

Safety and health

Roche believes it is very important for employees to be able to work in as healthy and safe a working environment as possible. Safety and health committees have been introduced at virtually all Roche Group companies engaged in technical activities (production, laboratories, workshops).

Roche accident rate (RAR)

The RAR corresponds to the number of working days lost per employee each year at a Roche site. It is calculated as lost days x 1800/total hours worked (1800 representing the average working hours of a man-year).

Occupational accidents

Figures for occupational accidents in the Roche Group are generally at a low level. In the reporting year the RAR went up by 2.6% to 0.078. The number of accidents involving Roche employees decreased by 1.7% to 474. The number of total working days lost due to an occupational accident, reflecting the severity, however, increased by 3.5%.

Over the long term the RAR trend reflects the continuous improvement in the accident situation within the Group.

Roche employs a considerable number of companies under contract, especially for construction and maintenance work. Accidents involving the employees of these companies are also recorded. Contractors working on our premises are obliged to follow the same safety rules as our own employees.

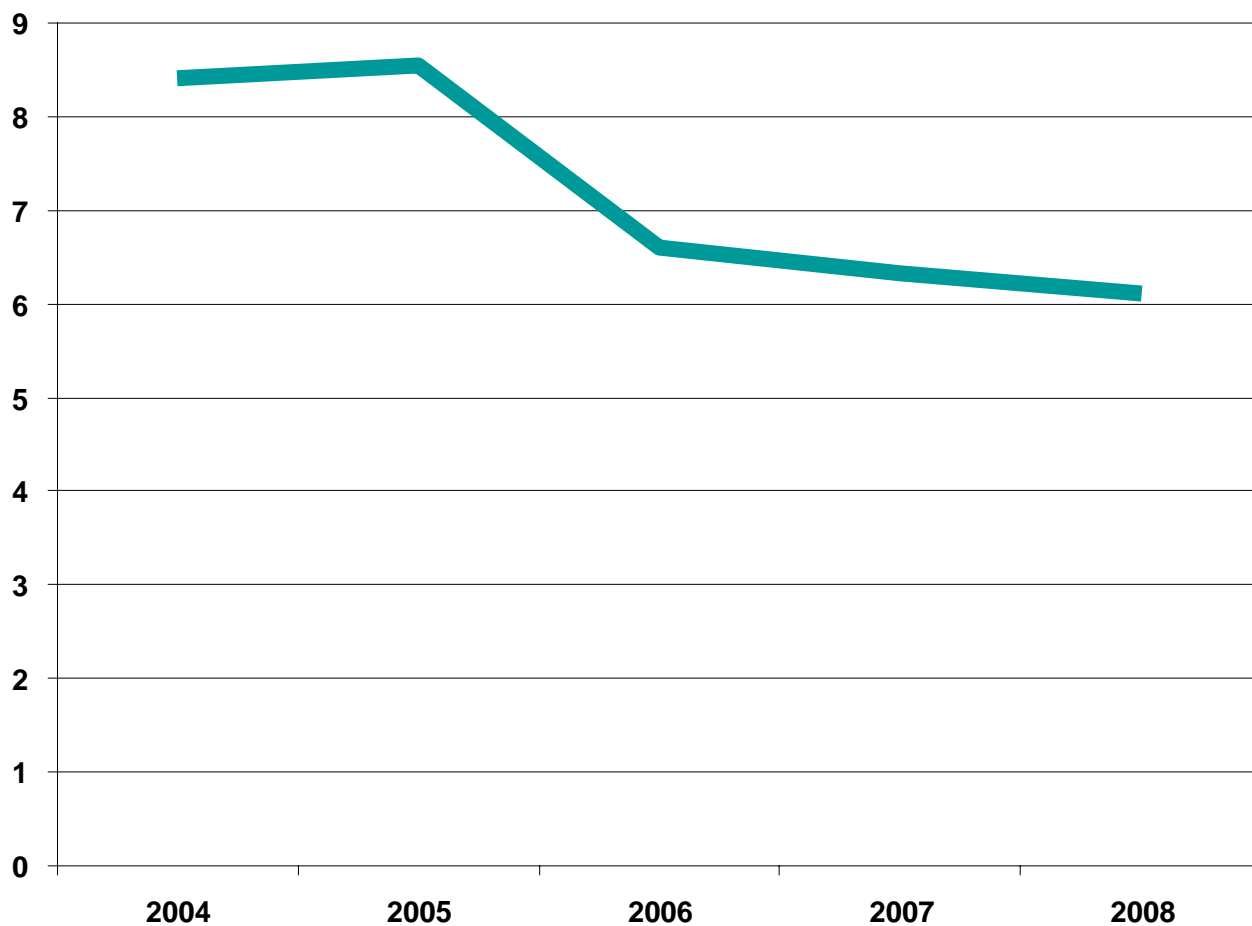
A total of 148 accidents involving personnel from contractors were reported in 2008, a increase of 7.2% relative to the preceding year. At the same time the total hours worked by contractors came down by 10.2%. The contractor injury frequency (number of accidents per 100 000 contractor working hours) thus went up by 19.5%.

Occupational illnesses

Figures for cases of occupational illnesses in Roche operations are on very low levels with results of measurements scattering. The fluctuations between different reporting years thus cannot necessarily be considered as a trend.

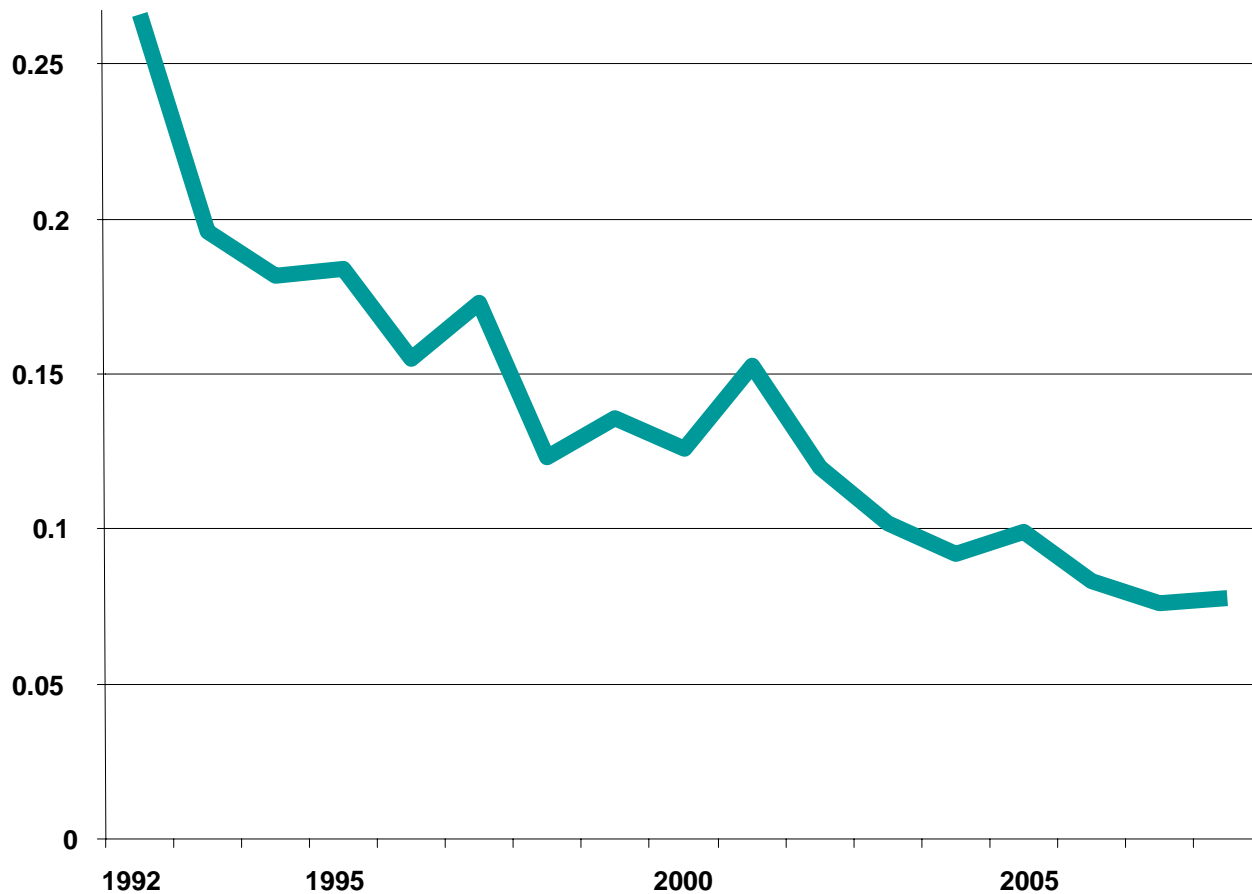
The total number of reported cases of occupational illnesses decreased by 13.2% to 270, while the number of working days lost as a consequence went down by 54.9% to 602. The types of illnesses reported have remained unchanged over recent years. Locomotor disorders continue to be the most common. Most of these are back problems and especially inflammation of the upper limbs caused by repetitive movements (e.g. using computer workstations). Illnesses attributable to the use of chemicals are limited to allergies and there were no reported cases of poisoning.

Accidents per 1000 Roche employees



| Year | 2004 | 2005 | 2006 | 2007 | 2008 |
|------------------------------|------|------|------|------|------|
| Accidents per 1000 employees | 8.42 | 8.54 | 6.61 | 6.33 | 6.12 |

Roche Accident Rate (RAR)



| | | | | | | | | | | | | | | |
|------|-------|-------|-------|-------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|
| Year | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
| RAR | 0.27 | 0.196 | 0.197 | 0.296 | 0.18 | 0.17 | 0.156 | 0.162 | 0.154 | 0.181 | 0.152 | 0.102 | 0.088 | 0.099 |
| Year | 2006 | 2007 | 2008 | | | | | | | | | | | |
| RAR | 0.083 | 0.076 | 0.078 | | | | | | | | | | | |