Sustainability Report 2024

Roche Diagnostics International AG

Foreword

In 2024, the new global Sustainability Strategy was rolled out. This strategy will also set the priorities for further sustainable development at our site.
Roche's Sustainability Strategy defines focus areas and main goals that will create long-term social, ecological, and financial benefits. Achieving these goals is the responsibility of everyone at Roche. Thanks to the commitment of many employees at our site, we were able to implement numerous initiatives that make an important contribution to the sustainable development of our site.

In the Focus Topics chapter, you'll find some highlights from the past year. From environmental aspects in the planning of a new replacement building to our responsibility as the largest vocational training company in the region, and the constant further development of our products, these topics cover all three dimensions of sustainability: economic efficiency, social equity, and ecological viability.

I want to thank all of you for your dedication, and I look forward to achieving further sustainable successes together in the coming year.

Andreas Klopp, General Manager RDI

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Roche Diagnostics International

The Site Rotkreuz

The Roche Division *Diagnostics* is one of the world's leading providers of diagnostic system solutions for hospitals, laboratories, and medical practices. The site in Rotkreuz, home to Roche Diagnostics International AG (RDI), is one of the main locations of Roche Diagnostics. RDI brings together central functions and areas of the diagnostics business, such as research, development, production, and system integration.

With around 4,000 employees[1] from approximately 70 nations, the site is currently the largest private employer in the canton of Zug. RDI is committed to research, development, and production of innovative diagnostic solutions that contribute to improving healthcare.

In addition to its core business, RDI also focuses on continuously making progress in meeting the needs of individuals, society, and the environment. In line with the principles of sustainable development, these three areas are treated with the same level of responsibility as quality, productivity, and cost-efficiency issues.

This report presents a selection of sustainability projects implemented at RDI. In addition, it provides key figures that feed into the site-specific CO_2 emissions calculation and the life cycle assessment for the reporting period. Finally, the report includes a chapter on recorded accident statistics. These serve as an indicator in the health domain and demonstrate RDI's commitment to a safe working environment.

[1] Number of internal & external employees (Source: SHE Key Figure 2024 RDI)

Sustainability at Roche

Sustainability forms the foundation of Roche's business strategy because: We must act sustainably if we want to be successful in the long term.

With a clear strategy, Roche is focusing on specific priorities to create long-term societal and economic value. The goal is to further improve human health while continuously reducing the ecological footprint.

To achieve this, Roche has defined six priorities within its sustainability strategy.

Roche's six sustainability priorities

Access to innovation	Maximise access to our innovative medicines and diagnostics solutions
Health equity	Advance health equity for patients
Work environment	Foster an inclusive work environment where people can thrive
Climate change	Achieve Net Zero emissions
Sustainable products	Minimise the environmental footprint of our products
Biodiversity & water	Protect biodiversity and water resources

Focus Topics

The following chapters provide an insight into projects that have been carried out, contributing to one or more dimensions of sustainability. These actions and campaigns are initiated and driven by various departments at the Rotkreuz site.

New Construction Building 15

Sustainable Construction Ambitions

Sustainable construction projects are not a coincidence, but the result of a sophisticated and rigorous planning process. To support our sustainability efforts, the Sustainable Construction Evaluator Tool was used for the first time in the new construction project at the Rotkreuz location. This innovative Roche tool helps assess and improve the sustainability of construction projects in the three dimensions of society, economy, and environment. What does this mean in concrete terms? With regard to sustainability, the following topics were intensively addressed in the project:

Energy use during construction and circular economy

Key elements here include wooden construction and resource-efficient building practices. A particular innovation is the high-bay warehouse made of wood. Great importance was placed on the future building's flexibility of use. The goal is for the building to be easily adaptable to future changing needs. Due to the modular construction, building elements such as wooden columns or floor slabs can be reused after deconstruction. This makes the building "circular," and individual components can be utilized even beyond the end of its building life cycle.

Operational energy

The new building operates without fossil fuels. This is made possible, among other things, by reversible heat pumps powered by green electricity and large photovoltaic systems.

Water retention and roof garden

The main reason for the project's extensively greened roof is that the evaporation from the green roof can be used to retain a large portion of the rainwater. By intelligently utilizing evaporation, the green roof not only contributes to the microclimate but also supports building cooling and the natural water cycle. Around 60 percent of the rainwater collected on the roof is expected to evaporate, meaning only about 40 percent will need to be diverted into the stormwater drainage system with a delay. The water retention creates the foundation for a green oasis on the building's roof. A natural environment is to be created where flora and fauna can thrive, and employees can find peace and tranquility.

All these sustainable aspects contribute to the creation of a building that harmoniously integrates ecological, economic, and social factors, making an important contribution to the sustainable development of the region.

Material usage	**Savings compared to conventional construction**
Roundwood: 16’000 m^3	Concrete: 3’600 m^3
Spruce/fir: 5’000 m^3	Cement: 1’000 t
Beech: 2’400 m^3	Steel: 750 t

Promotion of Young Talent

Diversity, Innovation and Future Prospects

Currently, RDI trains 160 apprentices in ten different professions in Rotkreuz. Over the past 20 years, vocational training has continuously expanded both its offerings and the number of apprentices. The newest apprenticeship in our portfolio is the EFZ Plant Operator profession, in which the first two apprentices successfully started in summer 2024.

Training young talent has a long tradition at Roche. As the largest training company in the region, we are aware of this responsibility. In addition to professional qualifications, we place special emphasis on social responsibility and inclusion. We create an inclusive learning environment that promotes diversity and equal opportunities, actively supporting apprentices with different backgrounds and abilities. Special programs, such as those aimed at promoting women in technical professions, complement our offerings and help break down barriers and promote equality in the labor market.

The path to training as an EFZ plant operator

We are particularly committed to contributing to solving the skilled labor shortage that affects many professions. The Plant Operator EFZ is among the professions most significantly impacted by this shortage. To counteract this, an initiative was developed in close collaboration between the specialist department and vocational training to include this profession in our training program. Before its introduction, it was carefully examined whether the legal requirements—especially regarding areas of deployment and the curriculum—could be met.

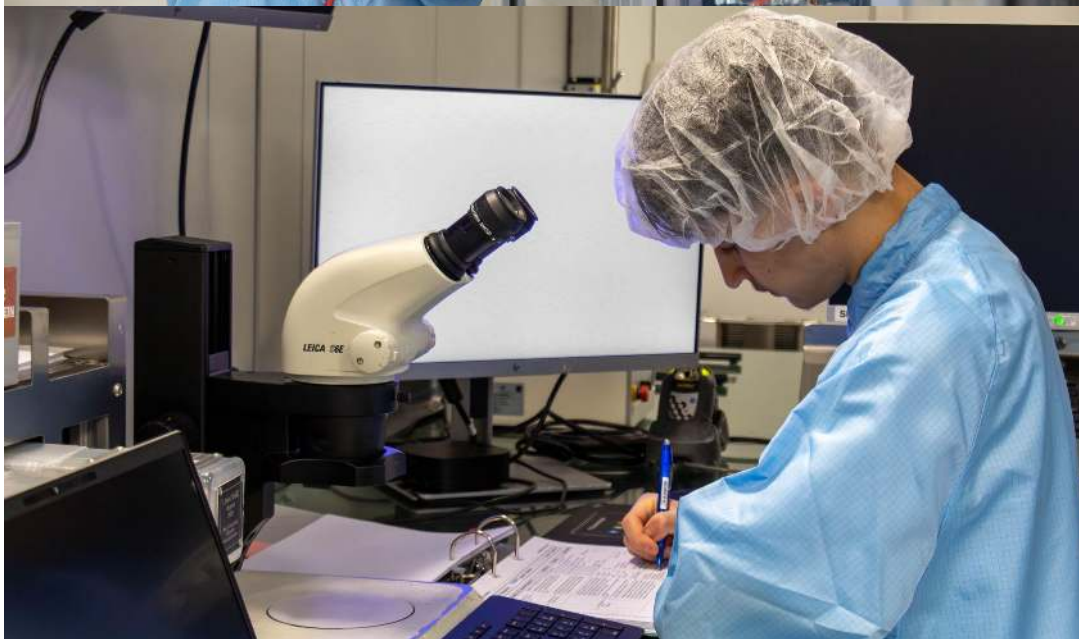
After developing a comprehensive concept, the Office for Vocational Training and their chief expert visited our new CESR plant in sensor production. Following a thorough inspection, we received approval to train apprentices in this profession in the future. The two apprentices, who live in the region, now have a promising future ahead at Roche Diagnostics. We are confident that they will receive permanent employment with us after completing their apprenticeship.

Perspectives for the future

More than two-thirds of our apprentices are directly hired by us as employees immediately after completing their vocational training. This success is based on our strategy not only to offer training positions but also to create diverse opportunities for continued employment and professional development. Internal POOL positions and collaborations with ALUMNI programs support our graduates in actively shaping their careers and acquiring new qualifications. As a result, more than a quarter of all apprentices ever trained remain loyal employees of our company even years after completing their apprenticeships. This is a decisive competitive advantage in times of skilled labor shortages and the current demographic changes in the working population.

Through our investments in vocational training and the promotion of an inclusive and diverse work environment, we make a sustainable contribution to global goals and support the positive development of society as a whole.

Looking ahead, Roche will continue to invest in vocational training: In summer 2026, we will launch our eleventh apprenticeship, the profession of “Digital Business Developer EFZ”. This future-oriented training program perfectly complements our portfolio and optimally prepares young talents for the challenges of digital transformation. The integration of this new profession into our training program underscores our commitment to staying at the forefront of developments and offering our apprentices prospects in forward-looking industries. With continuous investments and dedication to nurturing our talents, we send a clear signal for an innovative and sustainable future.



Inclusion & Belonging Ambitions at RDI

For More Inclusion and Equal Opportunities

In 2024, the Rotkreuz site placed special focus on the topics of Inclusion and Belonging (I&B). The needs of our employees were always at the center. To gain a comprehensive and authentic understanding, numerous dialogues were initiated in which employees could share their experiences and suggestions for improvement. Particularly valuable were the structured focus group discussions moderated by experts from the Lucerne University of Applied Sciences and Arts (HSLU). This approach allowed the diverse feedback and ideas from our employees to be collected impartially and integrated into the I&B initiatives.

Purpose of the group discussions

The focus group discussions aimed to identify how working conditions for employees facing particular challenges or specific situations at the site could be improved.

At the end of March 2024, these group discussions took place with over 50 participating colleagues from Rotkreuz. The groups covered the topics of *care responsibilities, equal opportunities, cultures, working at an older age,* and *neurodiversity*. The commitment and active participation of employees was remarkable, demonstrating strong interest and a clear need for an inclusive working environment. Based on these discussions, concrete measures were developed in a workshop to make the Rotkreuz site even more inclusive.

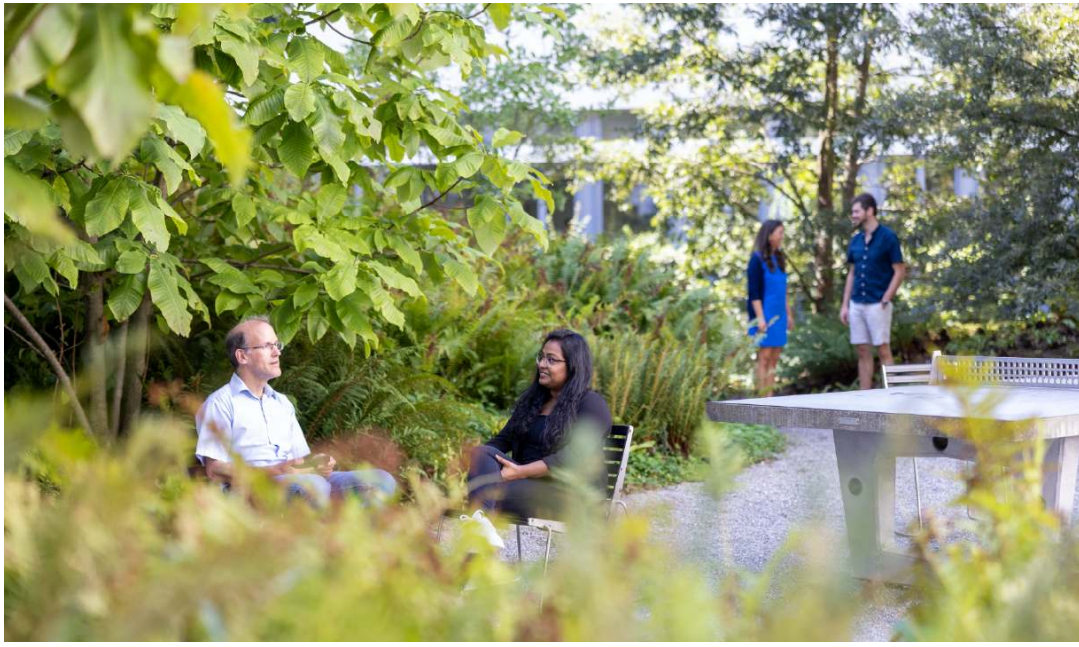
Concrete measures and initiatives at the local level

A recurring theme in the focus group discussions was part-time work. As a first measure, a pilot project will start in the Site & Services department to explore expanding possible part-time work solutions.

Furthermore, it was decided that a new I&B Connector position will be established at Site & Services to handle various I&B inquiries and act as the first point of contact. This role is intended to help employees find suitable offerings and serve as an initial guide.

For years, several networks, also known as Employee Resource Groups (ERGs), have existed at the site that address I&B topics. Following the group discussions, two new networks have formed (“generations@work” and “a journey between cultures”), which have started their activities and now join the already existing groups active at the Rotkreuz site.

We thank all participants for their involvement and commitment to making the Rotkreuz site even more inclusive.



LightCycler Pro

Sustainability Meets Innovation

The LightCycler® PRO system, manufactured at Rotkreuz, and launched in 2023, has become the first Roche product and the first IVD instrument in the industry to receive the ACT® Environmental Impact Factor Label. The ACT® Environmental Impact Factor Label is the most comprehensive product labeling program for life science products. It was designed to address the need for clear, third-party verified information about the environmental impact of laboratory tools. The ACT® Label provides scientists and procurement specialists with verified data on a product's environmental footprint across various factors.

The LightCycler® PRO system is the successor to the venerable LightCycler® 480 II system which has been in the market since 2005. The system is designed and labeled for both research and IVD workflows, and introduces innovative thermal cycler technology for unrivaled temperature uniformity and accuracy. Additionally, the manufacturing operations team introduced innovative methods such as reusable shippers for parts to reduce the environmental impact further. The LightCycler® PRO system highlights Roche's commitment to both innovation and sustainability.

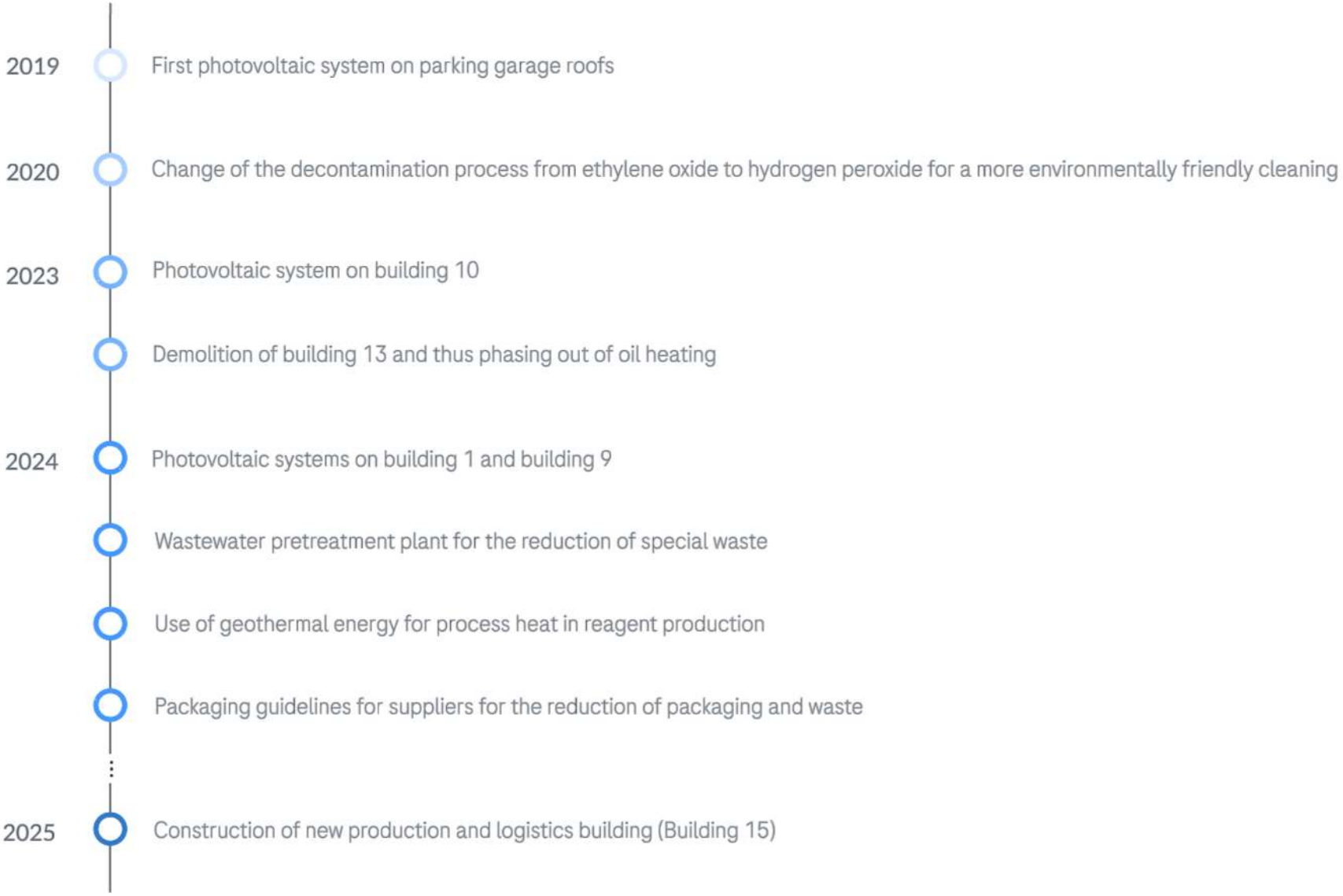
The LightCycler® PRO went through a rigorous third-party verification process to assess its environmental sustainability performance in the following categories:

- **Manufacturing:** The Rotkreuz, Switzerland site is powered by renewable energy and has implemented initiatives to reduce its energy consumption, water consumption, and waste generation within the last 5 years.
- **Energy Efficiency:** The LightCycler® PRO system's energy consumption is measured at just 2.8 kWh per day which is at the low end of the typical daily energy consumption of PCR Instruments2,3
- **Product Content:** A redesign reduced the need for external hardware in a dematerialisation of almost 30 percent of the weight.
- **Reduced Shipping Impact:** Optimised packaging and distribution methods minimise environmental footprint during transportation.
- **Sustainable Packaging:** The product requires less packaging than its predecessor (24 percent volume reduction) and also contains more recyclable materials. The volume reduction results from optimized packaging and the elimination of additional supplements, such as keyboards.
- **End-of-Life Considerations:** Thoughtful design ensures the product's components can be effectively recycled or disposed of responsibly.

By promoting greener choices, the ACT Ecolabel supports laboratories in reducing their overall environmental footprint. The standardised scoring system facilitates meaningful comparisons between products for consumers and drives continuous improvement in environmental performance for manufacturers.

Milestones

Important Steps on the Path to Sustainability



Key Figures

To be able to capture the impact of RDI throughout the year in numbers, an annual survey of relevant key figures from the health and environment sectors is conducted. This survey gathers the key figures of the site for the period from early October of the previous year to the end of September of the current year. For better comparability, certain key figures were standardized by the number of employees (headcount, HC).

Waste

Types of waste

The categories of **municipal waste** include fractions such as household waste, bulky waste, cardboard, glass, and other commonly known household-like waste.

Hazardous waste refers to waste that, due to its properties, can pose a danger to the environment and humans and therefore requires special treatment.

Municipal waste

Cardboard, wood and food waste

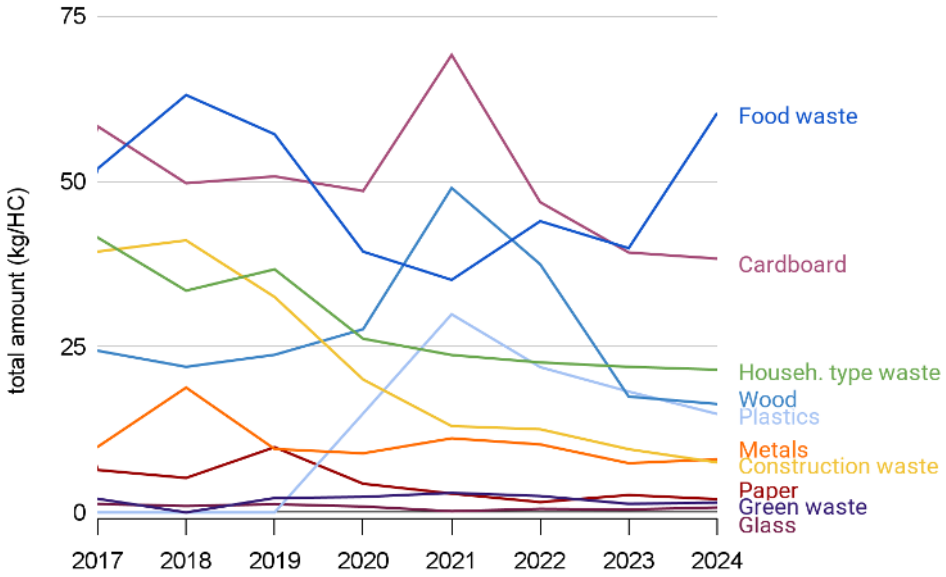
The cardboard is mainly generated in the goods receiving area due to the packaging of materials that need to be disposed of. The proportion of disposed wood is primarily pallets used for transporting materials, of which the still usable Euro pallets (approximately 30 percent of the amount handed over) are passed on and reused by the waste disposal company. This amount has been deducted from the total amount since 2023, as it is not considered waste. Just like with the cardboard quantities, the peak in the year 2021 can be attributed to the COVID-19 pandemic, which led to an increase in production.

An increase in production can also be observed in plastic waste, analogous to the cardboard and wood waste in 2021.

The share of food waste consists of kitchen waste and leftover food from guests. The increase in quantity is related to the rise in the number of menus sold, which also increased. In the biogas plant in Hünenberg, the energy from the food waste is largely recovered in the form of biogas.

Other fractions

The other fractions for the year 2024 are not particularly notable. Construction waste volumes from renovation projects on site are excluded from the reporting. The construction waste here is waste from office clean-up actions such as cups, binders, and additional materials made from composite materials.

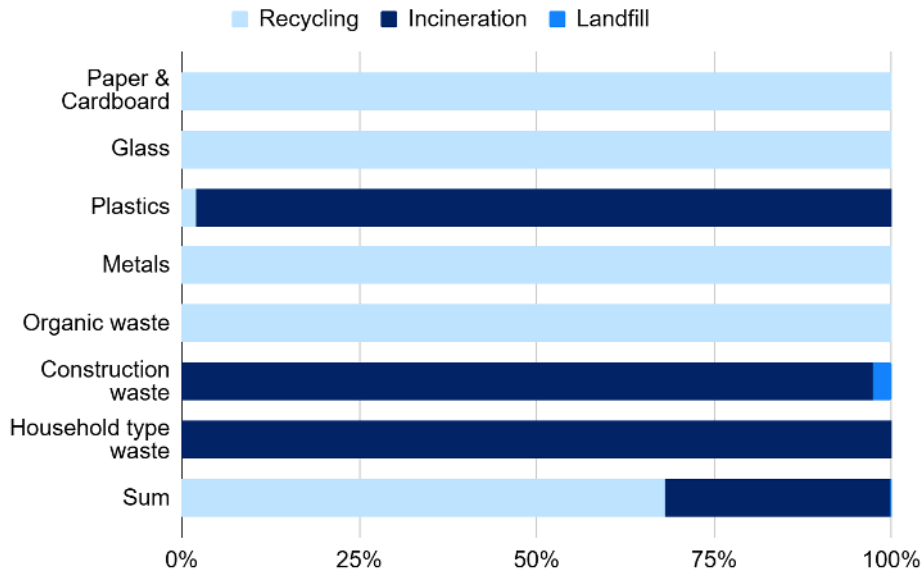


Disposal method

In 2024, 74 percent of the disposed waste was recycled and thus returned to the material cycle. The goal by 2025 is to achieve a recycling rate of 80 percent, although it must be noted that this rate fluctuates significantly from year to year. This is due to the fact that in certain years, the quantities of waste categories sent to recycling decrease, while the amounts of waste sent to incineration remain constant.

The category “organic waste” consists of food, wood, and green waste. These are recycled. A small portion of bulky waste is landfilled, which consists of inert materials such as porcelain, for example. The types of waste that are incinerated include normal household waste, the majority of bulky waste, and mixed plastics.

Among these, the greatest potential for increasing recycling lies with mixed plastics. A pure separation of different recyclable plastic types, such as PMMA (polymethyl methacrylate), also known as Plexiglas, or LDPE (low-density polyethylene), can substantially contribute to the set goal of an 80 percent recycling rate. Especially with LDPE, RDI has a significant leverage, as this type of plastic makes up an estimated 50 percent of all collected plastics. However, since the introduction of separate collection and disposal of LDPE at the end of 2022, a large amount of LDPE films still end up in the mixed collection containers. Conversely, many other types of plastics also end up in the LDPE containers. Since plastics are not sorted afterwards, a considerable portion of plastics still ends up being incinerated. Further sorting options and optimizations to increase recycling are continuously being examined, with the primary focus always being on waste minimization first and foremost.



Hazardous waste

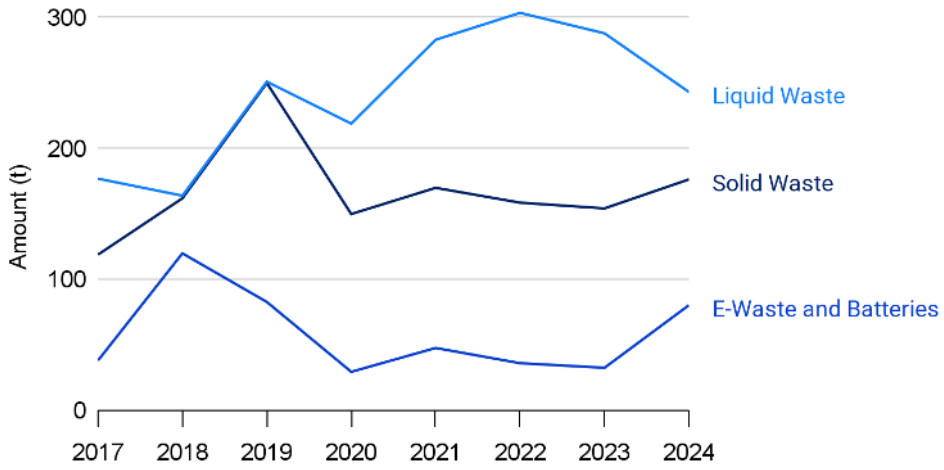
For reporting purposes, hazardous waste is divided into liquid and solid substances, as well as electrical and electronic items such as devices, cables, and batteries.

The largest share consists of liquid waste, which mainly arises during reagent production due to rejects and the rinsing of the preparation tanks. These heavily contaminated wastewaters are collected in Intermediate Bulk Containers (1 m³ IBCs) and sent for special waste disposal.

With the wastewater pretreatment plant commissioned in 2024, the industrial wastewater from reagent production will be pretreated so that it can be discharged into the sewer system and ultimately treated at the municipal wastewater treatment plant in Schönau. As a result, a decrease in the amount of liquid special waste can already be observed in 2024. It is expected that this amount will continue to decrease in the future.

Among the solids, biologically contaminated waste accounts for the largest share. This waste is sent for incineration.

Batteries and electronic scrap are also classified as special waste due to their hazardous nature, but most of them can be recycled.



Energy

The energy demand of RDI consists of building operations (electricity from the public grid and from its own photovoltaic systems, gas, and oil) and mobility (business flights, company car fleet: kilometers driven with RDI-owned vehicles and kilometers driven with rented Europcar vehicles).

Electricity supply

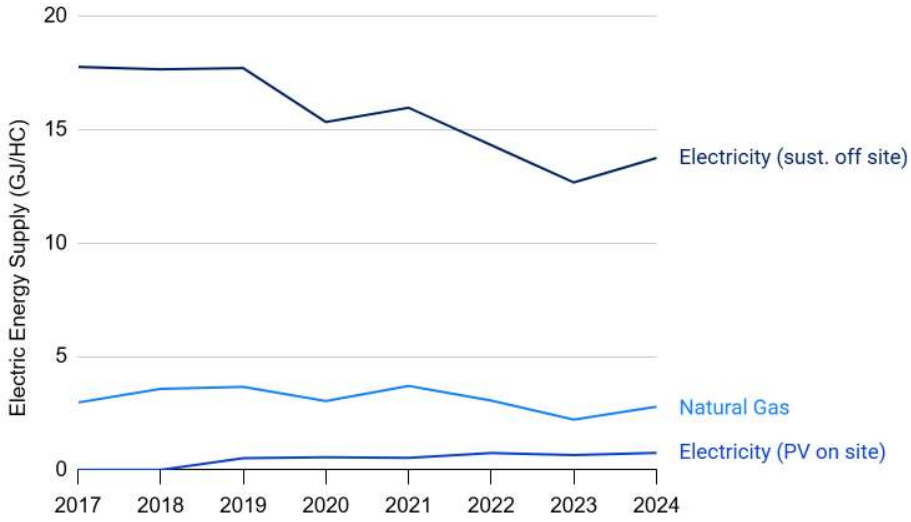
Since 2016, RDI has sourced all purchased electricity exclusively from renewable sources. This electricity is used for consumers such as heating and cooling systems, ventilation systems, lighting, laboratory equipment, IT devices, and other appliances. Over the past five years, the company's own photovoltaic systems have been steadily expanded, and today approximately 6 percent of the required electrical energy is produced locally and fed into the company's own grid.

Fossil fuels

In buildings that are not heated by geothermal energy, natural gas heating systems are in operation. To replace gas, the *Building Technology Engineering* department has developed an action plan to enable RDI's building portfolio to be operated entirely on renewable energy in the coming years.

With the demolition of Building 13 in 2023, the last building heated with heating oil was removed, significantly reducing oil consumption. However, RDI still relies on oil for emergency power generators. Currently, individual buildings can continue to operate, at least temporarily, during possible power outages. In 2024, oil consumption amounted to 159 GJ (equivalent to 0.03 GJ per headcount; an average Swiss household requires about 18 GJ per year).

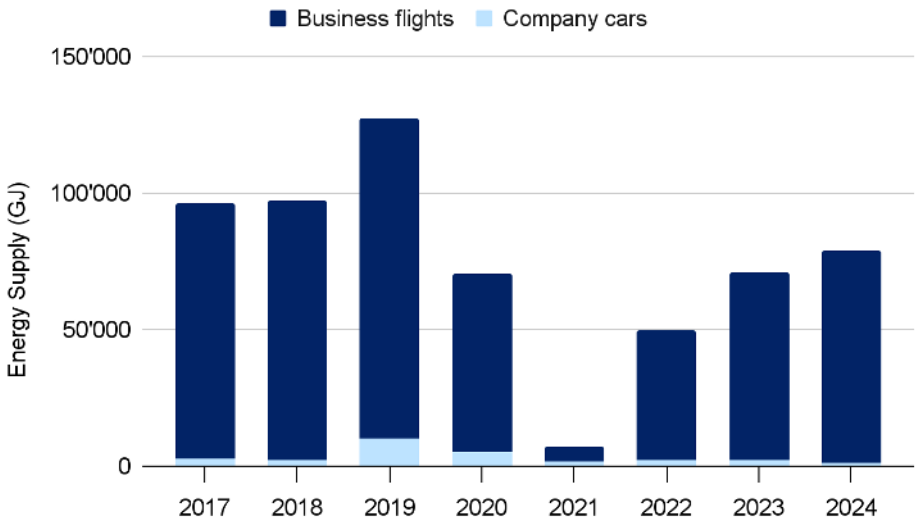
In the future, with the expansion of emergency power supply, the entire site will be able to be supplied during outage situations. To ensure the operational readiness of the emergency power supply, its functionality is tested monthly, so an increase in oil consumption across the site is expected in the coming years.



Energy consumption mobility

In the area of mobility, the largest share of energy at RDI is required for business flights. With approximately 27 million kilometers flown in 2024, this distance could circle the Earth 675 times. As expected, business flights have been increasing again since the pandemic but still remain below pre-COVID-19 levels.

This illustration also includes trips made with rented Europcar vehicles. These are not considered in the official Key Figure Reporting because they are not Roche-owned vehicles and therefore do not fall under Scope 1 of greenhouse gas emissions. However, since employees can rent them through Roche and they are often used for business purposes, they are included here nonetheless.



Greenhouse Gas Emissions

The scopes of greenhouse gas emissions
Greenhouse gas emissions are calculated according to the Roche Greenhouse Gas Inventory. This follows the Greenhouse Gas (GHG) Protocol, an international accounting tool. Greenhouse gases are divided into three groups, known as Scopes.
Scope 1 emissions are generated directly on-site at RDI operations and by the company-owned vehicle fleet.
Emissions that arise indirectly through purchased energy belong to **Scope 2** emissions.
Scope 3 emissions are generated indirectly through business flights, incinerated waste, and upstream processes for the provision of energy carriers for RDI.
All emissions are standardised and reported as CO2-equivalents (CO2-eq).

Due to its business activities, RDI generated a total of approximately 8'443 tons of CO_2-equivalent greenhouse gas emissions in 2024. This corresponds roughly to the average carbon footprint of about 2'000 Swiss citizens.

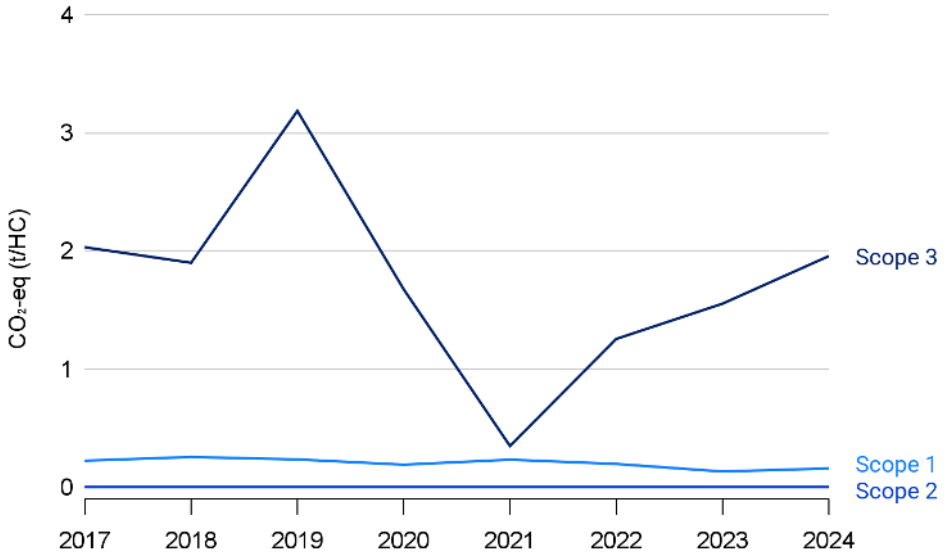
Scope 1 emissions come from the fossil fuels required, natural gas, heating oil, and fuels. These emissions have remained largely constant over recent years.

Since 2016, electricity has been sourced exclusively from renewable sources, so Scope 2 emissions have been zero since then.

Scope 3 emissions account for the largest relative share and also show significant variation over time. Since the majority of these emissions are caused by RDI's business flights, there is a sharp decline from 2019 to 2021 due to travel restrictions caused by the COVID-19 pandemic. With the lifting of most restrictions, the number of business flights increased sharply again from 2022 to 2024, although the total flight kilometers remain below 2019 levels.

Not included in the balance are Scope 3 emissions from purchased goods, emissions from the life cycles of sold products, upstream transport and distribution emissions, and emissions generated by employees' commuting activities. These emissions are calculated for the entire company and published in Roche's annual report.

Although certain projects are not reflected in this data, a variety of initiatives are being implemented at RDI to contribute to emission reduction.



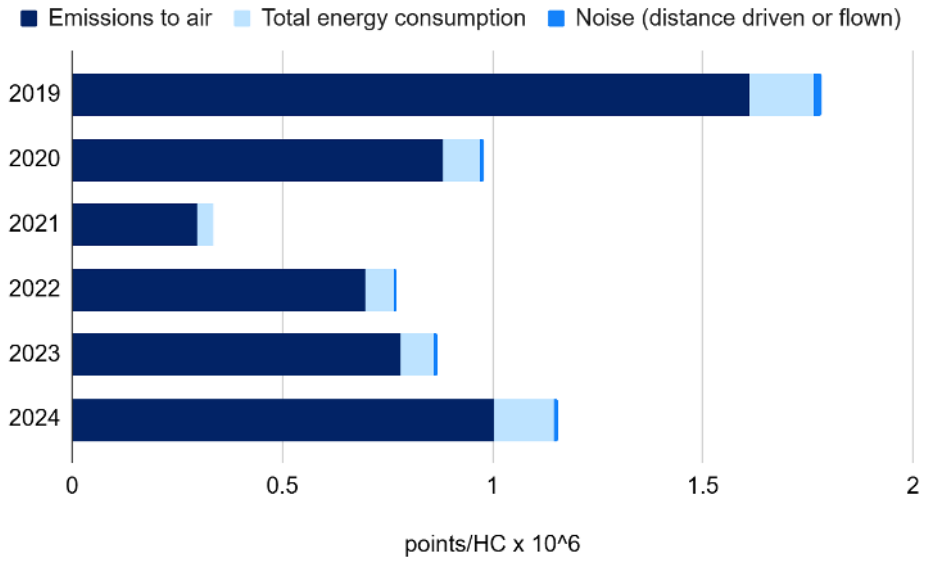
Ecobalance

All environmental indicators collected by RDI are summarised in the ecobalance. The ecobalance calculates the footprint of the reported RDI activities within a year, based on various influences such as air, noise and water emissions, waste and resource consumption. The impact is expressed in so-called environmental impact points (EIP). These standardise the individual activities to a comparable size.
RDI's ecobalance includes only impacts resulting from

- **Emissions to air**
  - Air travel
  - Waste incineration
  - Fuel-related activities (extraction, production, transport, etc.)
- **Energy consumption**
  - Fuel consumption (natural gas, fuel oil, gasoline, diesel fuel, kerosene)
  - Electricity consumption
- **Noise emissions**
  - Distance flown
  - Distance driven
- **Emissions to water and water consumption**
  - Cubic metres of water consumed
  - Type and amount of substances emitted into waste water

whereby the emissions to water are so small that they are not shown in the graph.

From 2019 to 2021, RDI's environmental footprint decreased significantly. This reduction is mainly due to the COVID-related restrictions on business flights and the resulting lower CO2 emissions. With the renewed increase in business flights in 2022, 2023, and 2024, the environmental impact from air emissions has also risen again.



Accident Figures

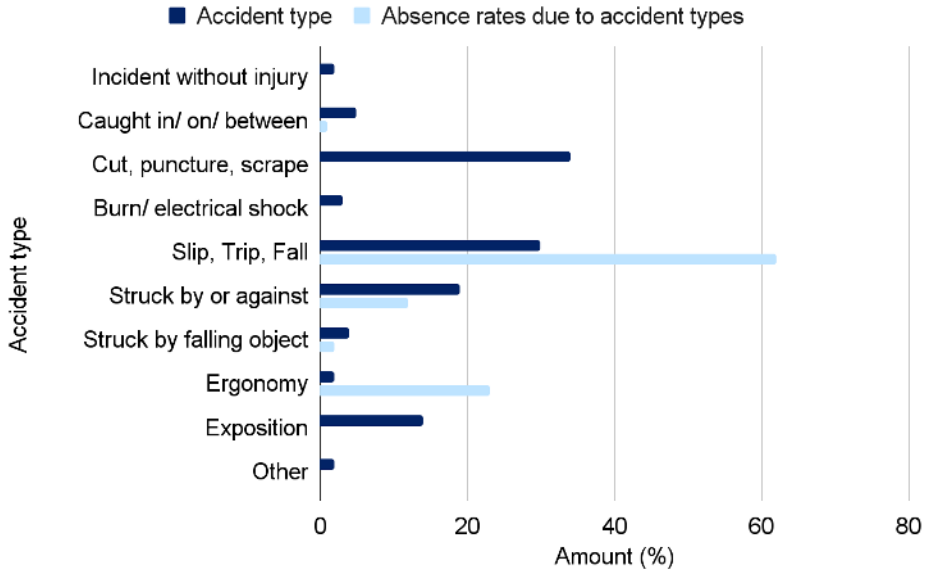
All incidents, near-misses, and unsafe conditions have been recorded and systematically processed in STARI (System for Tracking and Reporting Incidents) since April 2021. This includes identifying the cause(s) and defining and implementing preventive and corrective measures accordingly. In 2024, 71 incidents were reported, including 57 personal injuries, 10 environmental incidents, 3 property damages, and 1 traffic accident.

The environmental incidents involved minor spills inside the building and a refrigerant leak.

Among all personal injuries reported in STARI, trips and falls as well as cuts and puncture wounds are by far the most common types of accidents, accounting together for about two-thirds of all personal injuries.

Falls resulted in fewer but sometimes more severe injuries, causing 62 percent of all accident-related work absences (downtime). Other types of accidents in operational areas such as production, laboratory, and logistics were mostly minor incidents that caused comparatively little work absence at RDI.

Accidents related to ergonomically unfavorable workflows are very rare. However, these few accidents have consistently resulted in relatively long periods of absence.

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