

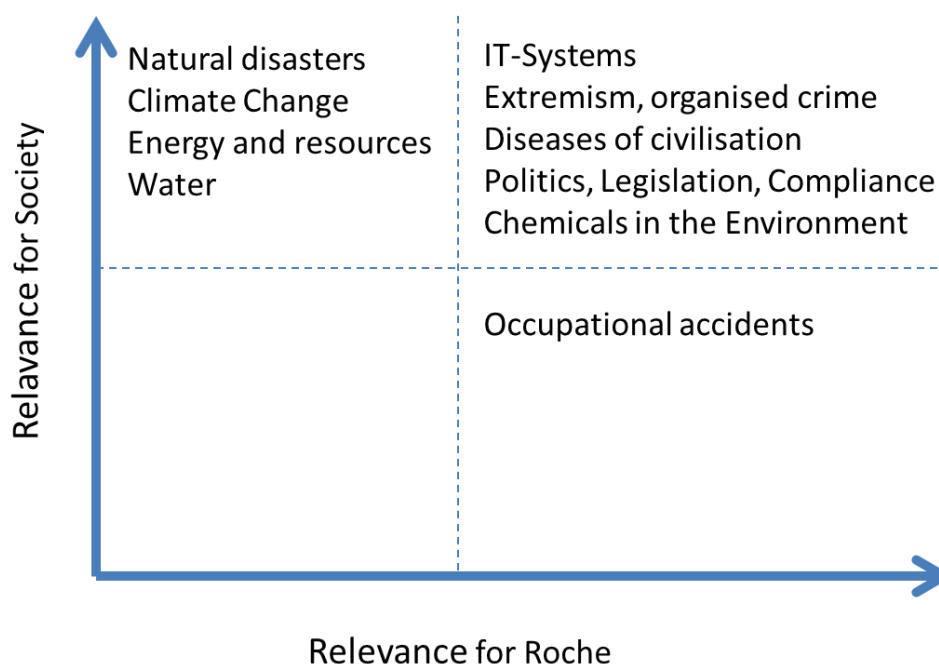
Our SHE goals and performance

Materiality

Within the framework of a sustainable future, Roche has the responsibility to help safeguard social, environmental and economic development for generations to come. Roche has set-up sustainability-related programs which focus on the issues that matter most. They are relevant to, and meet the expectations of, our employees, patients, society, customers and shareholders and are paramount to business strategy and ultimate success. Such sustainable issues are termed 'material'. How 'material' a sustainability issue is can be influenced by both external and internal factors. We have considered all of these factors when identifying the Safety, Security, Health and Environmental protection (SHE) areas to be communicated.

In the Group SHE department, we are constantly aware of SHE material issues. We regularly gather information concerning SHE-related risks and opportunities from Roche affiliates as well as consult with and listen to our stakeholder groups. In a further step, we match the stakeholder issues with our internal strategic priorities and risks framework to produce our materiality matrix.

Using this method we have been able to identify twelve material topics which stand out as areas of interest to Roche and its stakeholders. Such topics are actively managed by the Group SHE department:



All material topics are recognised by Roche and are all managed depending on where action is required. With a clear and defined process, Roche creates progress through target setting. In a series of

workshops, aimed at the Roche Group, as well as discussions with internal and external experts, mid-term targets have been set for the period 2020–2025. By knowing our material issues and what we want to achieve we are able to set targets and initiate action plans. The new goals are feasible but challenging and are in the areas of people, environment and business. For more information, see related Roche websites (e.g. <https://www.roche.com/investors/reports/materiality>).

Moving forward, we will maintain constant engagement with our key stakeholders at a global and local level and regularly update our materiality analysis.

For more information, please see the Roche Annual Report 2021 and our webpage.