



Your Benefits

Roche in Grenzach

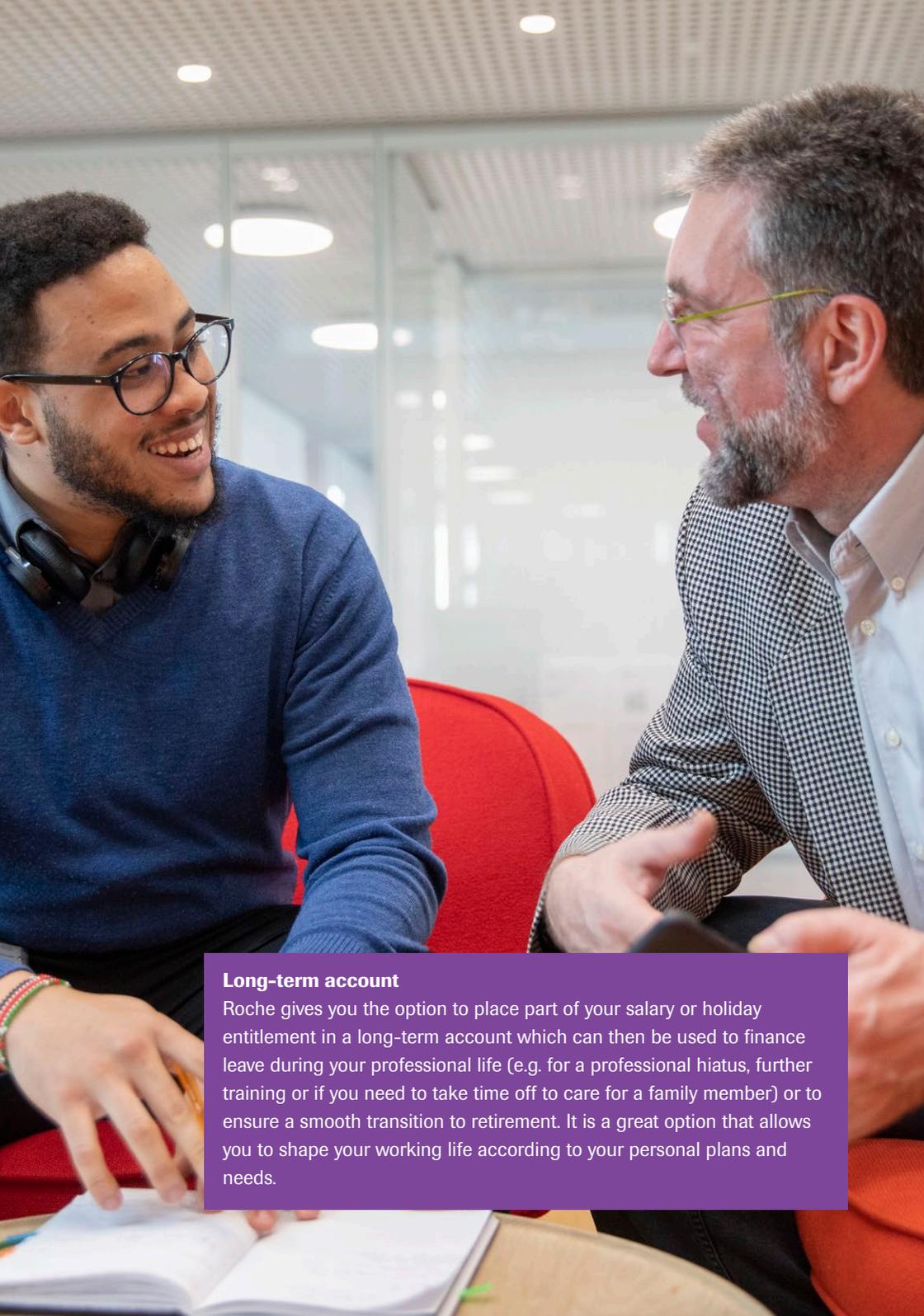




Career.Variety.Roche.

Contents

-  **4-5** *Financial Provisions*
-  **6-7** *Risk Coverage*
-  **8-11** *Family & Work*
-  **12-13** *Health*
-  **14-15** *And much more ...*



Long-term account

Roche gives you the option to place part of your salary or holiday entitlement in a long-term account which can then be used to finance leave during your professional life (e.g. for a professional hiatus, further training or if you need to take time off to care for a family member) or to ensure a smooth transition to retirement. It is a great option that allows you to shape your working life according to your personal plans and needs.

Financial Provisions

Building up a solid pension plan, as well as having good insurance now and in the future is very important to us here at Roche. Our attractive participation models should also protect you during all stages of your life. The possibility to make your own decisions and a variety of modern offers make our models stand out from the crowd.

Retirement Plan 2007

With the “Retirement Plan 2007”, Roche provides you with an additional source of income on top of your state pension when you reach retirement age. Roche bears the largest share of the financing and you only need to pay an obligatory contribution of 1% of your annual pensionable income. You can benefit from the further development of the paid pension capital. When you reach your 62nd birthday you can choose when you want to receive your company pension. Reduced earning capacity pensions and dependants’ cover is also included in the Retirement Plan 2007.

Voluntary deferred compensation Retirement Plan 2007

In addition, Roche also gives you the option to bulk up your pension annuity by investing a larger part of your income, over the 1% contribution mentioned above, as part of a gross deferred compensation. As long as the employee’s share of the total social insurance amount is saved, Roche promises to pay a contribution.

ChemiePensionsfond

In addition, Roche also offers the Chemie-Pensionsfond as another option when it comes to your company pension. Based on the deferred compensation in the Chemie-Pensionsfond – the pension fund for all employee’s working in the chemical industry – additional pension rights can be acquired using the tax and collective bargaining grant opportunities. For employees covered by collective bargaining agreements and employees that are not covered by these types of agreements, Roche pays an annual employer’s contribution into the employee’s ChemiePensionsfond.

(You can find more information online at www.chemiepensionsfonds.de.)

Participation plan

“Roche Connect” is our global participation plan for employees and makes it possible for them to purchase non-voting equity securities at a discounted price. You can decide if you want to take part or not during a fixed subscription period each year.

Risk Coverage

With Roche, you are protected against anything that life can throw at you. As a reliable employer we strive to create offers that protect and support you and your family members in all types of difficult situations.

Continued payment of wages in case of illness / Sickness pay allowance

In the event of an inability to work through no fault of one's own due to illness, Roche will continue to pay you your wage for six weeks. From the seventh week you will receive an allowance in addition to your sickness pay. The duration of this allowance is based on the provisions of the framework agreement on employment conditions or on the provisions of your employment contract.

Continued payment of wages in the event of death

If an employee dies, their surviving dependants have the right to claim a continued payment of their wages. For employees covered by collective bargaining agreements, the provisions of the framework agreement on employment conditions apply and for employees not covered by these agreements, the provisions of their employment contract apply.

Surviving dependents' benefits

In the event of an employee's death, Roche pays their pension to the entitled surviving dependents.

Occupational accident insurance

Alongside the statutory occupational accident insurance provided by the employer's liability insurance association, Roche has taken out an additional accident insurance policy for certain groups of employees and for business trips. This accident insurance policy covers one-time payments in the event of death or invalidity. The amount of the pay-out depends on the rank and job characteristics of the employees concerned.





Family & Work

Ensuring the compatibility of family and work – for Roche this means a shared responsibility with real assistance while offering a diverse range of measures. Here at Roche, this compatibility is a reality.

Baby bonus

Upon the birth of a child, the parent will receive a one-off baby bonus from Roche.

Flexible working model

Roche supports and encourages flexible working models which offer greater freedom when it comes to organising your working hours and choosing place of work and they can be adjusted to your individual professional and family situation.

Advice and information about childcare

In collaboration with our competent cooperation partners, here at Roche we offer free advice and information about childcare. Our partner will be happy to help you in your search for a day-care facility or childminder (either permanently or in the event of an emergency).

Emergency and spontaneous care

With our cooperation partner, we can support you even when your childcare unexpectedly falls through (e.g. due to illness). Depending on where you live, you can leave your child to be watched in a suitable establishment in a childcare emergency.

Social counselling

Everyone experiences difficult moments at some point or another in their life. For example, falling into debt, dealing with grief, developing an addiction, health issues and conflict in your private or professional life can be difficult to deal with but professional support can help. By calling our cooperation partners hotline or contacting the company healthcare service, you can get the right support when dealing with any of the issues mentioned above. Any advice that you are given and any issues that you discuss remains confidential.

Day-care centre

With our company day-care centre, we provide our employees with an “idea-rich” care centre for children aged between 6 months and 6 years. Our centre has been designed and built in accordance with the most modern and the highest technical standards. It offers a high-quality, pedagogical care concept with bilingual teaching (German/English) and is open all day.

Holiday care for children

With the Dieter Kaltenbach Foundation Centre for Games and Activities in Lörrach, we offer a varied and fun holiday care programme for children aged 6 and over. Alternatively, you can get more information about other holiday care options from our cooperation partner.





Advice and information about household services

Roche, together with a cooperation partner, supports you in the search for service providers to carry out household tasks. All our service providers have been carefully selected according to the highest quality standards.

Family & Work

Advice and information about care

Together with a competent cooperation partner, we provide free advice and information about care. Our partner will be happy to assist you in your search for suitable care facilities or in your application for a level of care for dependents, for example.

Caregiver leave in accordance with the German Caregiver Leave Act

Within the framework of the German Caregiver Leave Act, Roche makes it possible for you to care for close relatives at home. You can take unpaid leave to organise short-term unexpected care (up to 10 days). If you need to be available to care for someone for a longer period of time, we will work with you to find a solution that fits your individual situation, whether it be part-time work, home office, unpaid leave, etc.

Family caregiver leave

Within the framework of the regulations on “family caregiver leave” you can reduce your working hours by up to 50 percent for a period of 24 months in order to care for any close relatives that need it. During the period of care, you will receive a salary advance of half of the reduced wage. After the period of care has come to an end, you will continue to be paid the reduced wage until the salary advance has been balanced out.

All Aspects of Healthcare

As a leading healthcare company, not only is the health of our patients important to us, but the health of our employees is too. For this reason, here at Roche we offer a variety of services to promote health as part of the global health initiative “Live Well. Find your Balance”. We strive to ensure healthy working conditions for our employees.

Get fit with Roche

With this initiative, Roche financially supports a membership to a fitness club of your choice or anything that helps you to get and stay fit, including Pilates classes, dance classes and football club memberships.

Preventative activities

Alongside the statutory preventative measures and the preventative measures stipulated by the employer’s liability insurance association, the company healthcare service offers a range of programmes to promote health. Thorough health examinations for all employees, first aid in the event of acute health disorders and illnesses, courses, vaccinations, dietary advice, stress management and health information for travellers are just some examples of the services that we offer.

Health alliance

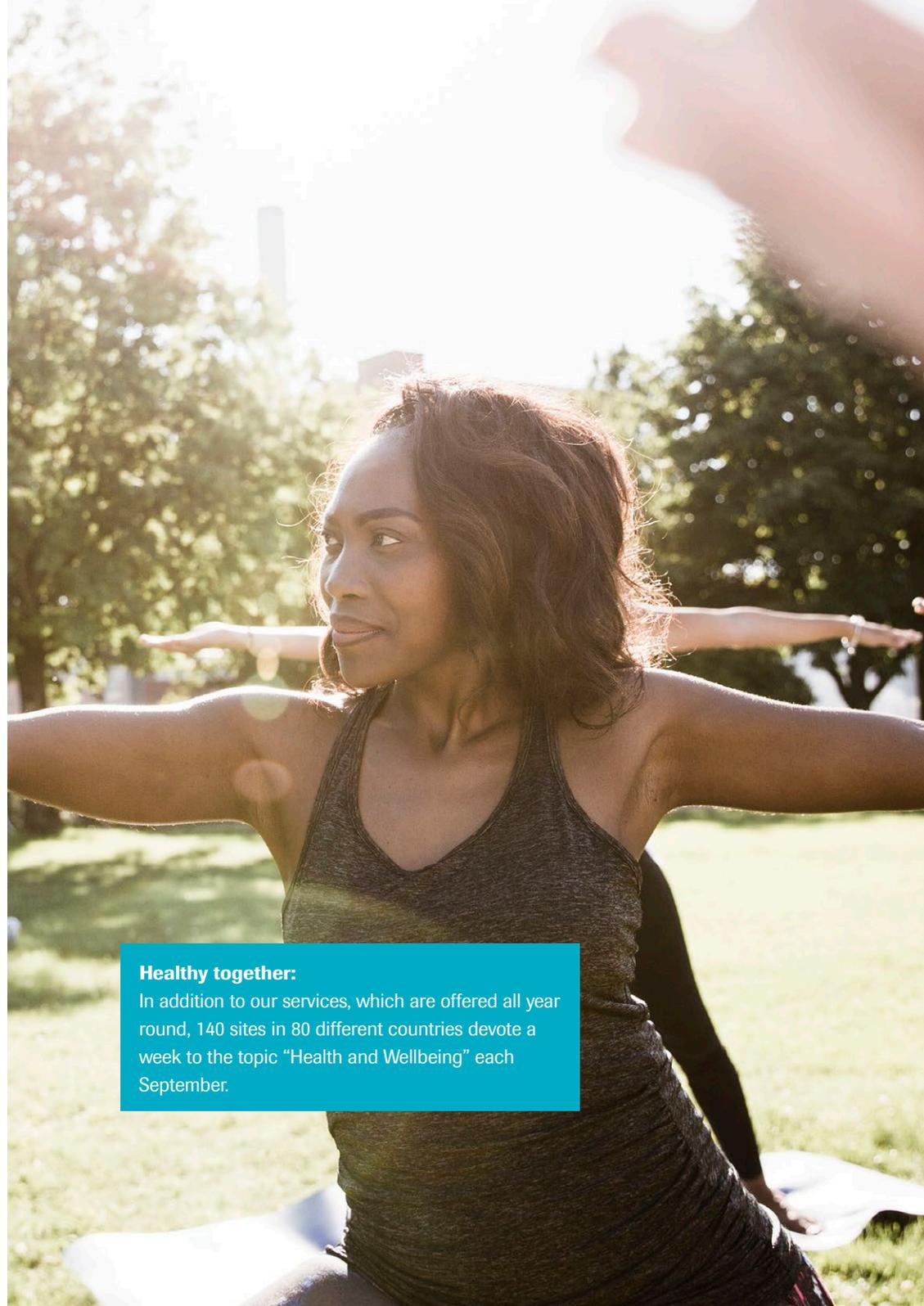
The health alliance offers all employees on campus a variety of free preventative programmes and sports courses, such as Zumba, yoga, back muscle training, Nordic Walking and much more.

Healthy diet and a strong mind

Healthy eating is the theme of our canteen and cafeteria “fifty-nine”, where we offer a healthy menu that changes every day. In addition, we offer seminars, training sessions and advice on topics such as diet, behaviour, stress prevention, mindfulness, resilience or general time management.

Healthy together:

In addition to our services, which are offered all year round, 140 sites in 80 different countries devote a week to the topic “Health and Wellbeing” each September.



And much more ...

Our employees are our capital and the key to our success. They give so much, and we know how to show our appreciation by giving them motivational conditions.

Recognition/Applause

Here at Roche we place great value on a positive cooperation with our employees characterised by collaboration and appreciation. With “Applause”, we ensure that our employees can gain global and cross-departmental recognition for a job that has been particularly well done.

Flexible working

In order to offer you the greatest possible degree of autonomy and flexibility when it comes to organising your work, Roche offers a variety of different time models. You can also work remotely, as long as this has been approved by your superiors. Roche wants to be able to meet the individual needs of their employees, regardless of what stage of their professional and private life they are in.

Bike leasing

This offer can help you to finance a bike or e-bike in the form of a gross deferred compensation. Roche will help you to buy your dream bike by giving you an allowance of € 5 per month.

Mobility in the workplace

One of Roche’s main goals is to operate a transport fleet that is sustainable and cost-efficient. For business trips, you have the option of applying for a train card or use a company vehicle. Employees that ride bikes on the company premises can reach their destination in a comfortable and environmentally friendly way. In addition, Roche provides eligible employees (e.g. those working in the field) with a company vehicle. Here, Roche bears a large share of the costs, while the employees take on any potential additional costs.

Staff restaurant

Our staff restaurant offers healthy, balanced and varied lunches at affordable prices. We of course take all ethical and ecological principals into consideration when obtaining our products. During working hours, we provide free Nespresso coffee at our coffee stations. We also have drinks vending machines that contain a variety of cold drinks and free mineral water. In addition, our cafeteria “fifty-nine” offers tasty specialty coffees and snacks.

Anniversaries

Here at Roche, we give employees an anniversary bonus after they have been with us for 10, 25, 40 and 50 years.

Team and company events

Roche encourages the integration and motivation of their employees by financially supporting company events on special occasions.

Holiday allowance

Employees have the right to 30 days holiday per year. Roche pays their employees – with the exception of managers – a holiday allowance in accordance with the applicable collective bargaining agreement on employment conditions or the agreements in their employment contract.

Further training

Employee development is very important to us here at Roche. Thanks to a varied further education programme, which includes training sessions to increase your specialist knowledge and language and computer training, we offer you opportunities to develop yourself personally and professionally. And, such a commitment does not go unnoticed here.



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