



# Non-financial reporting

We create value for all our stakeholders and track our performance against key financial and non-financial indicators.

These indicators are defined in our ["Basis for Preparation of Non-financial Information 2022"](#) and grouped under our main areas of engagement:

## Our social impact

How we contribute to a better tomorrow for all

See KPIs

Patient	2022	2021	2020
Number of patients treated with Roche medicines	14,234,450	16,357,184	28,868,3
•Number of patients treated with patented medicines	2,571,423	1,402,100	2,286,11
•Number of patients treated	11,663,027	14,955,084	26,582,1

with off- patent  
medicines

Number of tests conducted with Diagnostics products (in billions)	29	27	23.4
Number of Roche medicines on the WHO list of essential medicines	32	32	32
Number of patients included in clinical trials	267,377	244'517	235,186
- % of patients participating from low and low-middle income countries	1.43%	1.46%	1.14%
Number of new molecular entities (NMEs) in clinical development	87	80	89
Number of major regulatory filings completed (Pharmaceuticals)	10	16	11
Number of FDA Breakthrough	1	2	4

## Therapy designations

Number of new medicines launched	2	3	4
Number of Diagnostics key product launches	15	16	13
Grants, Sponsorships and Donations to Healthcare and Patient Organisations (mCHF)	292 ✓ PwC CH	270	303

## Employees

Number of employees (full-time equivalents - FTE)	103,613 ✓ PwC CH	100,920	101,465
• Pharmaceuticals	46,793 ✓ PwC CH	46,889	49,762
• Chugai	7,822 ✓ PwC CH	7,711	7,611
• Diagnostics	39,961 ✓ PwC CH	39,266	37,907
• Corporate and	9,037 ✓	7,054	6,185

others	PwC CH		
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% FTEs by Age			
Group:	11.6% ✓	11%	N/A
• <30 years old	PwC CH	63%	N/A
• 30-50 years old	63.7% ✓	25%	N/A
• >50 years old	PwC CH		
	24.7% ✓		
	PwC CH		
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Percentage of total employees covered by collective bargaining agreements	19.2% ✓ PwC CH	20.3%	20.1%
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Percentage of employees on part time	11.5%	11.2%	11.1%
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Percentage of women in total workforce	51.1% ✓ PwC CH	50.9%	51.0%
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Percentage of women in management	43.6% ✓ PwC CH	43.8%	44.0%
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Percentage of women on the Corporate Executive Committee	40.0% ✓ PwC CH	40.0%	40.0%
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Percentage of women on the Board	30.0% ✓ PwC CH	25.0%	25.0%
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Percentage of women in executive	36.7% ✓ PwC CH	35.9%	31.9%

positions (1)			
Percentage of Underrepresented Nationalities in Executive Positions	15.6%		
Total number of new employee hires	12,672 ✓ PwC CH	10,346	11,394
Internal recruitment rate	69.5% ✓ PwC CH	72.4%	67.4%
Employee total turnover rate (fluctuation)	8.4% ✓ PwC CH	11.3%	7.7%
Percentage of voluntary turnover	5.8% ✓ PwC CH	6.6%	4.4%
Average training hours per employee based on our Learning Management Systems (2)	31.7 ✓ PwC CH	28.8	26.0
Training hours:	3,430,401		
- Pharmaceuticals	1,625,579		
- Diagnostics	1,450,176		
- Chugai	100,901		
- Group functions & others	253,745		
Training costs per headcount (CHF)	1,172 ✓ PwC CH	1,075	1,077

Employee engagement (eSAT)	N/A	80	N/A
Roche Accident Rate (on a yearly basis)	0.047 ✓ PwC CH	0.040	0.042
Number of work related fatalities	0 ✓ PwC CH	0	0
Lost time incident frequency rate	0.251 ✓ PwC CH	0.285	0.297
Total number of lost time incidents	238 ✓ PwC CH	270	277
Roche Group Help & Advice Line Requests	11	20	21
Roche Group SpeakUp Line cases	135	161	181
Alleged Business Ethics Incidents	723	568	646
Number of employees terminated due to unethical behavior	112	88	178
Number of grievances about human rights impacts filed, addressed and resolved through	11	4	11

formal grievance  
mechanism

## Suppliers

% of supplier agreements including the Roche Supplier Code of Conduct (or equivalent)	100%	100%	90%
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% of suppliers risk assessed	100%	100%	100%
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Number of supplier safety, health and environment (SHE) audits conducted with contract manufacturers	40	39	60
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Number of supplier sustainability audits	51	26	38
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Number of business partners terminated due to unethical behavior	6	8	5
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Number of sustainability audits triggered by high human rights risk	3	N/A	N/A
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## Communities

Community support by area:

•Humanitarian and social projects (%)	93% ✓ PwC CH	93%	90%
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•Science and education (%)	2% ✓ PwC CH	3%	1%
•Arts and culture (%)	3% ✓ PwC CH	3%	6%
•Community involvement (%)	2% ✓ PwC CH	1%	3%

## Our environmental impact

How we minimize our impact on nature

See KPIs

+

## Our economic impact

How we invest in medical advances, create jobs and ensure livelihoods

See KPIs

+

The marked figures (✓ PwC CH) were reviewed by [PricewaterhouseCoopers AG](#).

(1) Percentage of women in executive positions (Global Executives and Corporate Executive Committee) was revised in 2021 and shows an improved methodology.



(2) The methodology used to calculate average training hours per employee based on Learning Management System (LMS) has been revised in 2022 , therefore 2020 and 2021 data have been restated with the new methodology.

(3) The increase in 2021 in hazardous waste is due to the reallocation of electronic waste to hazardous waste

(4) For the year 2022 as proposed by the Board of Directors

## Discover more

### Investors

#### **Roche's Annual Report 2022**



Uncover insights into our purpose-led journey and see how our combined strengths in diagnostics and pharmaceuticals, and efforts to improve access to healthcare, impacted millions of patients worldwide.

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### About Roche

#### **Our approach to Safety, Security, Health & Environment (SHE)**



Protecting people and the environment isn't just a legal or social obligation, it's integral to our operations.

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### About Roche

#### **Procurement Goals & Performance**



Procurement and supplier targets aligned with the Roche Group Strategy.

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### About Roche

## UN SDGs



We are committed to the United Nations Sustainable Development Goals. Please see here how we support the UN SDGs.

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### Investors

## Roche GRI Index



By using the GRI guidelines, we disclose the most critical impacts of our activities on the environment, society and the economy.

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