

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 further decreased by 5.34% to 0.042. When expressed as a 3-year average the RAR had decreased by approximately 4% compared with 2019 (Figure 1). With this year's result we reached our 2020 goal of under 0.06 for the fourth year in a row. The number of reportable accidents involving Roche employees also decreased by 17% to 277 (2019: 334). The number of total working days lost due to an occupational accident decreased by approximately 1% from 4,397 to 4,369.

The lost-time accident rate (LTAR), which gives an indication of the frequency of accidents per employee had decreased by approximately 8% in the reporting year (Figure 2). With this year's result, we reached our 2020 goal of below 0.5 for the sixth time in a row.

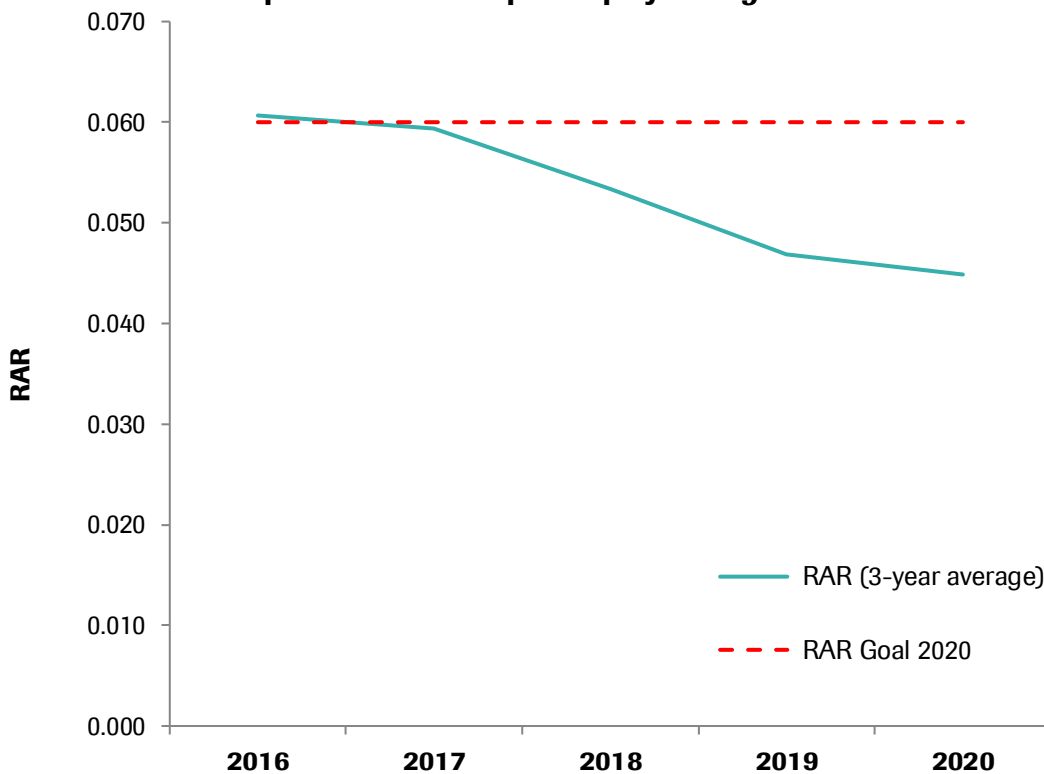
Roche employs a considerable number of companies under contract, especially for construction and maintenance work. Accidents involving the employees of these companies are recorded. Contractors working on our premises are obliged to follow the same safety rules as our own employees. A total of 75 accidents involving personnel from contractors were reported in 2020 (2019: 58, +29.3%) where at the same time the total hours worked by contractors increased by 19%. Thus, the contractor injury frequency

(number of accidents per 100,000 contractor working hours) increased by 9% from 0.308 to 0.336 (Figure 3).¹

Motor vehicle crashes

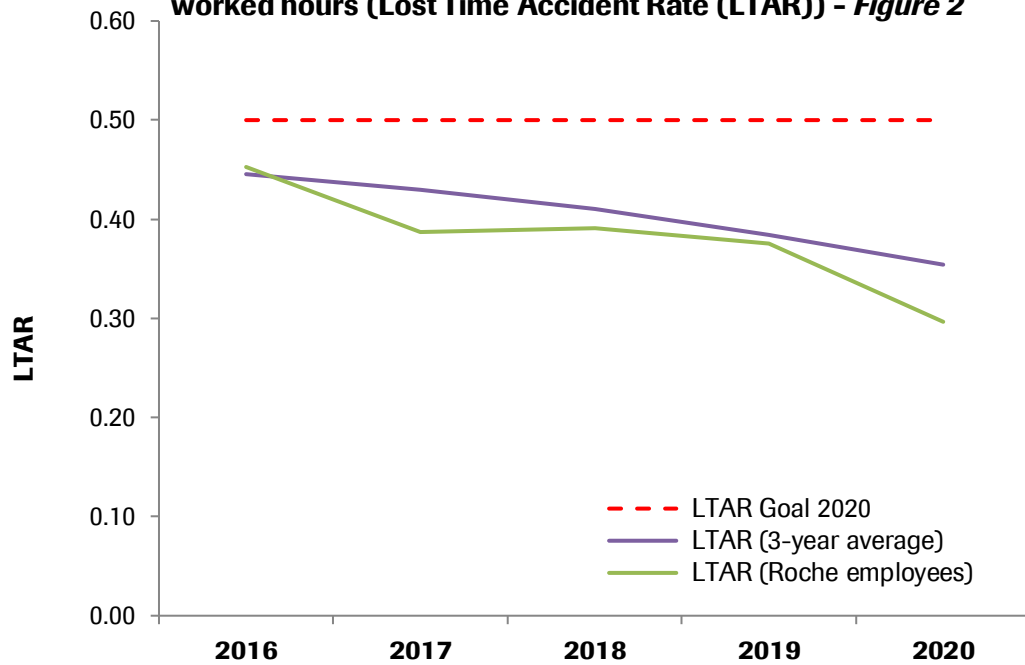
Motor vehicle crashes further decreased in 2020 by 29% from 2'917 in 2019 to 2'080 in 2020. When expressed as accidents per 1,000,000 km (CPMK), motor vehicle crashes have fluctuated within the range of 6.54 to 7.95 since 2015. The SHE 5-year goal is set at 6.47 crashes per 1,000,000 km. In 2020, we have achieved this goal with a CPMK of 6.31.

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

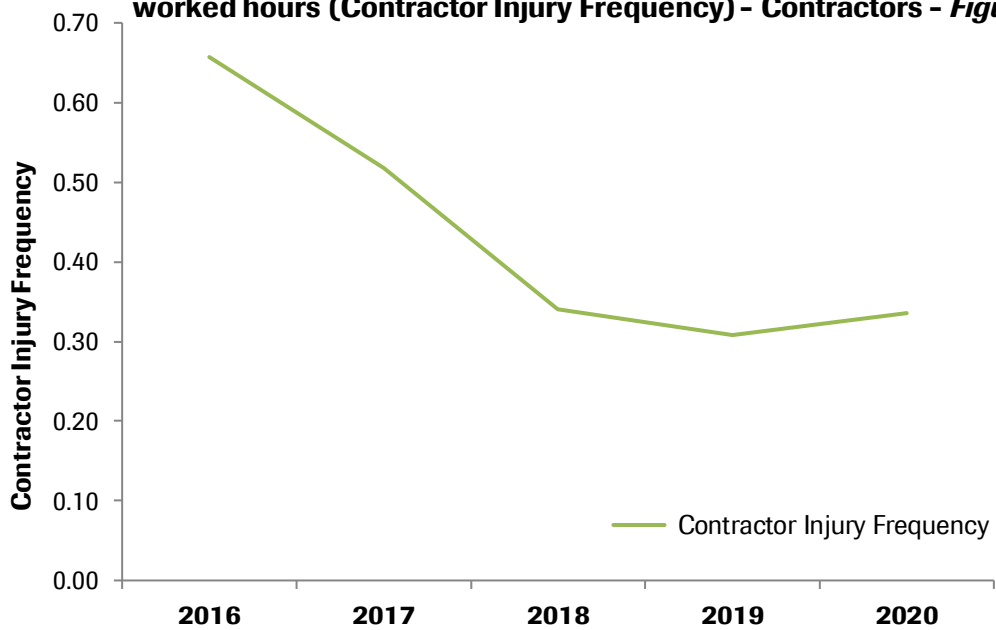


¹ The contractors accidents figures have been corrected retrospectively due to an incorrect input at one of our sites.

Number of occupational accidents (with lost workdays) per 200,000 worked hours (Lost Time Accident Rate (LTAR)) - Figure 2



Number of occupational accidents (with lost workdays) per 100,000 worked hours (Contractor Injury Frequency) - Contractors - Figure 3



Motor vehicle collisions - Figure 4

