

# Sustainability Dashboard

## *Roche Estonia 2020 total societal impact*

Published from the GAIA sustainability reporting system

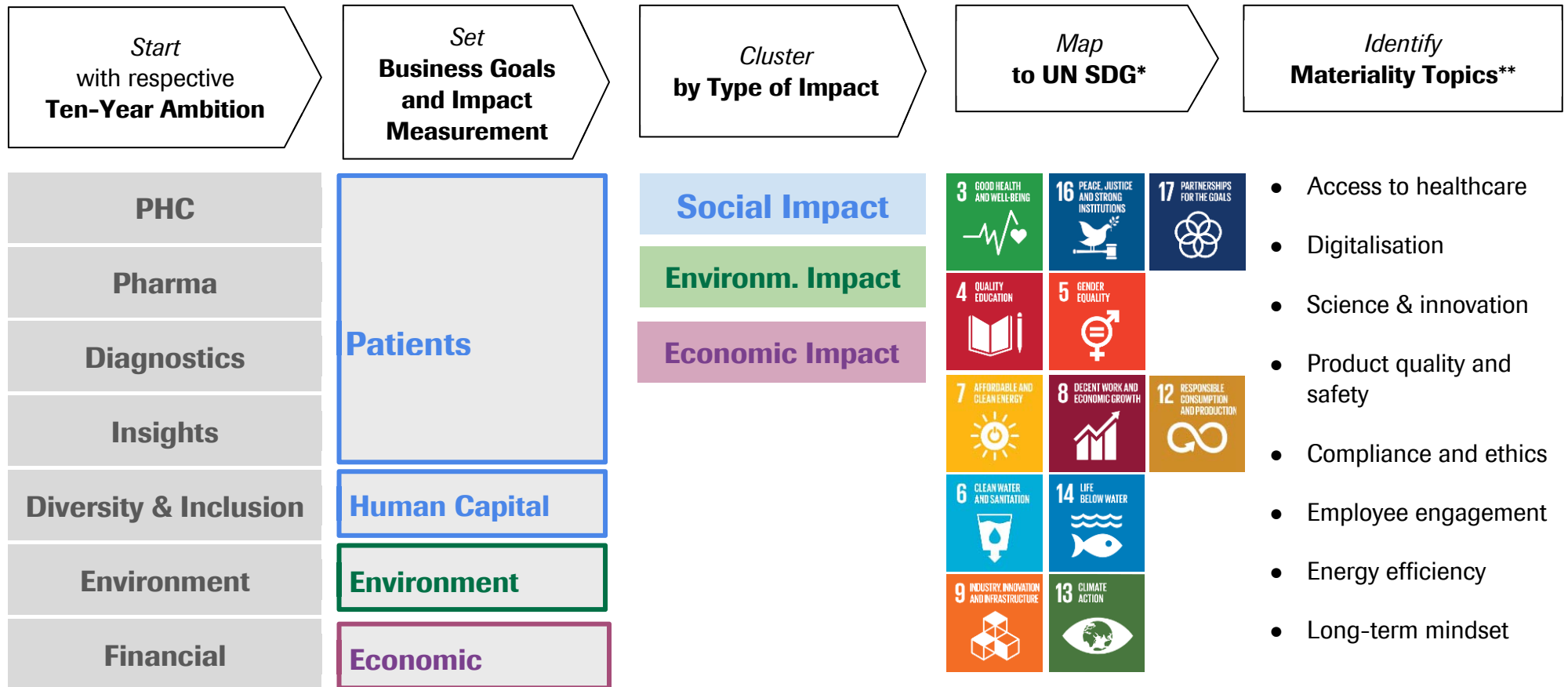
A decorative graphic at the bottom of the page featuring a green background with a pattern of overlapping, semi-transparent triangles in various shades of green. The word "Sustainability" is written in a large, bold, black sans-serif font on the left side of this graphic.

# Sustainability

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# Our new sustainability framework

*Ambitions translated into impact measurement in sync with sustainability goals*



# Roche Estonia Dashboard 2020

## Impact measurement

### ECONOMIC



- **72 kEUR** healthcare-related contributions

### SOCIAL



- **26** employees (Headcount)\*
- **84.6 %** women and **15.4 %** men
- Roche's presence in **Estonia** contributed to the creation of **120** additional jobs in the wider domestic economy.

### ENVIRONMENTAL



- **0.0 %** Eco-balance change compared to 2019

# Roche Estonia is a trustworthy partner

## Healthcare related indicators



Total Healthcare-related Contributions	
kEUR	2020
<b>Contributions to Healthcare-related entities</b>	<b>48.6</b>
Independent Research	1.0
Education of HCP	14.0
Education of Patients	17.3
Infrastructure Support	0.0
Patient Screening Support	1.0
Sponsorships	15.3
Consultancy fees with patient organisations	0.0
<b>Contributions to Healthcare Professionals</b>	<b>23.3</b>
<b>Total Contributions</b>	<b>71.9</b>

- In 2020, we contributed to healthcare and patient organisations in 99 countries around the world.
- The patient perspective is important to us. Our total collaboration with patients and patients organisations increased from 35.3 mCHF in 2019 to 60 mCHF in 2020 at group level. This enables us to deliver innovative solutions that patients need. In accordance with industry guidelines, we make the details of these interactions [public](#).
- In 2020, we responded quickly to the COVID-19 pandemic and donated much needed equipment for hospitals and other medical care providers. Affiliates across the world reported 1175 contributions directly related to COVID-19, to patient and healthcare organisations, of a total value of 33.8 mCHF.
- Our philanthropic contributions helped people disadvantaged by the pandemic. The Phelophepa healthcare train in South Africa, for which Roche has been the main external sponsor for 25 years, screened more than 184 000 people for COVID-19 already before July 2020. You can read more about the healthcare trains on our [philanthropy website](#).
- Despite the challenges posed by the pandemic, Roche employees across 133 sites in 63 countries participated in a virtual Roche Children's walk and other fundraising activities. This has benefited villages in Malawi getting safe water and improve children's access to education in Ethiopia. Read about this and other Roche Children's Walk initiatives [here](#).

# Impact of Roche's business activity on the local economy in Estonia



## ROCHE'S PRESENCE IN Estonia CREATED ADDITIONAL 120 JOBS

Beyond its **26** FTEs, Roche triggered about **77** indirect and **43** induced jobs. High employment contribution and key contribution to SDG 8 "decent work" by providing jobs.















## PURCHASING POWER: 4,528 kEUR OF EMPLOYEE COMPENSATION GENERATED IN Estonia

Roche paid **2,182** kEUR of salaries to its employees. This generated an indirect supported compensation of **1,549** kEUR in its supply chain as well as **796** kEUR of induced salaries.

Roche as globally supported the local households with an income worth **4,528** kEUR.

# Roche Estonia provides a great workplace

## People related indicators

<b>Employees</b>	<b>Diversity in management positions</b>
 84.6 %  15.4 %	 87.5 %  12.5 %
<b>Part-time employees</b>	<b>New hires</b>
 0.0 %  0.0 %	 33.3 %  33.3 %
<b>Total employee turnover rate</b>	<b>Voluntary employee turnover rate</b>
 4.5 %  0.0 %	 4.5 %  0.0 %

- At Roche, we strive for an inclusive workplace where each individual can By embracing diversity we can enrich every discussion and decision and bring our purpose to live. We also create a diverse and inclusive workplace by empowering female career progressions. In 2020, **51%** of our employees were woman and **44%** have been in the management position.
- Our employees are our biggest asset and we want to keep and attract talented profiles. The latest 2020 Roche figures show the **total turnover rate at 7.7%** and **voluntary turnover rate at 4.4%**.

# Roche Estonia provides a great workplace

## Health & Safety related indicators



Providing a safe work environment			
KPI	2018	2019	2020
Occupational Accidents	0	0	0
Occupational Illnesses	0	0	0
Workdays Lost	0	0	0
SHE Trainings (hrs/employee)	0.0	0.0	0.0

- Safeguarding our employees and the communities in which we are located is a key priority for Roche. We establish occupational health standards at the corporate level that must be respected even if they exceed local regulations.
- Occupational health and safety performance has a considerable impact on labour costs through lower productivity. Moreover, it can also affect staff morale or increase operating costs through fines and other contingent liabilities.

# Access to innovative Roche products in Estonia

## Patients related indicators



### Population

**1,326,590**

*(World Bank 2020)*

### GDP per Capita

**23,723 USD**

*(World Bank 2019)*

### HC Expenditure as % of GDP

**6.7 %**

*(World Bank 2018)*

### Universal Health Service coverage

**75 %**

*(World Bank 2017)*

### Hospital beds (per 1,000 people)

**4.6**

*(World Bank 2018)*



## Roche Treated Patients

### Top 5

**Virology**  
**7,800**

**Psychiatry**  
**3,926**

**Neurology**  
**1,479**

**Metabolism**  
**803**

**Immunology**  
**480**

### Core Top 5

**Rheumatology**  
**187**

**Neurology**  
**122**

**Pulmonology**  
**47**

**Cancer Immunotherapy**  
**36**

**Breast Cancer**  
**34**

*Access to healthcare is a complex challenge and there is no 'one size fits all' solution, because of the complexity involved with access to medicine, and because barriers to access can differ significantly from country to country, we believe they have to be tackled at the local level.*



# Roche Estonia protects the environment

## Environment related indicators



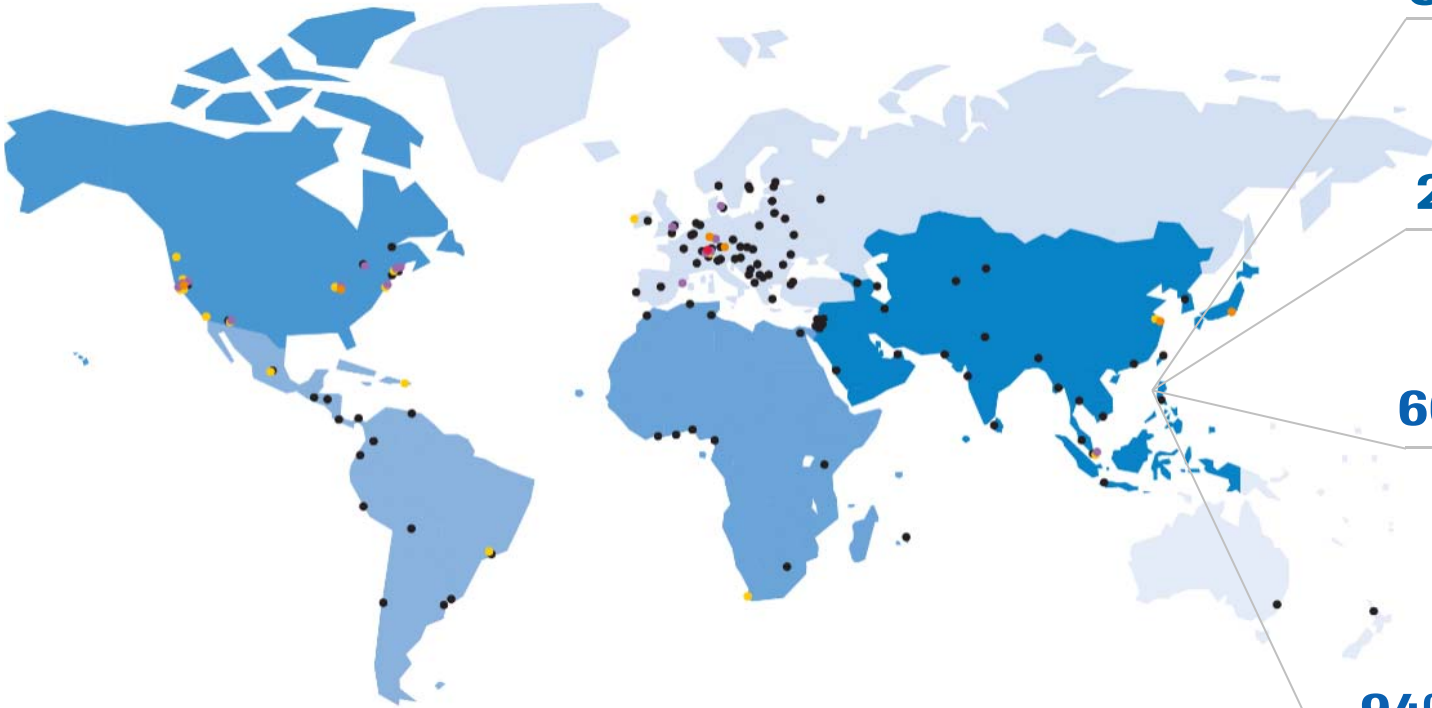
Protecting the environment			
KPI	2018	2019	2020
Eco Balance			
Normalised impact (million points/employee)	0.0	0.0 *	0.0 *
Energy consumption (GJ)	0	0 *	0 *
Business Travel – Flights (GJ)	0	0 *	0 *
Landfilled General Waste (t)	0.0	0.0	0.0
K6 Inventory (kg)	0	0	0

- We measure our total environmental impact using the eco balance metric, which is a system of points allocated to ecologically relevant parameters.
- This metric provides us with a global view of how we are impacting the Earth’s ecosystem.
- We aim to reduce our footprint by decreasing energy and water consumption, air emissions (e.g. business flights) and all kind of waste.
- In 2020 savings occurring from the Covid Pandemic in Business travel could be reallocated to R&D. The reduction of GJ as to carefully be interpreted

\*Numbers are not comparable with 2018 as the calculation formulas were modified to accommodate the new goal period.; Note: Only Reporting Entities with more than 100 employees currently report SHE key figures.

# Roche is a trustworthy partner in all our operations

## Supplier Related Indicators



**CHF 18.6 billion annual spend**

**200+ Roche sites**

**60,000+ suppliers**

**94% greenhouse gas emissions from Scope 3 Category 1 (Purchased Goods & Services)**

1 pharmaceutical product = 126 components + 9<sup>+</sup> tier supply chain

# Roche is a trustworthy partner in Estonia

## Carbon Impact from our Suppliers partnerships\*



### Top 5 Emissions by Purchase\*\*\* in Tons of CO2 equivalent

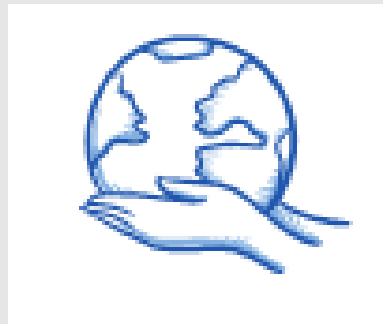
Utilities  
65

Facilities  
42

Contract Research Organizations  
25

IT Hardware  
23

Food  
22



Total Emissions

**270 t**

Ratio\*\*

**0.00 %**

### Emissions distribution by business area %

Pharma  
**100.00 %**

Diagnostics  
**0.00 %**

Diabetes Care  
**0.00 %**

Shared Service Center  
**0.00 %**

#### Key Points:

- Roche has a ten year ambition to reduce our environmental footprint by 50% by 2029; and
- Reduce Scope 3 by 15% by 2025
- Calculations are made following the [greenhouse gas protocol standard](#)
- **Scope 3:** indirect emissions from the value chain. The calculation displayed is **Cat. 1:** Purchased Goods and Services
- Sources of Data: Primary data: spend out of Roche Opera System. Secondary data: DEFRA emission factors, see [overview](#)
- The figures are intended as a high level indicator of carbon footprint. To understand more about calculating methodology including potential inaccuracies in the data - follow the [link](#)

<b>Eco Points</b>	The global ecological impact of Roche operations measured in points per employee.
<b>FTE</b>	Full Time Equivalent: 5 employees working 75% => 3.75 FTEs
<b>GDP</b>	Gross Domestic Product – sum of the GVA from the whole industry
<b>GVA</b>	Gross Value Added - is the measure of the value of goods and services produced in an area, industry or sector of an economy
<b>HC Expenditure</b>	Healthcare expenditure
<b>Headcount</b>	Number of employees, regardless their FTE (see above) and derived following principles of FGAR (Financial Guidelines Accounting & Reporting)
<b>K6 Directive</b>	Roche Directive K6 covers the topic of halogenated hydrocarbons, which are commonly used in air conditioning and fire suppression systems. As these substances damage the ozone layer and/or contribute to global warming, the K6 directive defines a pathway to eliminating them from equipment at Roche Sites and Affiliates, and from Roche diagnostics instruments.
<b>Purchased Materials and Services</b>	The value of goods and services consumed, processed or transformed in the production process. These determine the impact on indirect growth and job creation among suppliers.
<b>SHE</b>	Safety, Security, Health and Environment
<b>UN SDGs</b>	The United Nations Sustainable Development Goals (SDGs) are targets for global development adopted in September 2015, set to be achieved by 2030

*Doing now what patients need next*