

Basel, 27 November 2009

Roche to increase payroll by 1.3 percent as of 1 April 2010

Pay award once more ahead of increase in cost of living

Roche is increasing the payroll for its nearly 10,000 workforce in Switzerland by 1.3 percent with effect from 1 April 2010. This latest increase, which is the outcome of negotiations between the company and employee representatives, is in recognition of the dedication of all staff members, whether they have individual employment contracts or are covered by the collective labour agreement, in an increasingly challenging economic environment. It also takes account of the financial situation of Roche in Switzerland, market salaries and wages for comparable employment, increases in the cost of living and competition between Roche sites worldwide.

Matthias M. Baltisberger, Head of Roche's site in Basel, said of the 2010 payroll agreement:

"I am delighted that this year again we achieved a cordial outcome to the negotiations with the employee representatives. Roche's business success has enabled us to increase our payroll by an amount that is once more significantly ahead of the expected increase in the cost of living for next year. In doing so, we are passing some of the value generated by Roche on to our employees."

Over recent weeks the company has been negotiating the 2010 payroll increase with the Roche Employees' Association and *Arbeiterkommission Roche Basel*. The positive outcome, which has the agreement of all parties, is the result of intense, fair and constructive negotiations. The 1.3 percent payroll increase will be used to calculate the total amount available to managers for distribution to their staff in the form of individual, performance-based salary increases as of 1 April 2010.

About Roche

Headquartered in Basel, Switzerland, Roche is a leader in research-focused healthcare with combined strengths in pharmaceuticals and diagnostics. Roche is the world's largest biotech company with truly differentiated medicines in oncology, virology, inflammation, metabolism and CNS. Roche is also the world leader in in-vitro diagnostics, tissue-based cancer diagnostics and a pioneer in diabetes management. Roche's personalised healthcare strategy aims at providing medicines and diagnostic tools that enable tangible improvements in the

health, quality of life and survival of patients. In 2008, Roche had over 80,000 employees worldwide and invested almost 9 billion Swiss francs in R&D. The Group posted sales of 45.6 billion Swiss francs. Genentech, United States, is a wholly owned member of the Roche Group. Roche has a majority stake in Chugai Pharmaceutical, Japan. For more information: www.roche.com.

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