



Mannheim & Penzberg

# Roche employee benefits - more than just salary

Roche is there for you when it matters most.







## *Our benefits - more than just salary.*

Together we can improve the lives of patients. You make Roche unique with your contribution. That's why we offer you exceptional benefits that support you in shaping your life the way you want. It's in your hands.

At Roche our benefits are innovative and award-winning, you get so much more than just salary.

Our benefits plan is flexible and comprehensive, meaning whether it's related to health, finances or life planning - Roche is here for you.

**Roche wants you to feel good in every aspect.**



## Your next step

Take the time to learn about our innovative benefits for you and your family. This guide shows you everything we offer.

### Good to know

As part of the Roche team, we will invite you to an introductory event to get to know our company even better. In addition, there are regular events where we explain our extensive benefits in detail. Let us show you what we have to offer.

In this guide, you can jump directly to the topic you are most interested in - either click on one of the categories in the top right menu, such as Health, or on page 4 directly on the respective benefit, such as the Long Term Account.

### Any questions?

If you have questions about our benefits that we don't answer in this booklet, your contact person at Roche will be happy to help you.



**91%**  
of Roche employees  
believe that their work has a  
positive impact on society





# Employee benefits at Roche

*Roche is here for you*

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## Roche is here for you

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## For 125 years: Doing now what patients need next

Around 17,500 employees at Roche in Germany work passionately every day to improve the health and lives of patients. Our employees research, develop, produce and market innovative medicines, diagnostic tests and digital technologies - for a better life and a sustainable future.

As a family-owned company, we can focus on long-term investments, take greater risks and explore innovative ways to improve the health of people around the world. As a global leader in healthcare, we are one of the world's largest biotech companies and the leading provider of in vitro diagnostics.

We are an innovator in key disease areas, including oncology, neurology, infectious diseases and ophthalmology. We work with many forward-thinking, entrepreneurial and pioneering organisations that have one thing in common - a belief that cutting-edge science and technology can and will improve human health.







# Roche. Sustainability is at the heart of what we do.

Since day one we have been driven by the question of how we can sustainably improve people’s quality of life. This aspiration applies both to people as individuals and to society as a whole. With our medical products, we have been able to help many people improve their health and quality of life.

**Sustainability is built into our business strategy and is a core part of everyone’s job at Roche.**

- Society** > How we contribute to a better tomorrow for all
- Environment** > How we minimise our impact on nature
- Economy** > How we invest in medical advances, create jobs and secure livelihoods

Want to know how we’re doing?  
Please take a look here



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## Diversity & Inclusion - empowering your true self

Together we harness the unique power of each individual to make a difference in the lives of patients and society.

At Roche, we work together to create an environment where everyone feels like they belong. Here we can thrive equally - regardless of what makes us unique: our age, our beliefs, our abilities, our identities, our thinking, our backgrounds or the languages we speak.

Every day we contribute to our common purpose and success by working together and engaging with each other. For us at Roche, diversity and inclusion starts with celebrating our differences and joining together in our similarities!







Are you ready  
for take off?





# Health is in our DNA

We count on your energy and passion so that we as a company can make a difference in the lives of patients. You are part of our team and therefore we do everything we can to promote your personal well-being. We want to support you with different offers around your health, so that you can maintain and strengthen your inner balance and resilience.







## Health

*Health is in our DNA*



### **Roche Health Check-ups**

Regular medical check-ups

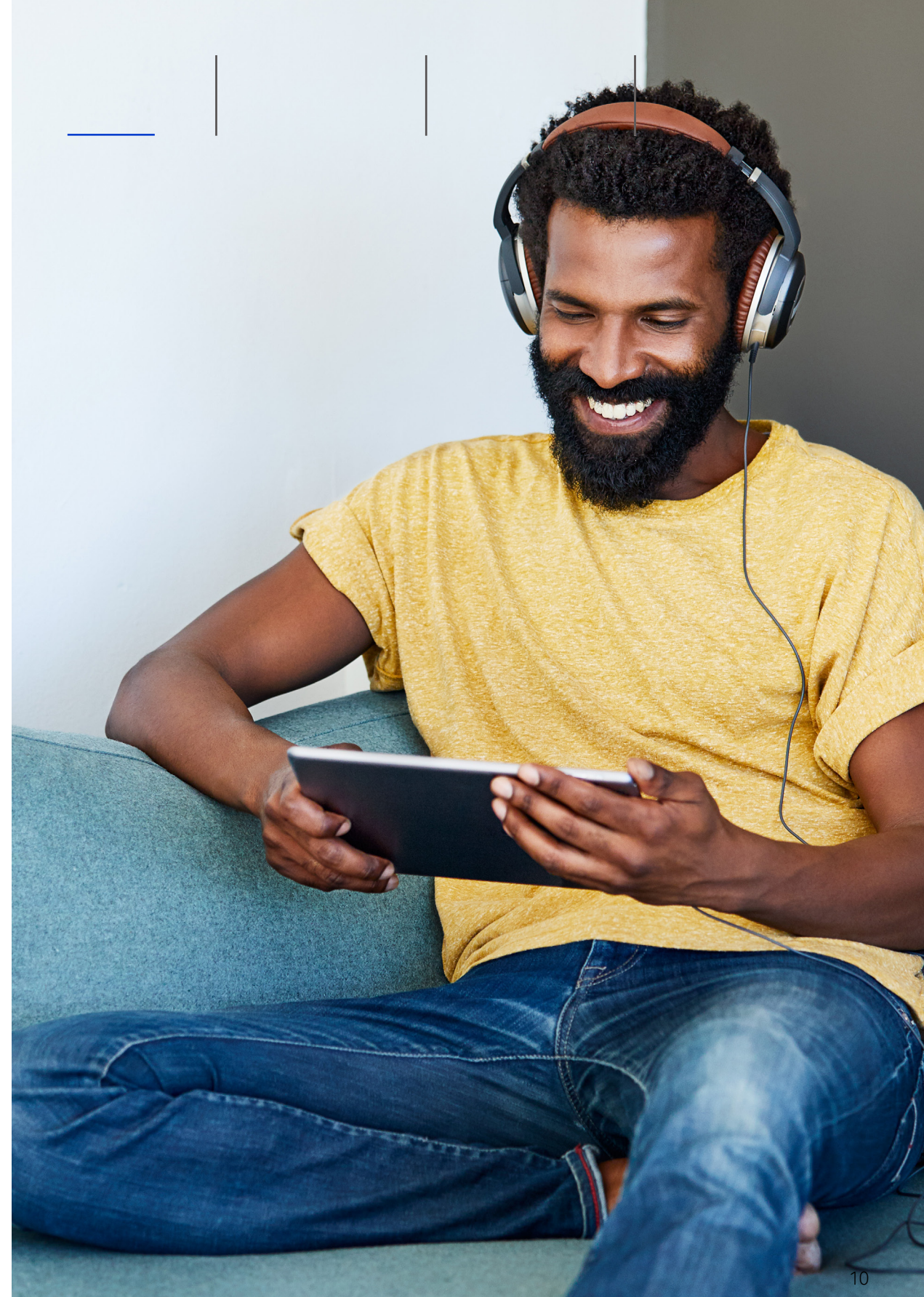
We feel: Prevention is key. For this reason, our medical services offer free check-ups as part of our preventive occupational health care program so that you can thrive.



### **Coaching and training**

Various offers around your health

Discover new ideas or get help on topics related to your health in free seminars or through personal counseling. For example, developing resilience in everyday work, managing stress and eating a balanced diet.



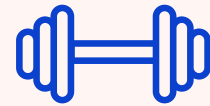




### Healthy nutrition

Balanced meals in the company restaurant

Our company restaurants offers you tasty, balanced meals, offered at attractive prices on a daily basis. Ethical and ecological principles are also close to Roche's heart, and attention is paid to this when purchasing food. Want something lighter? Healthy and tasty snacks are available in the cafeteria, at the coffee bar or in the store.



### Fitness on our campus

In-house gym to work off your energy

Get your endorphins flowing and relieve everyday stress after work. In our own fitness studio on the factory premises, you can work out as much as you like, with an extensive range of modern gym equipment to suit your needs.

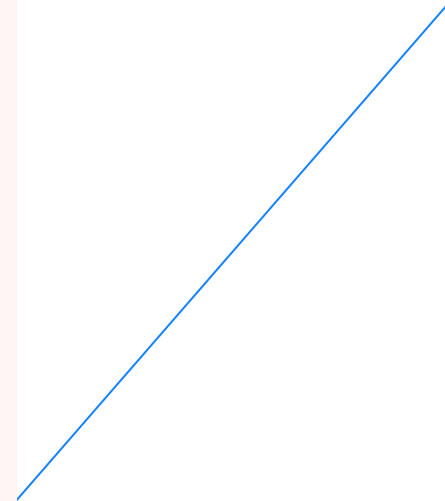
For field force employees, there is a flexible offering.



### Company sports

Exercise while socialising for greater well-being

Health and sports go hand in hand at Roche. That's why we offer a wide range of courses and opportunities for group sports activities. Whether it's mountain climbing, volleyball or football - together, exercise is even more fun!







### **Bike leasing**

Treat yourself to your dream bike

Pick a bike or e-bike perfect for you, and finance it cheaply and easily through deferred compensation (a three-year financing contract with a monthly subsidy of 5 euros).



### **Counseling**

Your point of contact for all life situations

Sometimes life presents us with unforeseen challenges. The company social counseling service helps in an uncomplicated manner and with the utmost discretion.





# Wealth - Roche invests in you

With Roche, you are well provided for - in all situations in life. From an attractively company pension, insurance coverage for certain risks in life or having the opportunity to take part in the company's success - we provide you with financial security.

Learn more about the diverse and excellent benefits Roche offers.





## Wealth

*Roche invests in you*



### Company Pension

Funded company pension plan with attractive subsidies

With the “Vorsorgeplan 2007” you can supplement your statutory pension. Roche pays the majority of the contributions. You only have to pay in a personal contribution of 1% of your pensionable income and can benefit from the growth in the value of the capital. Upon your retirement you can decide if you prefer to receive a monthly pension or a one-time payment from your pension account.



### PlusRente VO2007

Top up your retirement pension with voluntary deferred compensation

Invest part of your income within the framework of a gross deferred compensation. Personal contributions are subsidized by 25%.







### **Occupational Disability Insurance**

Your protection in case something happens

Disability insurance offers protection against unforeseen loss of earnings. These situations are not predictable - that's why we pay 15% of the insurance premium. In addition, the insurance is taken out without the usual health check.



### **Supplementary Nursing Care Insurance**

Financial security in the event of needing care

With the first nationwide supplementary long-term care insurance for the entire industry, you are comprehensively covered against financial risks should you ever need care. The protection applies automatically as soon as you start working, and without conducting a health check. Roche covers the costs for you.



### **Accident Insurance**

Supplementary insurance cover in the event of accidents

In addition to the statutory accident insurance provided by the employers' liability insurance association, Roche has taken out accident insurance for certain employee groups or for business trips that provides lump-sum payments in the event of death or disability.





### **Roche Connect**

Company shares at advantageous prices

In the global participation program “Roche Connect” you can purchase participation certificates. These are securities without voting rights, but with the right to dividend payments. You can purchase the securities at a discount of 20%.



### **Financial Check**

Independent advice on money issues

We have selected independent and high-quality external financial experts for you, who will individually address your needs and questions.







# Life - Tailored to your needs

Each of us has different needs when it comes to work and life planning. That's why flexible working conditions are part of our corporate culture. We want to offer you the best solutions for your current phase of life. This includes remote working and flexible working hours - so that you can shape your life to suit your needs.

We know that it is not easy to balance family and career. That's why we provide parents with comprehensive support in the form of various childcare options, financial incentives and much more. So you can achieve your career goals while doing what's right for your family.

Do you need time off for yourself, to care for a relative, or would you like to retire early? No problem! There are plenty of offers that you can take advantage of.







## Life

*Tailored to your needs*



### Long-term account

Our offer for flexible time off to shape your life to suit your needs

Permanent employees can use the long-term account for further training, to care for family members, to take time off for other personal reasons, or to take time off before retirement. Pay part of your salary into your long-term account to finance your time off later. Stay flexible.



### Applause

Appreciation for outstanding work

At Roche, we place great value on active collaboration and a positive working environment. With Applause, colleagues worldwide and in every job can show appreciation for particularly good work, in the form of a thank-you card or points. Applause points can be redeemed for awards.







### **Future amount**

An investment in your future

Roche grants employees covered by collective agreements up to an additional 23% of their monthly pay each year, which can be used for health measures, the company pension scheme, additional days off and more.



### **Perks**

For passionate bargain hunters

The employee perks at Roche have something for everybody. You can expect new attractive offers at numerous retailers and on a wide range of services - from technology, clothing and household goods to travel and insurance, everything is included.





### DasElternPlus

Award-winning innovation for more partnership in parenting

Roche is the first employer in Germany to offer financial support of EUR 10,000 -EUR 15,000 if both parents work part time (70-80%) for at least 12 months at the same time during the first four years of their child's life, to share care work equally.



### Family Service

The pme Familienservice supports you with all of your questions concerning your family.

It offers advice and mediation around the child, advice and mediation around the care of relatives (Homecare-Eldercare) and support in finding service staff for household-related services.







## Childcare

Various offers for the care of your children

Roche helps to reduce the shortage of childcare places by providing financial support for local daycare centers, thereby securing occupancy rights for employees' children. Employees receive support in finding a childcare place from pme Familienservice.\*

\*There is no individual entitlement to a childcare place.



## Childcare Allowance

Financial support for childcare

Roche also supports the care of your children financially, if you earn up to a certain income limit, provided your child is cared for in a public institution or by a childminder.



## Support with care /Eldercare

Offers to relieve you when a relative needs your support

You have to take care of a relative or need time to organise everything? Roche offers different models, whether in the family caregiver leave, temporary part-time or long-term account exemption. Take the time you need.



# Work at Roche

*The Roche Experience*



## Working hours

The normal working week at Roche is 40 hours. Eligible employees covered by the collective agreement can choose for the coming year whether they want to work 37.5 hours, 38.75 hours or 40 hours. Of course, there are also various part-time models.



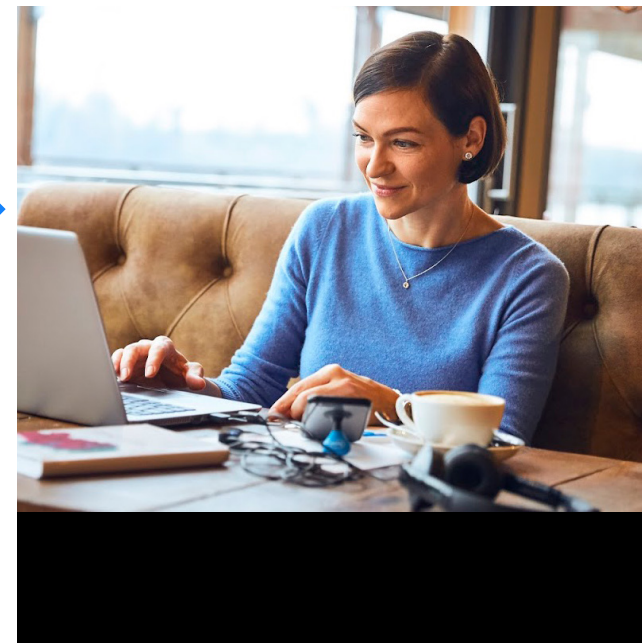
## Well-being on campus

Healthy & reduced-price food in staff canteens, mobility allowance (Mannheim) or shuttles (Penzberg) - your well-being is taken care of.



## Flexible, mobile and remote

Mobile working is possible for all employees - within the framework of operational, legal and regulatory requirements. Flexible working hours are also possible.



## Rest is important

That's why Roche entitles you to 30 days of vacation, free days off and vacation pay. Additionally you will receive a 13th month salary.



# Ready for the next step?

Working at Roche opens up new horizons and challenges. Thanks to our flexible working conditions and a wide range of benefits, you can shape your life and your future according to your wishes and needs. Take the next step to shape your life at Roche!

Do you have any questions about what we offer? Please reach out to your contact person at Roche.



This document contains basic or simplified information. The regulations according to the relevant legal plan documents and company agreements are solely binding.



**Doing now what patients need next**