Our SHE goals and performance

Roche accident rate (RAR)

In Roche's philosophy of health and safety, our employees are our most valuable resource. Roche is committed to promoting a safe and healthy workplace and environment for all our employees and to establish and maintain safe working practices through proper procedures and direction. Safety is everyone's responsibility. It rests with all levels of management and with each employee. Employers that implement effective safety and health management systems may expect to significantly reduce injuries and illnesses and reduce the costs associated with these injuries, including workers' compensation payments, medical expenses, and lost productivity. In addition, employers often find that process and other changes made to improve workplace safety and health may result in significant improvements to their organization's productivity and profitability. Safety and health committees have been introduced at virtually all Roche Group companies engaged in technical activities (production, laboratories and workshops).

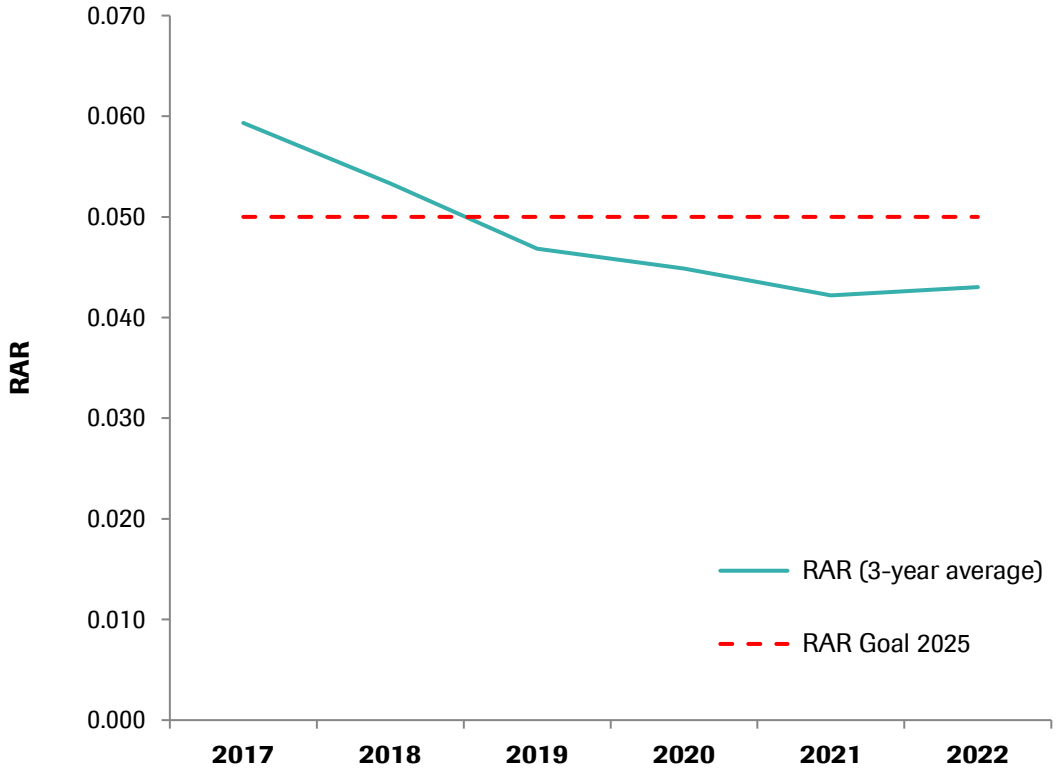
The Roche Accident Rate (RAR) corresponds to the number of working days lost per employee each year due to an occupational accident and indicates the severity of the accidents. It is internally calculated as lost days x 1800/total hours worked (1800 represents the average working hours of a man-year).

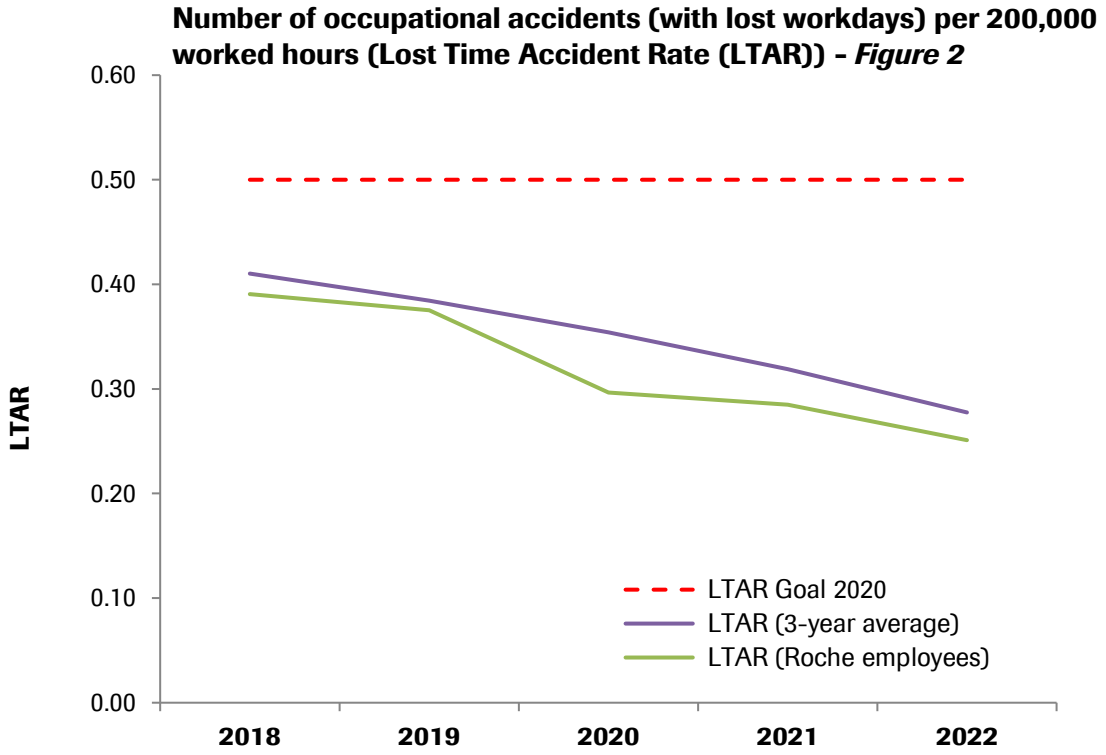
Occupational accidents

Figures for occupational accidents in the Roche Group are generally low. In the reporting year the RAR increased by 17.6% to 0.047. When expressed as a 3-year average, the RAR increased by approximately 2% compared with 2021 (0.043; see ***Figure 1***). The number of reportable accidents involving Roche employees decreased by 11.9% to 238 (2021: 270). The number of total working days lost due to an occupational accident increased by approximately 18% from 4,215 to 4,962, hence this can be seen as the actual cause of the RAR increase in 2022. We have continued to set up a goal around this KPI: < 0.05 [lost working days per employee] each year until 2025, and we have again been below this target value by this year.

The lost-time accident rate (LTAR), which gives an indication of the frequency of accidents per employee decreased by approximately 12% in the reporting year (see ***Figure 2***). With this year's result, expressed as a 3-year average, we have been below the target value of 0.5 (our former 2020 goal) for the nineth time in a row now.

Roche Accident Rate (RAR) in number of lost working days due to occupational accident per employee – *Figure 1*

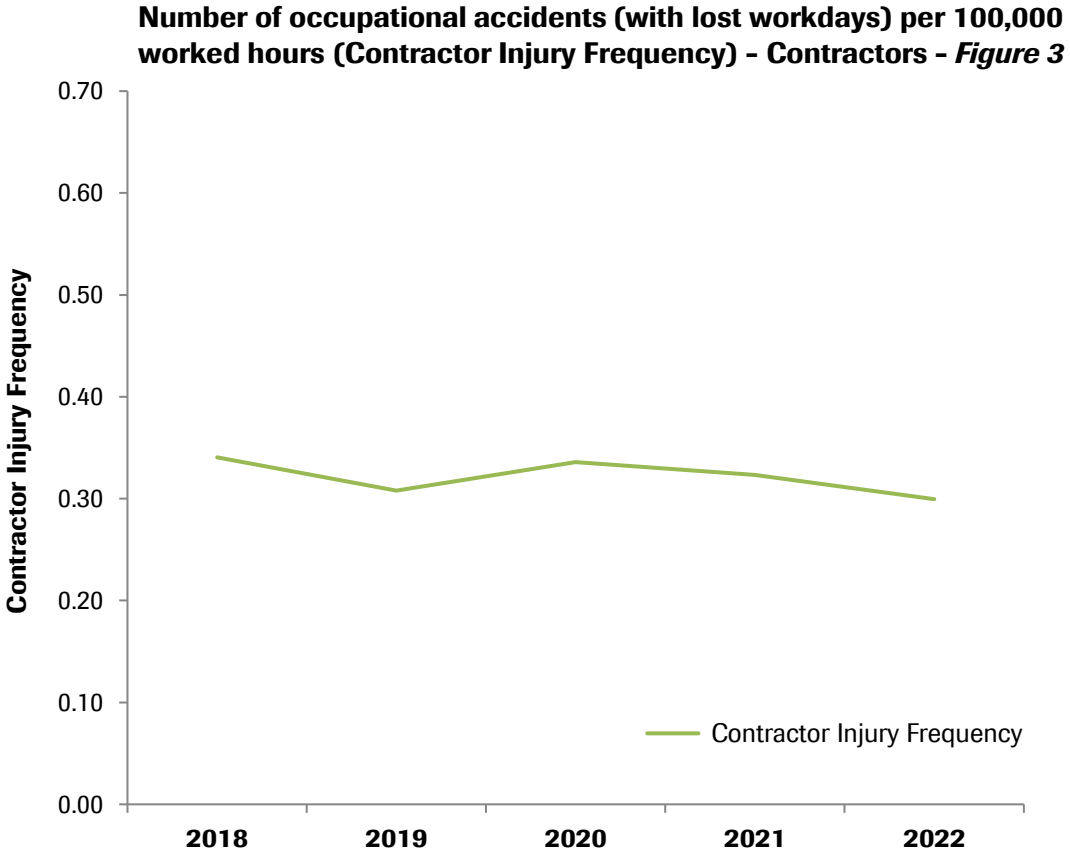




Through better identification and management of incidents that have the potential to be more serious or fatal (pSIF) as well as injury case management of the injured employee, Roche is able to reduce the amount of lost working days associated with an injury. Measures include prompt medical attention/ rehabilitation and alternative job duties as the employee recovers. Safety at Roche is everyone's responsibility. It rests with all levels of management and with each employee.

Roche sites continue to improve safety within the workplace by identifying pSIF incidents. Through proper incident investigation, root cause identification, implementation of corrective and preventive actions, and communication of these incidents, we can reduce the risk potential of incidents with high severity leading to lost working days.

Roche employs a considerable number of companies under contract, especially for construction and maintenance work. Accidents involving the employees of these companies are recorded. Contractors working on our premises are obliged to follow the same safety rules as our own employees. A total of 59 accidents involving personnel from contractors were reported in 2022 (2021: 77, -23.4%) where the total hours worked by contractors decreased by 17.3%. Thus, the contractor injury frequency (number of accidents per 100,000 contractor working hours) decreased by 7.4% from 0.323 to 0.300 (see ***Figure 3***).



Motor vehicle crashes

Whether driving to physicians, clinics or hospitals, delivering products or travelling to meetings, safe road travel is critical to Roche's safety and health. Motor vehicle collisions are the number one reason for workplace fatalities worldwide according to the World Health Organization. The most common cause of this type of accident is distraction. Distraction can endanger the drivers, their passengers, and others. Driving is a significant risk to Roche that needs to be managed as part of local risk management programs. Drivers using mobile phones are approximately 4 times more likely to be in a crash than drivers not using a mobile phone.

In 2022 collisions per 1,000,000 km (CPMK) decreased by approximately 9% from 3.43 to 3.13 (see ***Figure 4***) and the number of vehicle crashes increased by approximately 11% from 828 in 2021 to 916 in 2022. We suspect that the continued decrease of the CPMK since 2019 is primarily due to the influence of the SARS-CoV-2 pandemic which still affected the reporting year. It is unclear how this will develop once we return to a full normal and therefore the 2025 goal (reduce vehicle collisions per million km (CPMK) by 10% by 2025 compared to 2019) will remain at 6.62 collisions/1,000,000 km (see our SHE Goals).

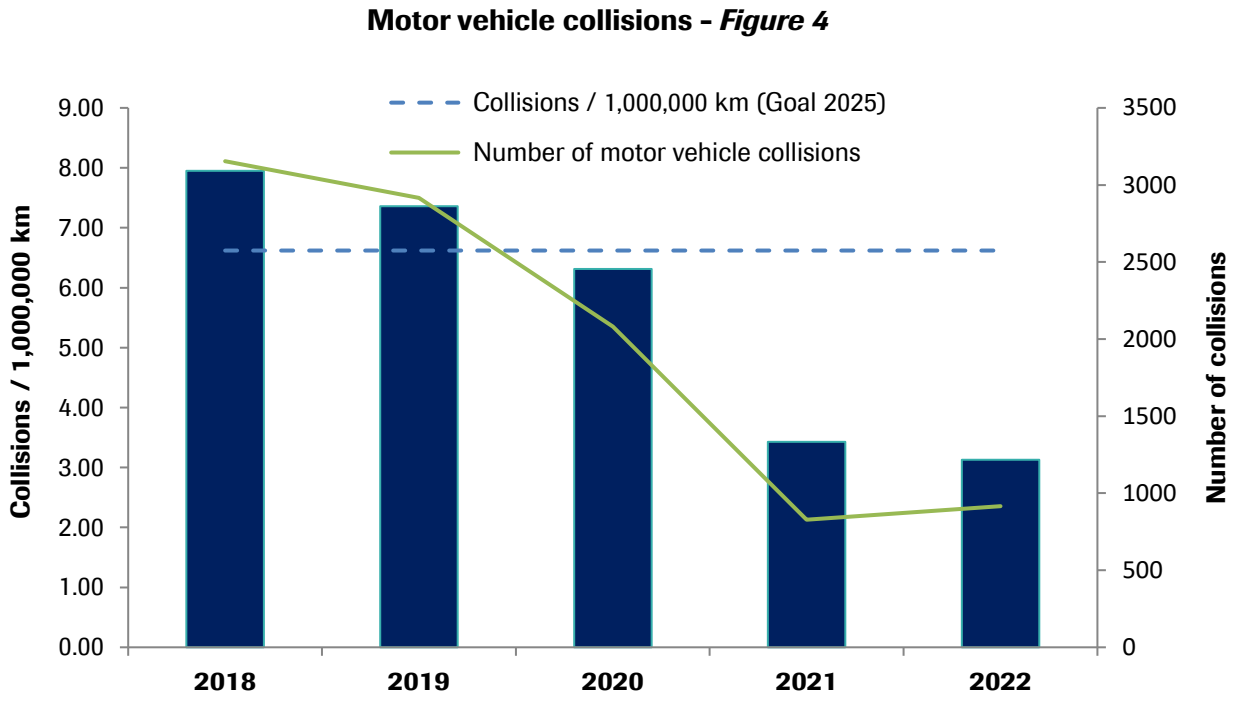


Figure 4 - Number of motor collisions per 1,000,000 km driven per year.

When expressed as CPMK, motor vehicle collisions have fluctuated over the last few years. The Safety Department in Group SHE is conscious of the fluctuations and is working closely with sites around the world to identify the reason and improve the processes. Room for improvement has already been identified. In the meantime, we ask all those who have employees driving for business to implement further actions to reduce car crashes.