Roche Benefits

Roche Diagnostics & Diabetes Care in Germany

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Change lives.
Make your mark.
Improve lives.
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Benefit Plan 2007
With the “Benefit Plan 2007” Roche offers you, in addition to the statutory pension insurance, a supplementary income in old age. The largest share of the financing is borne by Roche, you solely have to contribute 1% of your respective income. Furthermore, you will profit from the performance of the plan asset. You are free to choose when you would like to receive your company pension payments, from your 60th or 62nd birthday. Disability or survivor’s pensions are also included in the Benefit Plan 2007.

Chemical Pension Fund
In addition, Roche offers the Chemical Pension Fund – the pension fund for all employees in the chemical industry – as a further building block in the company pension provision. On the basis of deferred compensation additional pension entitlements are built by taking advantage of tax and collective bargaining agreement incentives. For employees covered by collective agreements Roche is paying an annual employer supplement into the Chemical Pension Fund. (You can find more details on the Internet at www.chemiepensionsfonds.de)

Investment Plan
“Roche Connect” is our global share program for employees and allows the purchase of Roche “Genuss-scheine” (non-voting securities with dividend entitlement) at attractive conditions. Every year during a fixed subscription period, you can decide on your participation in the company’s success with a portion of your annual income.

Long-term Account
Roche offers you the opportunity to deposit a portion of your income into a long-term account, which can be used to finance leaves of absence during your career (e.g. for a time-out, continuing education or caring for dependents) or for a smooth transition into retirement. This way you are given an attractive tool for shaping your working life in accordance with your specific plans and needs.

Financial Provision

Building financial provisions for retirement as well as good protection now and in old age is a key concern of Roche. Attractive financial participation schemes provide you with additional security for every life situation. The possibility to make individual choices, great variety and up-to-date offers are special characteristics of our models.
## Risk Protection

At Roche you are well protected against life’s risks. As a reliable employer, we are making efforts to provide you and your family members with protection and support for many different situations.

### Continued Remuneration in Case of Sickness/
Sickness Allowance
In the event of inability to work through no fault of your own, but rather due to sickness, Roche will continue to pay your salary for a period of six weeks. From the seventh week of the sickness you will receive an allowance in addition to your daily sickness compensati- on. The duration of the payment of this allowance is determined by the conditions in the general bargaining agreement respectively by the regulations in your employment contract.

### Continued Remuneration in Case of Death
In case of death of an employee, survivors are entitled to continued remuneration for a limited period of time. For employees in the collective bargaining agreement, the provisions of the general bargaining agreement apply. For employees outside the collective bargaining agreement, the regulations in the employment contract apply.

### Funeral Expenses Fund
Upon joining our company, you will automatically become a mandatory member of our Funeral Expenses Fund. This fund pays a death benefit according to the valid rules in the event of death of the insured, spouse or dependent child (up to the age of 18). Your monthly contribution is currently EUR 2.00.

### Accident Insurance
Besides the statutory accident insurance through the trade association, Roche provides additional insurance coverage for certain employee groups respectively for business trips, which provides principal payments in case of death or invalidity. The amount of the insurance sum depends on the level respectively function of the affected employee.

### Social Fund
In financial emergencies, employees can receive consideration from the social fund. This also applies to spouses and children without own income in the same household. Consideration from the social fund can be claimed in the form of one-time annual support.
Family & Career

At Roche, reconciling family and career commitments means a shared responsibility with real help as well as a broad range of measures on offer. Reconciliation of family and work is a living reality at Roche.

Care Period according to the “Long-Term Care Act”

In the scope of the “Long-Term Care Act”, Roche enables you to care for your close relatives at home. You can take an unpaid leave of absence for a short time (up to 10 days) to organize an unexpected care situation. Among the options open to you, you can also temporarily amend your full-time employment to part-time or take a longer unpaid leave of absence. Roche grants this flexibility beyond the statutory maximum period provided the preconditions are fulfilled.

Family Care Time

In the scope of the regulations on “Family Care Time”, you can reduce your working hours up to 50 percent for a period of up to 24 months to care for close relatives requiring care. During the care phase you will receive a compensation payment of half of your salary reduction. After the care phase you will continue to receive your reduced salary until the advance on your salary has been offset.

Advice & Placement in Case of Care

In collaboration with a competent partner, Roche provides free advice and assistance with the selection of providers on the topic of “care”. Our partner will be pleased to help you, e.g. in the search for a suitable care facility or with the application for a care level for relatives.

In-House Social Counselling

Everyone can find themselves in difficult living conditions at one time or another and may find professional support helpful, e.g. in case of debts, grief, risk of addiction, for care topics as well as conflicts at home or at work. Via the in-house social counselling hotline you can receive competent support for these topics. The advice is subject to the principles of confidentiality and professional discretion.
**Birth Bonus**
Upon the birth of a child, Roche grants a birth bonus.

**Childcare Allowance**
Depending on the gross income of the parents, Roche contributes a monthly subsidy to childcare costs for your child/children by placement in a public facility or with a child minder.

**Advice & Placement for Childcare**
In collaboration with a competent partner, Roche provides free advice and assistance with the selection of providers on the topic of “childcare”. Our partner will be pleased to help you search for a childcare facility or child minder (permanent or in case of emergency).

**Emergency and Spontaneous Care**
We also support you with our cooperation partners when your planned childcare is unexpectedly cancelled (e.g. due to sickness of the child minder). Depending on the site, you have the opportunity to have your child/children minded in emergency care cases by a child minder or in a suitable facility.

**Childcare Facilities**
Roche maintains placement rights for the children of employees in the non-profit daycare centers “Krabbelkäfer Mannheim gemeinnützige GmbH” in Mannheim and “Spatzennest FamilienService gemeinnützige GmbH” in Penzberg. The facilities provide care for children from 0 respectively 1–3 years old and impress with a high-quality pedagogical concept, attractive opening hours as well as few days of closure during the year. Timely registration is required. Daycare fees are to be covered by the parents.

**Holiday Camps for Children**
At the Mannheim and Penzberg sites, Roche sponsors a variety of attractive holiday camp programs. At the beginning of the year, you have the opportunity to register your child/children with the event managers for these programs. Participation fees are to be covered by parents.

**Additional Promotion for Reconciliation of Family & Career**
A general works agreement rules the principles of reconciling family & career at Roche. For example, there are regulations on unpaid leaves of absence for childcare, part-time work or training possibilities during parental leave in this agreement.
Health

Your health is important for Roche – now and in the future. That is why we provide a variety of offers to promote and maintain your health. We actively address the complaints of our times, e.g. back pain or stress, and tackle them together with you.

Fitness
Promoting the health of our employees is an important issue for us. At the Mannheim (Roche Aktiv-Center) and Penzberg (Gesundheitszentrum Penzberg) sites, Roche offers varied training programs to promote health. The offers include free and supervised training on the equipment as well as diverse training course programs.

Company Sports
Company sports at Roche have a long tradition and also promote health, well-being and the bonds between employees and the company as well as each other. That’s why Roche is pleased to support the many initiatives of the employees to get involved in company sports groups. The commitment and participation in company sports is open to you.

Prevention Activities
Medical Health Services offer, in addition to the prescribed statutory and trade association preventive measures, a range of programs to promote health: comprehensive health examinations for all employees, first aid for acute health problems and illnesses, courses, vaccinations, nutritional advice, stress management, travel medicine consultation and much more.

Health Promotion Programs
Roche offers special programs to promote health for certain employee groups. For shift workers, who have worked continuously for at least 36 calendar months in partially or fully rotating shifts or who belong to the company fire department, Roche provides an annual health care program. Employees outside the collective bargaining agreement, who fulfill preconditions determined by the company, have the possibility to have a health check-up in collaboration with our qualified cooperation partners every two years.
Training
Employee development is of great importance for Roche. A diverse training program which - among others - offers holistic courses to improve your technical expertise as well as your language and computer literacy gives you the opportunity to enhance your personal and professional skills.

Applause
At Roche we value a positive and cooperative work-environment characterized by teamwork and appreciation. With “Applause” Roche employees are given the opportunity to voice their appreciation for a job well done across functions and on a global scale.

Employee Discounts
Renowned suppliers offer their products and services at special rates to Roche employees. You can register online for free and benefit from significant discounts and exclusive offerings, e.g. in the fields of technology, travel, or fashion.

Team-Events
Roche promotes the integration and motivation of its employees through financial support for corporate occasions.

Anniversary
For the 10th, 25th, 40th and 50th anniversary of employment with the company, Roche grants an anniversary payment.

Holiday Pay
The holiday entitlement is 30 days. For employees in the collective bargaining agreement, Roche pays holiday pay in accordance with the applicable general bargaining agreement. For employees outside the collective bargaining agreement, holiday bonuses are granted.

Mobility at Work
The stated objective of Roche is to operate a fleet characterized by sustainability and efficiency. For business trips, you have the chance to apply for a Bahncard or you can use a vehicle from the Roche carpool. Bicycles on the company premises bring you quickly and environmentally friendly to your destination. In addition, Roche provides eligible employees (e.g. filed force) with a company vehicle. Roche bears the majority of the costs. Additional payments are borne by the employees.

Laundry Service
At the Mannheim or Penzberg site, private clothing can be dropped off for laundering against payment. An express service is also offered.

DHL Packing Station
In cooperation with DHL, Roche offers you the possibility to send and receive packages around the clock with the help of DHL Packing Stations.

Company Restaurant “Casino”
Our Casino offers you healthy, balanced and varied lunches at attractive prices. It goes without saying that ethical and ecological principles are taken into consideration during procurement. The selection of snacks in the cafeteria, coffee bar and shop supplements this offer.

What’s more …

Our employees are our capital and the key to Roche’s success. Hard work and commitment to company goals is much appreciated and in turn our objective is to create optimal working conditions for our people.