Responsibility (CSR) Social Value Environmental, Social and Sustainability Governance (ESG)

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### Our Purpose

### Our Social Value Strategy has three pillars:





### **Healthy Planet**

We respect our environment and minimise our impact on nature





### **Healthy Communities**

We deliver impact beyond our medicines and diagnostics to help communities thrive





### **Social Mobility**

We reduce inequality by creating opportunities and harnessing talent from people of all backgrounds



### Social Value Delivered in 2024

Roche UK created £56,152,284 social value in 2024.

The Social Value has been calculated using the Themes, Outcomes and Measures (TOM) reporting standard the most commonly used social framework in the UK.



£56,152,284 social value created in 2024

£16,299,072 Roche Diagnostics

£39,853,212 Roche Products





### Social Value Highlights





62% leadership positions filled by women in the UK

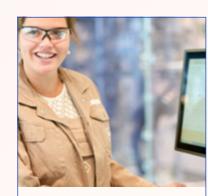


602 hours spent on local school and college visits equivalent to over £10,000 in social value





Over 100 hours of meaningful work placements delivered over £20,000 of social value





**33** Apprentices adding over £4 million of social value



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Spend with local micro and small enterprises within supply chain delivering over £11 million of social value



1,751 hours of volunteering equivalent to £29,654 of social value to support local community projects



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All Roche UK employees have access to multi-dimensional wellbeing programmes equivalent to over £290,000 of social value





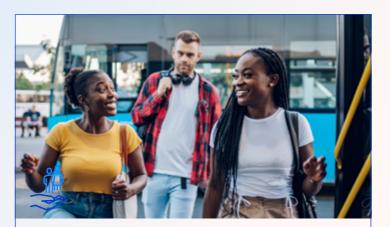
Over **1,158 employees** living in the local area to Roche Products and Roche Diagnostics

### Social Value Highlights





380 hours of volunteering focused on environmental and conservation initiatives



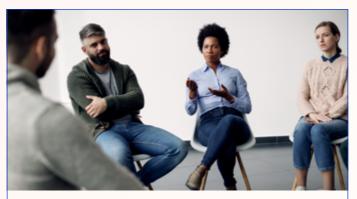


320,000 car miles saved as a result of green transport initiatives at **Roche Products** 





Almost 3 million car miles driven using low or no emission staff vehicles





Approx £30,000 invested in mental health campaigns for staff





Over £20,000 raised by Roche Products employees for Brandon Centre





Approx £2 million given as grants or donations





£40,761,624 of Social Value generated through local employment



95 hours spent supporting unemployed people into work equivalent to £10,000 social value

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### Healthy Planet

Through our transformative medicines and diagnostic solutions we contribute to improving outcomes for patients. Doing it sustainably reflects our unwavering commitment to all our stakeholders and future generations. Whilst our approach to sustainability is holistic, decarbonisation is crucial to combating climate change.





We are working to accelerate our efforts to address our environmental impact. By collaborating with others across our value chain and industry we can make a positive contribution to the health of people and our planet.

We are determined to achieve netzero greenhouse gas emissions in our own operations and value chain (Scopes 1, 2, and 3) by 2045 and have set clear near-term and long-term SBTi validated targets.

For Scopes 1 and 2 we are going even further by striving for absolute zero emissions by 2050 - beyond current industry and Science-Based Target Initiative (SBTi) ambitions.

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#### **Near-term targets**



Reduce **absolute Scope 1 & 2** GHG emissions by **70**%\*



Reduce **absolute Scope 3 GHG** emissions from **fuel & energy, waste from company operations** and **business travel** by 22.5%



Reduce **absolute Scope 3 GHG** emissions from **use of sold products** and **end of life of sold products** by 22.5%



**70%** of **Roche's suppliers** by emissions covering Scope 3 purchased goods and services, capital goods and upstream transportation and distribution will have science-based targets

#### **Long-term targets**

By 2045



Reduce absolute Scope 1, 2 & 3 GHG emissions by **90%** to achieve net zero

<sup>\*</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.



### Green Transport Programme

Roche encourages the use of sustainable modes of transport, and low or no emission vehicles, to ensure that carbon emissions and air pollution are reduced.

These initiatives not only save emissions directly from Roche employee cars but also secondary air pollution produced through congestion on roads. Similarly, by using low or no emissions vehicles, Roche is able to reduce air pollution and emissions typically generated from cars.



Roche Products saved 320,000 car miles in 2024, creating £18,000 of Social Value from using other modes of transport.

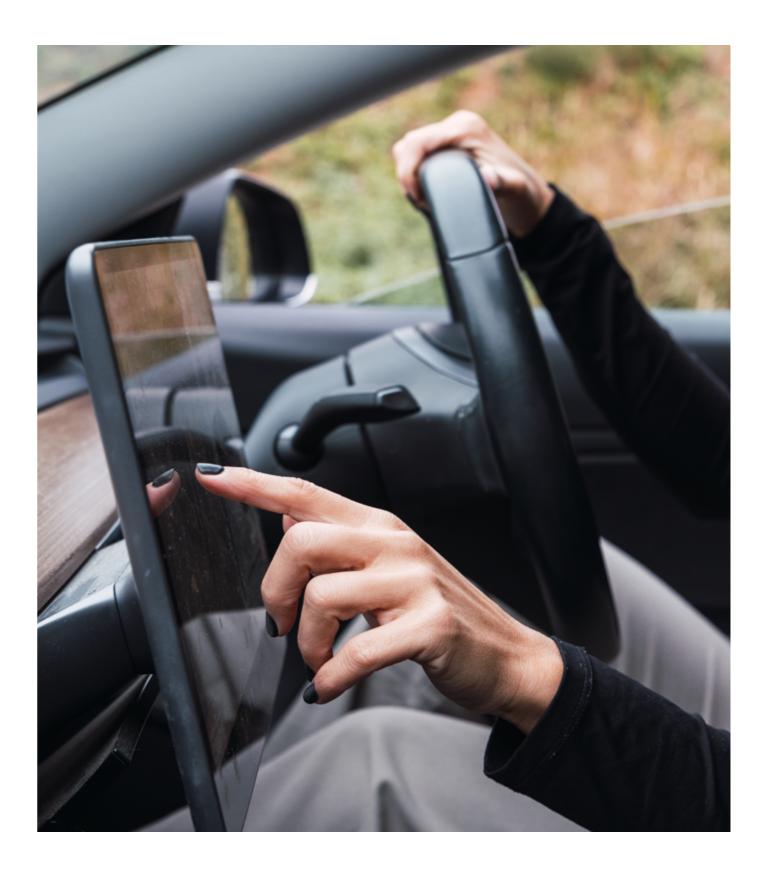


Roche UK employees drove almost 3 million miles in low or no emissions vehicles. resulting in over £70,000 of Social Value.

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### **Green Logistics:** Driving sustainability beyond the standard

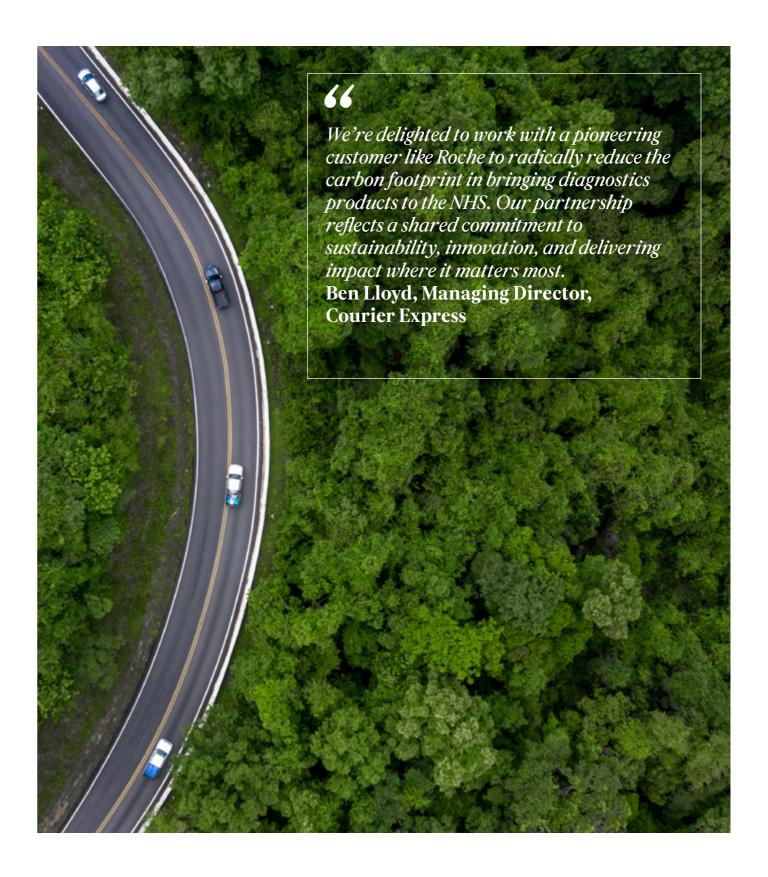
Our logistics strategy is designed with the bigger picture in mind-cleaner air, lower emissions, and a supply chain that actively supports a healthier planet. That's why we're working closely with logistics partners like DHL, UPS, and Courier Express to embed sustainability into every delivery.

Both DHL and UPS are committed to transitioning to reduced-emission vehicles where feasible, especially in major cities. UPS is also working toward 100% carbon offsetting for Roche shipments. In addition, DHL is a global leader in the use of Safe Aviation Fuel (SAF), greatly reducing emissions associated with air freight.

Internally, we promote low-emission travel through our Tusker scheme and company car policy, encouraging the use of electric and hybrid vehicles.

In 2024, we achieved a 36.4% carbon reduction, with almost 3 million miles driven on low- or no-emission vehicles. By 2030, we will have zero emissions from fleet.

One of our standout innovations is supporting Courier Express' transition to hydrotreated vegetable oil (HVO) fuel-a renewable diesel alternative that cuts emissions of all Greenhouse Gases (GHGs), including carbon dioxide, by up to 90%. Roche is the first in-vitro diagnostics company in the UK to invest in HVO for logistics, setting a new industry benchmark.





### Partnerships and external rankings



Roche has joined the Sustainable
Markets Initiative (SMI) Health Systems
Task Force to address emissions across
supply chains, patient care pathways
and clinical trials. The SMI Health
Systems Task Force launched at the
26th United Nations Climate Change
Conference (COP26) with the central
aim of accelerating the delivery of netzero, patient-centric healthcare systems
that improve individual, societal and
planetary health.



Roche is a member of the Pharmaceutical Supply Chain Initiative (PSCI), a collaboration of more than 40 pharmaceutical companies and suppliers with a shared vision to establish and promote responsible business practices that continuously improve human rights, ethics, labour, health, safety and environmentally sustainable outcomes for pharmaceutical supply chains.

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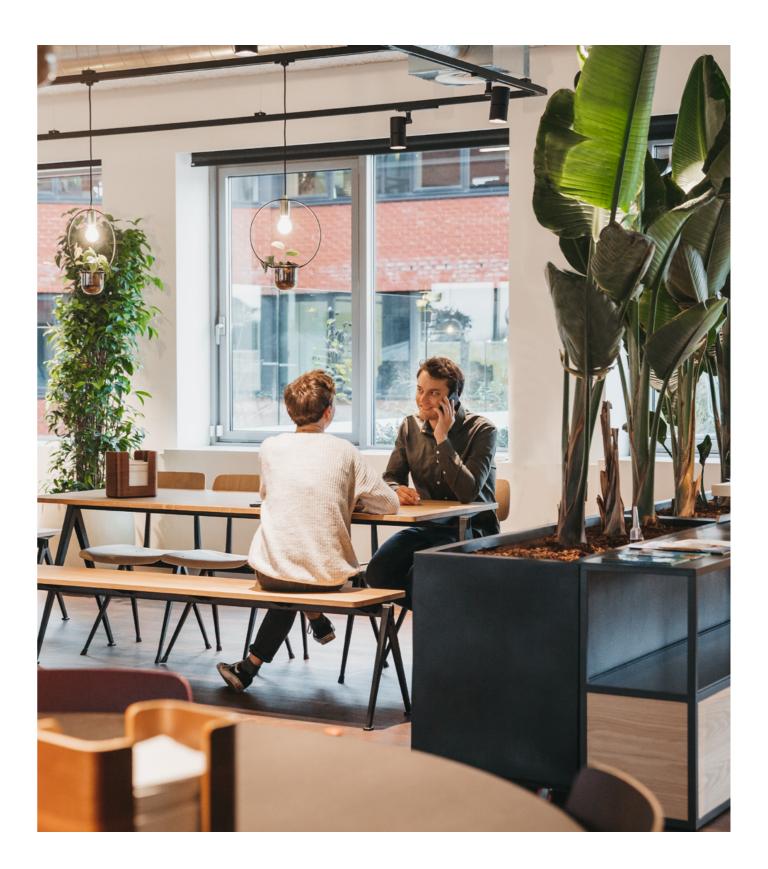
Roche has been awarded a silver medal from sustainability rating agency, EcoVadis, achieving a score of 69/100. This score places Roche in the top 15% of companies rated.

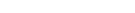
In 2024, we scaled our efforts to strengthen sustainability and ethical practices across our UK and Ireland supply chain. We have done an initial assessment of over 800 suppliers and are now embarking upon a further, more detailed phased evaluation process.

Helping us embed our environmental and social standards into every level of our procurement and supplier management processes.



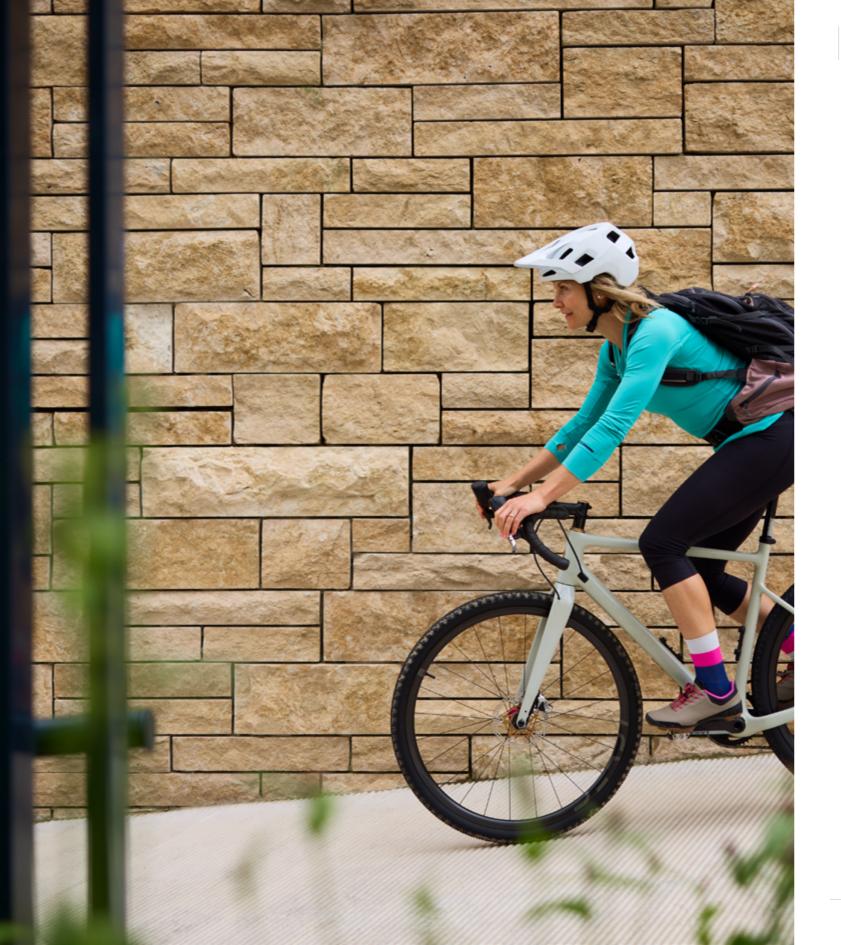
Roche has committed to the Science Based Targets initiative (SBTi) to achieve net zero for scope 1, 2 and 3 greenhouse gas emissions by 2045







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### **Healthy Communities**

A healthy society is dependent on a number of different building blocks. While our first priority is to provide patients with the right diagnostic tool or medicine at the right time we can also make a positive impact as a business by addressing the social determinants of health.





### **Empowering future NHS Leaders** One Young World: Roche Scholars

Sustainable innovation is accelerating across the NHS, driven by passionate professionals at the grassroots level. To amplify the great work that is taking place in the UK, Roche Products partnered with One Young World, the global Community for young leaders, to launch the Roche Scholarship in 2024.

One Young World develops young leaders worldwide who are taking action to solve the world's biggest challenges. It is the ultimate network designed to help young leaders from every walk of life to build a fair, sustainable future for all. It focuses on empowering and developing young talent to address global challenges and build a more sustainable future.

The One Young World Roche Scholarship 2025 is a fully funded opportunity for young NHS professionals who are championing sustainability, health equity, or emissions reduction in their work to attend the One Young World summit and gain access to a truly global community of leaders. Applicants from across the UK shared their impact, and three exceptional candidates were selected.

As a direct outcome of the 2024 summit. the scholarship recipients co-founded the NHS Young Professionals Sustainability Network, a peer-led initiative to drive sustainable healthcare innovation and share best practice.

This initiative reflects Roche UK's commitment to supporting the NHS in achieving its net zero goals and fostering the next generation of healthcare leaders.



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Attending the One Young World Summit was a genuinely transformational moment in my professional career. I feel lucky to have been exposed to such a wide range of ideas...and without the support of the Roche Scholarship I would not have been able to attend the summit.

Joseph Burton, Sustainability Transformation Project Lead, **University College London Hospital (UCLH)** 





### Raising awareness of breast cancer in young people CoppaFeel! Student Challenge



In partnership with CoppaFeel!, Roche UK supported the 2024 CoppaFeel! Challenge, a dynamic week-long breast cancer awareness initiative aimed at sixth form and college students aged 16-18 in London, Birmingham and Manchester.

The challenge invited teams of five students to design a campaign to educate their peers on the signs of breast cancer, promoting regular chestchecking and direct young people to CoppaFeel!'s award winning web-app checking tool, The Self-Checkout. The initiative also helped students build valuable communication, leadership and teamwork skills.

Students organised sports matches, designed posters and leveraged their creativity to meaningfully engage with their peers and raise awareness.

### The programme saw significant engagement:

- · 22 schools participated
- Over 23,000 young people reached
- Almost 9.000 new users to The Self-Checkout in one week - a 440% increase in average weekly users.





What I enjoyed most about the challenge was connecting with the whole community and making a meaningful impact in raising breast cancer awareness. CoppaFeel! challenge participant





## Sussex and Surrey IoT: Building a Future-Ready Workforce

The Sussex & Surrey Institute of Technology (SSIoT) is a collaborative initiative delivering high-quality, higher-level technical education and training across key STEM industries. Backed by over £14 million in funding from the Department for Education, SSIoT is developing state-of-theart facilities to support advanced technical learning.

A key milestone in this development is a new four-storey building at Crawley College, which will accommodate an additional 644 students-boosting the campus's total population by 15% to approximately 4,710 learners.

The institute offers flexible learning pathways, including apprenticeships, part-time and full-time study, online and blended courses, and bespoke training programmes-designed to meet the evolving needs of both students and employers.

Roche Diagnostics is proud to support this mission as an industry partner, contributing as a member of the SSIoT's Strategic Consortium and Curriculum Innovation Committee. The company is passionate about helping shape educational programmes that equip students for impactful careers in life sciences, engineering, and technology.







### Scaling Social Value through supplier engagement

As a prime contractor working with over 220 third-party suppliers, Roche Diagnostics sees a unique opportunity to amplify social value across our entire supply chain. In 2024, we launched an initiative to align suppliers with our social impact goalsmobilising our network to deliver more meaningful outcomes for communities.

We hosted a dedicated educational webinar for over 40 of our key Managed Service suppliers, introducing Roche's social value strategy and setting clear expectations for future collaborations.

The session introduced suppliers to social value principles and how they can contribute by embedding these goals into their own operations. Since then, we've begun integrating specific social value delivery obligations into supplier contracts-mobilising our wider network to generate meaningful community impact.

The results are already visible. In the case of one of our customers, we've held collaborative workshops with priority suppliers. Through proactive investigation and knowledge-sharing, we collaboratively discovered an additional Social Value delivery figure of over £40,000, complementing Roche's impact in the region.

By aligning our supply chain with our values, we're not only amplifying impact—we're creating a ripple effect of positive change across the sector.



### Mid Sussex Marathon Schools Challenge: Inspiring the Next Generation Through Movement

In 2024, Roche Diagnostics proudly supported the fifth annual Schools Challenge as part of the Mid Sussex Marathon Weekend - an initiative that encourages children to stay active and engaged in their communities.

This year, 3,736 children from 20 schools took part over a two-week period, with a record number of participants. This allowed schools to complete the challenge as whole classes, Key Stages, or even entire schools-making it more inclusive than ever.

Every participant received a commemorative certificate funded by Roche, complete with a QR code offering discounted entry into the Mid Sussex Mile and Fun Run. This year's lucky prize draw winners received a visit from the West Sussex Mobile

Planetarium - also sponsored by Roche.

Having now run for five years, the Schools Challenge has offered thousands of children the chance to engage with physical activity throughout their primary education—a lasting contribution to community wellbeing that Roche is proud to champion.







It was amazing. The children who ran were more focussed, attentive and ready to work.

Feedback from participating school



Having now completed 5 years this initiative has now had the potential to engage Mid Sussex children throughout their entire time at primary school, which I believe should be considered a fabulous societal contribution.

Simon Adby, Managing Director, **AHS Wellbeing** 



## Social mobility

Everyone should have access to opportunities to enable them to thrive. We're doing our part to reduce inequality by creating opportunities and harnessing talent from people of all backgrounds.







## Inspiring Future STEM Leaders through the Cambridge Science Centre Partnership



In 2024, Roche UK partnered with the Cambridge Science Centre to inspire the next generation to pursue STEM careers through a series of hands-on, one-day events held in primary schools nationwide.

Designed for Upper Key Stage 2 students (Years 5 & 6), these immersive days transform schools into vibrant **STEM Innovation Centres. Students** work in teams to solve real-world challenges, encouraging creativity, collaboration, and problem-solving with a focus on sustainability.

The programme targets schools in areas of highest need, identified using the Government's Indices of Deprivation, with a focus on regions including the South West and North East of England. The goal for the 2024/25 academic year is to reach 7,000 students, helping to broaden participation in STEM from an early age.

Research shows that children begin forming perceptions about careers and subjects by the age of 10. Early, positive experiences with STEM can shape longterm aspirations, especially for students from underrepresented backgrounds.

By engaging at primary level, the programme helps foster curiosity, build confidence, and lay the groundwork for future pathways into science, technology, engineering, and maths.

This partnership reflects Roche UK's ongoing commitment to equity in education, early engagement with science, and empowering young people to shape the future of health and innovation.







### **Into**University:

### Supporting Underrepresented Students in STEM

Roche partnered with **Into**University throughout 2023/24 to help inspire young people from disadvantaged neighbourhoods to pursue higher education and STEM careers.

IntoUniversity supported over 56,000 students across the UK in 2024, and Roche played an active role in delivering impactful sessions through volunteering and mentoring.

Roche employees led workshops and career talks across centres in the UK, such as Leicester, Nottingham and Liverpool. Highlights included a major event running a 'Music Charity' business simulation, welcoming local students into our head office for a day to immerse them in corporate culture and business settings.

This partnership directly supports
Roche's mission to drive health equity
and social mobility through education
and opportunity, influencing the next
generation of STEM professionals.



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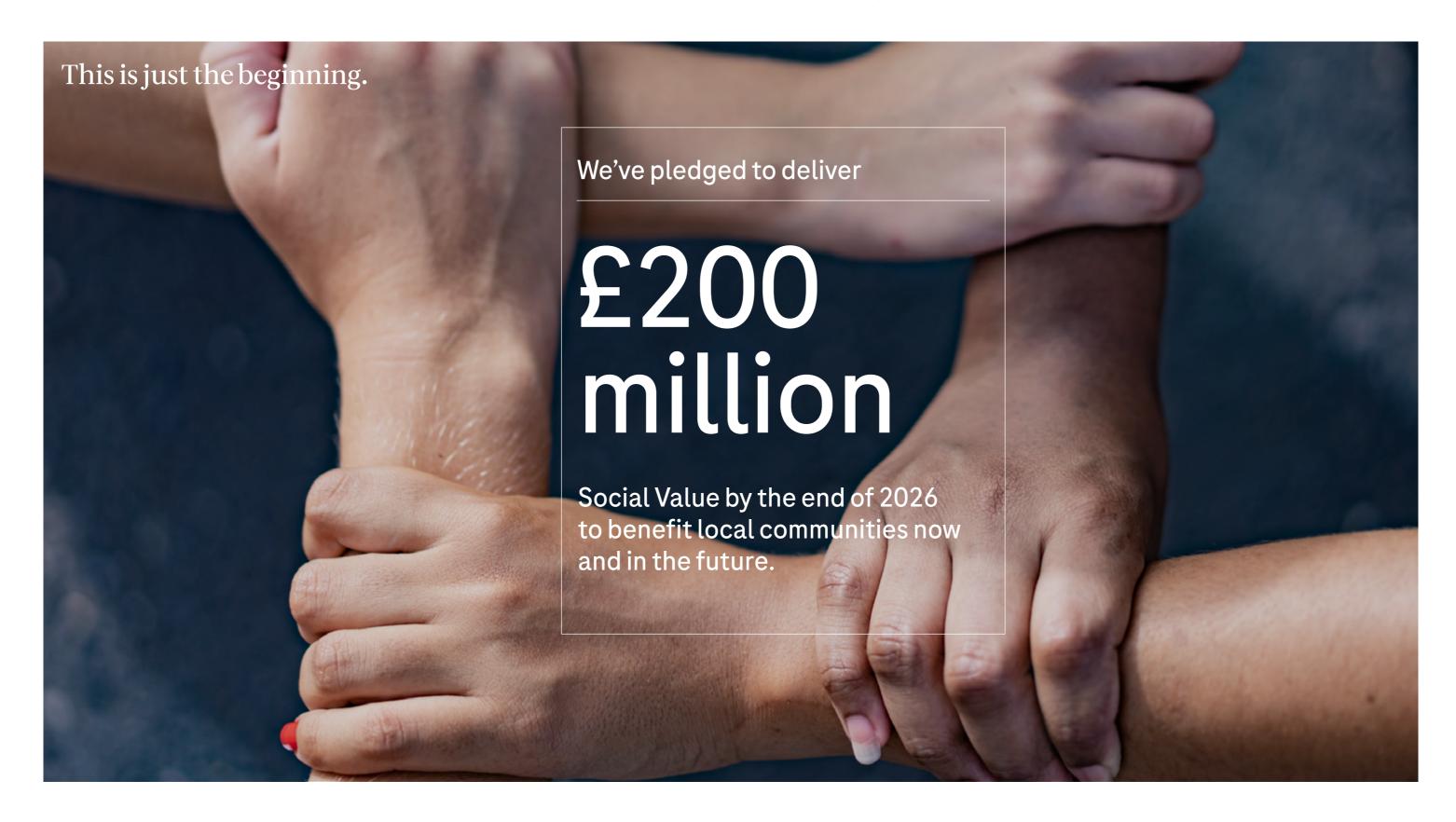






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With Roche's support,
we've been able to elevate
our offering to our
students, exemplified
by inspiring career
workshops held across
our network of centres.
Krysia Kubinsky,
Regional Operations
Manager,
IntoUniversity





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### Measuring Social Value: The TOM System™

Roche has adopted one reporting standard, the TOM System<sup>™</sup> (the framework structure is based around a set of Themes. Outcomes and Measures), which has become the most commonly used Social Value framework in the UK. Roche adopted this system of measurement for its principles of being a flexible. measures-based calculation framework designed to articulate Social Value outcomes in terms that can be objectively measured; usability and transparency are core principles, as well as methodological rigour.

The TOM System<sup>™</sup> was launched in 2017 by the National Social Value Taskforce, a group that was formed to develop a consistent and comparable measurement solution for Social Value. The 'good' an organisation delivers can be equated to an estimated financial value. We call this the 'proxy value'. This is calculated, using recognised fiscal methodology, for all outcomes using a number of evaluation sources (e.g. Office of National Statistics or Unit Cost Database).

Most importantly, the calculation reflects the benefit above what might happen without the intervention. In addition to a financial metric - which can be useful for benchmarking and comparison - it is critical to tell the human stories of the Social Value through supporting narrative and images which bring the outcomes to life, as this report will demonstrate.

#### Net-zero and absolute zero explained

Net-zero refers to the balance between the amount of greenhouse gases (GHGs) emitted into the atmosphere and the amount removed from it. It involves reducing company operational and value chain emissions as far as possible and neutralising maximum 10 percent of emissions through permanent carbon removal methods such as carbon capture.

Achieving absolute zero means no GHGs are emitted from our operational activities, making this exceedingly challenging.

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Social Value

### Glossary & Key:

#### Social Value:

The additional benefit to both the local community and wider society

#### Local Economic Value:

Accounts for economic activity benefitting one locality (will displace from another locality)

#### Proxy:

The expected value generation for society attributable to a specific intervention.

#### MSME:

Micro, Small and Medium enterprises

#### VCSE:

Voluntary, Community or Social Enterprise

#### SV:

Social Value

#### LEV:

Local Economic Value

#### **RLW**:

Real Living Wage

#### FTE:

Full Time Equivalent



# Doing now what patients need next