

Working Mother Magazine Names Roche Diagnostics one of the Top 75 Companies for Executive Women

INDIANAPOLIS, IN December 1, 2020 – Roche Diagnostics today announced that it has been named one of the 2020+ Top Companies for Executive Women by Working Mother Magazine (WMM). WMM continues to explore ways to move more women into top positions, while highlighting the successes at these trailblazing companies.

This list is the most definitive list of top workplaces for women who want to advance through the corporate ranks. It celebrates companies that champion women's advancement, with a focus on succession planning, profit-and-loss role, gender pay parity, support programs and work-life balance programs.

"It's an incredible honor to be recognized as a NAFE Top Company for Executive Women for the fourth year in a row," said Bridget Boyle, Head of People and Culture U.S. Diagnostics Commercial Organization & Indianapolis Site. "We believe in the women in our workforce and we support them with development and networking opportunities, mentoring and sponsoring programs, flexibility and competitive pay and benefits."

"Because what gets measured gets done, our Top Companies list stresses the number of women in senior positions," says Betty Spence, president of the National Association for Female Executives. "Most important, we are the only organization that counts women holding revenue-generating operations positions with profit-and-loss responsibility, as those are the jobs that are the path to the top. Companies need to pay attention because that number dropped in the past year, even pre- COVID-19."

The top 10 companies are (in alphabetical order): Abbott, AbbVie, Children's Health of Atlanta, FleishmanHillard, General Mills, Johnson & Johnson, L'Oréal, Marriott International, Procter & Gamble and Unilever.

Highlights of the 2020+ Top 75 Companies for Executive Women include:

- The percentage of women corporate executives increased 1 percentage point to 31 versus 30 percent in 2019.
- Female executives responsible for divisions worth more than \$1 billion decreased to 30 percent from 38 percent in 2019.
- Forty-three percent of women at the Top 75 Companies are among the top 20 percent in terms of pay, up from 37 percent in 2019.
- Sixty percent of the Top 75 Companies offer formal sponsorship, down from 71 percent in 2019

Methodology

The 2020+ Top 75 Companies application includes more than 200 questions on topics including female representation at all levels, but especially the corporate officer and profit-and-loss leadership ranks. The application, based on 2019 data, tracks and examines how many employees have access to

programs and policies that promote advancement of women and how many employees take advantage of them, plus how companies train managers to help women advance. To be considered, companies must have a minimum of two women on their boards of directors, a US-based CEO and at least 1,000 US employees.

About Roche

Roche is a global pioneer in pharmaceuticals and diagnostics focused on advancing science to improve people's lives. The combined strengths of pharmaceuticals and diagnostics under one roof have made Roche the leader in personalised healthcare – a strategy that aims to fit the right treatment to each patient in the best way possible.

Roche is the world's largest biotech company, with truly differentiated medicines in oncology, immunology, infectious diseases, ophthalmology and diseases of the central nervous system. Roche is also the world leader in in vitro diagnostics and tissue-based cancer diagnostics, and a frontrunner in diabetes management.

Founded in 1896, Roche continues to search for better ways to prevent, diagnose and treat diseases and make a sustainable contribution to society. The company also aims to improve patient access to medical innovations by working with all relevant stakeholders. More than thirty medicines developed by Roche are included in the World Health Organization Model Lists of Essential Medicines, among them life-saving antibiotics, antimalarials and cancer medicines. Moreover, for the eleventh consecutive year, Roche has been recognised as one of the most sustainable companies in the Pharmaceuticals Industry by the Dow Jones Sustainability Indices (DJSI).

The Roche Group, headquartered in Basel, Switzerland, is active in over 100 countries and in 2019 employed about 98,000 people worldwide. In 2019, Roche invested CHF 11.7 billion in R&D and posted sales of CHF 61.5 billion. Genentech, in the United States, is a wholly owned member of the Roche Group. Roche is the majority shareholder in Chugai Pharmaceutical, Japan. For more information, please visit www.roche.com.

All trademarks used or mentioned in this release are protected by law.

Roche Group Media Relations

Amberly Peterson

1 317 270 8064

amberly.peterson@roche.com

us.mediarelations@roche.com