

Roche Diagnostics Corporation

Roche Diagnostics Indianapolis is the North American headquarters and a division of Roche, the world's largest biotech company. A global pioneer in pharmaceuticals and diagnostics focused on advancing science to improve people's lives.

Roche Diagnostics, including the Indianapolis location, develops and produces medical tests and digital tools that provide information to help healthcare professionals find the right treatment for patients and deliver the best patient care to improve, prolong and save lives.

Roche Diagnostics has been part of the Indianapolis landscape since 1964, when it was founded as Bio-Dynamics, which Boehringer Mannheim Corporation acquired in 1974. Roche acquired Boehringer in 1998 and, within three years, became a world leader in diagnostics.

Industry leader in the development of diagnostic solutions for:

- Oncology
- Neurology
- Cardiometabolism
- Infectious diseases
- Public health

Today, the Indianapolis campus is home to U.S. research and development (R&D), laboratory, manufacturing, distribution, information technology (IT) and administrative operations. About two-thirds of the workforce support sales and marketing efforts. The campus also has a major production site of diabetes test strips for Accu-Chek® products, manufacturing about 1.9 billion strips each year.

Roche Group

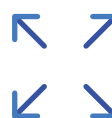


- Founded in 1896
- Headquartered in Basel, Switzerland
- Active in more than 150 countries
- Employs more than 103,000 people worldwide, as of 2024

Roche Indianapolis site



161-acre
Central Indiana campus



\$483 million investment in current expansion and growth, between 2012-2024



37% increase each in square footage for operations and pallet positions

Our Commitment to Sustainability

The electricity used to power the main campus and leased buildings in the Indianapolis area are **powered with 100% renewable energy**.

In 2023, a **\$24 million warehouse expansion project** was completed to accommodate the growing portfolio of instrument platforms and assays being manufactured in the U.S. market.

- The 75,000-sq.-ft. facility is designed without combustion of fossil fuel and operating on 100% renewable energy.
- It offers an additional 6,200 pallet locations with controlled room temperature.
- The warehouse will help to safeguard the market growth of diagnostic products while meeting customer expectations and needs.



28% decrease in our environmental impact per employee since 2019.



By 2029, the goal is to **reduce emissions by 70%**.



Roche Indianapolis Employees

- 4,815 Indianapolis-based employees and U.S. field-based employees
- Indianapolis employees are focused on:
 - Sales and marketing
 - Communications
 - Research and development
 - Customer support
 - Manufacturing
 - Quality control
 - Regulatory management
 - Product distribution

Manufacturing and Distribution

- Primary manufacturing site for Accu-Chek diabetes test strips worldwide
- Primary distribution center for thousands of Roche Diagnostics products for point of care, applied sciences, core lab, molecular lab and pathology lab



Users of Our Products and Services

From research to lab tests to patient self-testing, we touch the entire spectrum of diagnostic users. Doctors and their patients rely on our products to provide accurate, timely and actionable test results that help diagnose and manage disease.

Roche diagnostic products are used in:



Hospital and reference labs



Doctors' offices



Academia and research facilities



Patients' homes



Public Health

Pharmaceutical and Diagnostics World Leader

Roche is the No. 1 biotech company in the world. The company has been at the forefront of cancer research and treatment for over 50 years, focusing on:

- Cancer
- Inflammatory and autoimmune diseases
- Viral and bacterial diseases
- Heart disease and diabetes
- Nervous system and brain

Roche Diagnostics R&D

Driven by our passion for what we do, our autonomy in how we find solutions, and the strength of our R&D structure, we can take on the most complex challenges in healthcare.

Across Roche, **we invest more than 15.3 billion CHF (Swiss francs) a year.**

Roche's R&D focuses on combining targeted therapies with companion diagnostics, tailored to the needs of unique patient groups.

Committed to Inclusion

Roche is committed to fostering an inclusive culture where everyone feels welcome, valued and heard. This is critical to our success, ensuring all employees can speak up and be heard. When we involve people from wide-ranging backgrounds, experiences and perspectives, we're stronger and better equipped to innovate for patients.



Community Engagement and Social Impact

Roche Gives Back

Roche is committed to being a trusted partner in the communities where we live and work. Our community engagement and social impact programs are focused on continuing to drive innovation for patients in key disease areas such as cardiometabolic and oncology, as well as addressing laboratory staffing shortages in the greater Indianapolis community by encouraging engagement in STEAM (science, technology, engineering, arts, mathematics).

We also believe in the power of collective impact and provide our employees with opportunities to support the causes they care about through our employee giving program, Roche Gives Back. Over the past decade, the company has matched more than \$4.4 million, inclusive of employee donations of dollars and time.

Community Support and Partnership: Workforce Preparation

Here in Indianapolis, Roche Diagnostics is focused on addressing disparities in healthcare and in STEAM talent, one example is our work with Ascend.

Ascend Services

- Through Ascend Services, they have helped to investigate and build the partnership between the University of Indianapolis and Roche by creating the Roche Academy. Ascend is assisting us in translating the skills needed for our roles to universities so they can plan appropriate curriculums.

Ascend Network

- Roche is leveraging their network to increase our reach to schools and organizations. Their partnership has helped us define and achieve our early-in-career strategy by helping us achieve our goals to hire in the entry-level and University space.

Enterprise Leadership Development & Accelerated Development Programs

Accelerated Development Program (ADP)

Roche offers new graduates an opportunity to explore different areas within Roche to help identify their best career paths. The Roche ADP is a two-year rotation for new college graduates.

- Experience: intensive two-year program with approximately three eight-month rotations, with an extensive onboarding process designed to prepare the participant for success in a variety of roles
- 1:2 mentorship: Each rotational participant is assigned a mentor and executive sponsor
- Executive sponsorship and immediate exposure to senior leaders and business scenarios

Since the start of ADP in 2017, we have maintained **more than 87% retention rate** among program participants.

Enterprise Leadership Development Program

- Experience: immersive three-year enterprise development experiences combined with multiple rotations and strategic projects (with formal and informal leadership opportunities)
- Exposure: executive sponsorship and senior leader mentorship with high-visibility roles and business objectives and priorities



Recognitions

2024 IMV ServiceTrak Awards Integrated Systems

- Best Customer Satisfaction Winner
- Best System Performance Winner
- Best Service Winner

Chemistry

- Best Customer Satisfaction Winner
- Best System Performance Winner
- Best Service Winner

TIME's Best Inventions of 2024, Medical Care category

- HPV self-collection solution (winner)
- pTau217 assay (mentioned)

- **2022-2023** Forbes Best Large Employers

- **2022-2023** Forbes Best Employers for Diversity

- **2023-2024** Forbes Best Employers for Women

- **2023-2024** Forbes America's Best-in-State Employers

- **2024** FAIR360 Top 50 Companies for Workplace Fairness

- **2024** TIME Best Employers for Future Leaders

- **2020-2022, 2025** Human Rights Campaign Foundation's Corporate Equality Index 100% rating, as the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality

- **2025** (No. 29) and **2022** (No. 74) Glassdoor Best Places to Work, as decided by our employees

- **2009-2024** Dow Jones Sustainability Index, as one of the most sustainable healthcare companies, based on in-depth analysis of economic, social and environmental performance

- **2023** National Organization for Disability Leading Disability Employers

- **2017-2025** Military Friendly Employer, No. 1 ranking in 2025

- **2025** LinkedIn Top Companies (No. 22)



Areas of Business



Core Lab

Clinical Chemistry & Immunochemistry

Analyzer solutions with a broad range of assays based on innovative technologies to fit your testing needs

Lab Automation

Personalized solutions that simplify operations, reduce manual tasks, and increase efficiency and quality



Pathology Lab

Anatomic Pathology

Lab instruments and clinical assays that automate and optimize the analysis of tissue biopsies

Companion Diagnostics

Targeted diagnostics tests that aid in the choice of specific therapies for each patient



Molecular Lab

Molecular Diagnostics

Molecular clinical solutions for virology, women's health, genomics and oncology

Microbiology

Diagnostics solutions for detecting pathogens and antibiotic resistance to prevent the spread of infection

Donor Screening

Automated systems and assays for Nucleic Acid Testing (NAT), serology and personalized lab automation

Life Science Research

Molecular reagents and instruments to support your next research breakthrough so you can focus on what you do

Sequencing

Next-generation sequencing (NGS) in life sciences, translational and clinical research

CustomBiotech

Products and solutions for manufacturers in the diagnostics and pharma biotech industry



Near Patient Care

The Near Patient Care business area unites Diabetes Care with Point of Care diagnostics to further accelerate the delivery of innovative solutions to our customers and patients. Near Patient Care is committed to enabling sustainable healthcare systems with accurate diagnostics in decentralized healthcare settings across the continuum of care—from the home, pharmacy, and physician's office to the emergency department and hospital.



We aim to go beyond testing alone, building on our foundation of digitally integrated, personalized solutions to deliver innovation closest to patients.

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