

Roche Reconciliation Strategy

Our impact and progress

About Roche

Roche is a global healthcare company uniquely placed to prevent, stop and cure diseases by uniting leading science and technology across diagnostics, medicines and digital solutions.

Roche was founded in Basel, Switzerland in 1896 and today is a leading provider of transformative medicines and diagnostics for millions of people in over 150 countries around the world. It is dedicated to tackling healthcare challenges that place the greatest strain on patients, families, communities and healthcare systems. Across its Diagnostics and Pharmaceutical divisions, Roche focuses on areas including oncology, neurology, cardiovascular and metabolic diseases, ophthalmology, infectious diseases and immunology with the aim of providing real and positive change for patients, the people they love and the professionals who care for them.

Genentech in the United States is a fully owned subsidiary in the Roche Group. Roche is the majority shareholder in Chugai Pharmaceutical, a major innovator in the Japanese therapeutic antibody market.

For more information, please visit www.roche.com.

Our Reconciliation Commitment

Roche Australia is on a journey of reconciliation, building long term meaningful relationships with First Nations communities and organisations. We proudly acknowledge and respect the cultural heritage of the lands on which we operate. We are committed to identifying opportunities to empower First Nations communities, promote Indigenous businesses, and support self-determination. In collaboration with First Nations communities, our aim is to proactively advocate for long term, sustainable change.

We recognise that genuine allyship requires a deep understanding and respect for First Nations culture. We have established a bespoke Cultural Awareness Training program within our organisation, featuring an impactful On Country immersion experience for all our employees to help grow their cultural knowledge and understanding. Our long standing partnership with Jawun provides invaluable opportunities for cultural exchange, fostering meaningful relationships and strengthens the commitment of our people and our organisation to a more equitable future.

Our reconciliation journey: Six years of progress

2020

Commission and launch of 'Increments of Hope' Artwork and start of our Reconciliation Journey

Launch of the bespoke '*Increments of Hope*' Artwork and commitment to small, steady, intentional steps on our reconciliation journey to build our cultural understanding. Relationships are founded on trust and take time to build. Authenticity, transparency and consistency are key.

2021

Jawun Partnership Launch & Relationship Building

Launch of our partnership with Jawun. First secondees and Executive Visits take place in Inner Sydney and Central Australia. Deep listening, learning and starting to build our network with First Nations organisations.

2022

Indigenous Health Scoping & engagement across OneRoche

Building our understanding of First Nations health challenges, and scoping our place in Indigenous Health across OneRoche. Third Jawun Secondment takes place in NSW Central Coast region

2023

Commitment to Indigenous Health & Launch of Cultural Awareness Training

Engaged support of a Cultural Advisor. Launched cultural awareness training program. Leadership team makes commitment to Indigenous Health. Roche Indigenous Health Working Group established. First Nations DE&I Network launched. 3 more Jawun secondments take place

2024

Building Partnerships: MA-NACCHO Collaboration, First Nations Eye Health Alliance & Malpa Partnership

Roche becomes a founding member of MA-NACCHO Collaboration and Supply Nation member. Engaging with First Nations Eye Health Alliance and aligning priorities. OneRoche Reconciliation Week events. 5th Jawun Secondment (Inner Syd). Malpa Partnership established.

2025

Increasing focus on Indigenous Eye Health and continuing to strengthen organisational commitments

Sponsorship of NATSIEHC (National Aboriginal & Torres Strait Islander Eye Health Conf.). Support for development of National Indigenous Eye Health Plan. Procurement targets established for spend with Indigenous owned businesses. Launch of Message Stick platform. Roche Indigenous Health Network formed across AUS/NZ/CA

2026

Recognition by FNEHA as an ally in First Nations Eye Health

Further embedded commitments to First Nations communities, expanding partnerships. First Nations Eye Health Alliance presented Roche with Outstanding Partnership award for commitment to First Nations-led initiatives that advance equity, innovation and better eye health outcomes. Allyship collaboration established with Fred Hollows Foundation. Roche presence at World Indigenous Cancer Congress.

Our story - Increments of Hope

The story behind our bespoke Aboriginal artwork



Artwork animation_MASTER_Video 2.mp4

Everyday Roche people work tirelessly with courage, passion and integrity, making the unknown known, always with the patient in mind.

By investing in small increments of hope, Roche is striving to do today what the patient needs tomorrow. This process embodies the humanity of scientific exploration and discovery.

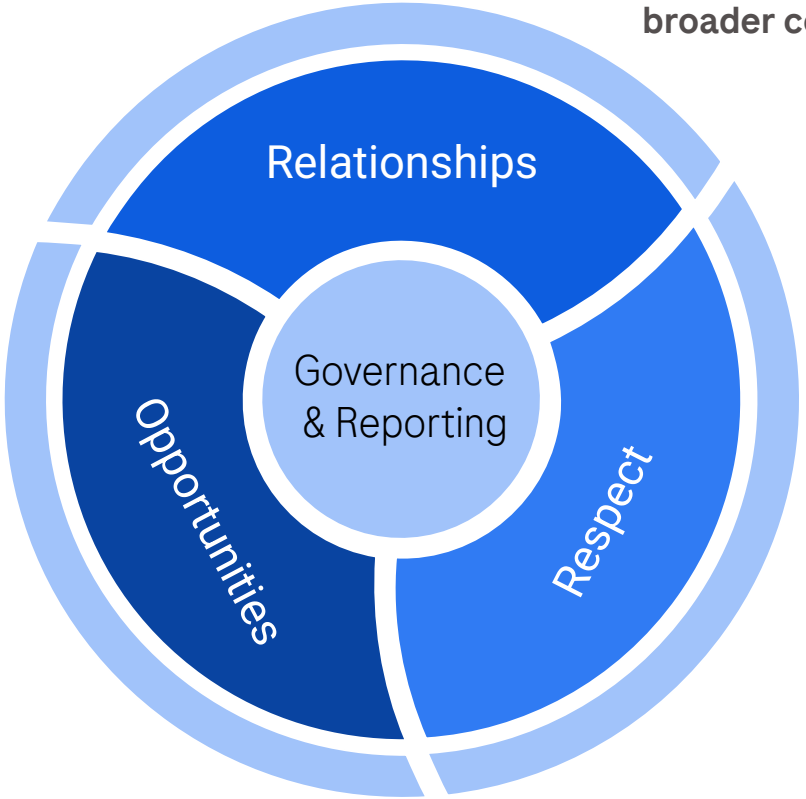
United by time and place, this story not only acknowledges the heritage of culture and of the company, but includes a message of inclusion and diversity of all those living and working on this land.

Artist: Jenna Lee (Larrakia nation, NT)
Agency: Gilimbaa © 2019

Please watch the animation: Play animation

Our reconciliation strategy

Working to build relationships with Aboriginal and Torres Strait Islander Peoples and the broader community.



Partnering with Indigenous Communities to identify opportunities to support health, education and employment

Demonstrating respect and developing cultural awareness and understanding within Roche

Our approach and ethos



RESPECT: Building our cultural awareness

Roche recognises that we are at the beginning of this journey. We are committed to listening, learning, and developing our understanding. We are a global company but with a long local history. Our deep roots in Australia mean we can be a dependable, enduring partner.



OPPORTUNITIES: Working to improve health outcomes

We are actively engaging with First Nations communities and organisations to understand health priorities and collaborate on solutions that leverage our skills and expertise to make a real difference in health outcomes.



RELATIONSHIPS: Establishing meaningful, trusted partnerships

Guided by the principle of "nothing for Indigenous people, without Indigenous people," Roche focuses on building meaningful, sustainable partnerships. We advocate for long term, sustainable change, to drive equitable health outcomes for all.

Moving forward respectfully, purposefully, in partnership

Our progress

Our goals and objectives	How we are working towards this	Progress
Relationships: Working to build relationships with Aboriginal and Torres Strait Islander Peoples and the broader community.	We leverage connection points and opportunities to grow our network with Indigenous communities and organisations, build relationships and deepen our cultural knowledge We share our reconciliation journey openly with stakeholders and customers in a genuine, authentic and transparent way, seek feedback and share our learnings. A First Nations Cultural Advisor has guided our approach, and helped build our knowledge base We respectfully recognise important events in the First Nations Calendar, including National Sorry Day, National Reconciliation Week and NAIDOC week. We partner with Jawun, to leverage our skills and expertise in capacity building in First Nations organisations to support their future development We are working to improve health outcomes for First Nations Peoples through policy and advocacy work, and through considered and purposeful partnerships.	Through 8 secondments and 9 Exec visits we have established a strong partnership with Jawun and deepened our engagement in First Nations orgs. Engagement frequently continues beyond the initial secondments. As a member of Supply Nation, we are creating opportunities for First Nations organisations, via the procurement of goods and services. We developed and delivered a bespoke 2-part cultural awareness training and immersion program for our organisation. We have an active and passionate First Nations DE&I Network who continue to build cultural awareness across the organisation. Our Indigenous Health Working Group has impactful partnerships in place with: First Nations Eye Health Alliance, Fred Hollows Foundation, NACCHO and Malpa We have established a Roche Indigenous Health Network across AUS, NZ & Canada
Respect: Demonstrating respect & developing cultural awareness and understanding within Roche		
Opportunities: Partnering with Indigenous Communities to identify opportunities to support health, education and employment		

Delivery of a bespoke cultural awareness training program

Building cultural awareness and understanding across the organisation as a core part of our commitment to reconciliation

Module 1: Classroom based training

A very special and meaningful learning experience, covering the past, present and future landscape for First Nations Peoples. This half-day small group training examines the historical context, the impact of colonisation, and implementation of social policies and walks through the progress of activism over recent decades.



Module 2: On Country immersion

Delivered by a Traditional Elder, the On Country Immersion experience explores customs and connection to land, the social importance and meanings of ceremony, and also provides a deep insight into local aboriginal history.



Over 200 employees have completed the training, with more sessions planned for 2027

Establishment of OneRoche First Nations DE&I Network

The OneRoche First Nations DE&I network incorporates members of both Roche Pharmaceuticals and Diagnostics divisions. It also connects to the Roche Global Inclusion and Belonging Network.

Purpose: *Foster a culturally safe and inclusive workplace for current or future First Nations employees. Support the ongoing cultural learning journey for all Roche employees. Identify partnership opportunities with First Nations organisations to support improved health, education and employment outcomes.*

Objectives:

- Creating a culturally safe workplace for current and future First Nations employees.
- Build awareness, understanding and connection to First Nations culture and communities within Roche
- Encourage allyship across Roche Australia
- Equip our people with the knowledge and tools to engage confidently with First Nations peoples and organisations, to support broader Indigenous Health priorities and goals.

Development of Message Stick

A knowledge platform to support our reconciliation journey

- A bespoke internal platform serves as a central repository for resources to support our Indigenous Health work and reconciliation journey
- *Message Stick* - an Aboriginal term referring to communication and the passing of messages - is a central hub for all our communications, guidance, materials, strategy updates and learning resources.
- It houses a number of educational resources and a reading list which has continued to grow since its launch.
- There are dedicated pages/sections for:
    - Calendar of events, including Reconciliation Week, NAIDOC Week
    - Cultural Awareness training dates
    - Indigenous Health Working Group updates
    - First Nations Partnerships - including. Malpa, Jawun
    - Learning resources
    - Published reports eg. Close the Gap reports

The Roche-Jawun partnership

- Established in 2020, our partnership with Jawun is a fundamental part of our commitment to reconciliation.
- Roche is Jawun's first Healthcare partner
- Jawun facilitates partnership, co-operation and two-way learning between First Nations people and corporate partners by placing skilled employees from companies & government agencies on secondment into Indigenous organisations.
- Our Partnership Agreement provides 4 secondments and 2 Executive Visits per year to support indigenous-led change. Secondees share their skills and expertise, delivering projects that support Indigenous organisations to grow and achieve their own development goals.
- This is an investment by Roche in the cultural competencies and leadership capabilities of our people, and a potentially life changing experience through cultural immersion for our people.
- In return, secondees build cultural awareness, relationships and connections, and gain a depth of knowledge around indigenous issues which they being back into Roche.

Achievements:

- 8 Jawun secondments filled
- 9 Jawun Exec Visits completed
- 100% of Indigenous organisations felt that skills were transferred by Roche secondments
- 100% of organisations felt that Roche secondees helped them deliver improved outcomes
- 100% of alumni feel they have an improved understanding of indigenous people and context.

Membership of Supply Nation

- Roche joined Supply Nation in May 2024 to access their register of certified Aboriginal and Torres Strait Islander businesses.
- Through our membership we are targeting procurement spend with Aboriginal and Torres Strait Islander-owned and led organisations where appropriate to drive economic empowerment of First Nations people and communities.
- Some examples of procured services have included:
    - Stationary
    - Cultural Awareness Training
    - Printing and design
    - Catering
    - Cultural Education Tours

Investing in improved health outcomes

Reconciliation and improved health outcomes for First Nations peoples require genuine partnership. At Roche, we are dedicated to building meaningful relationships based on trust, respect, and a shared commitment to addressing the unique healthcare needs of First Nations peoples. We are actively engaging with First Nations communities and organisations to understand health priorities and collaborate on solutions that make a real difference. We are striving to contribute to a future where health equity is a reality for all Australians.

Roche Indigenous Health Working Group

We have established a Roche Indigenous Health Working Group with three key priorities:

1. **Allyship through our actions -** Build our reputation as a trusted ally and lasting partner in First Nations Health. Demonstrate our ongoing commitment through consistent engagement and presence as an ally.
2. **Advocacy to Close the Gap -** Advocate for policy change to support better health outcomes for Aboriginal and Torres Strait Islander Peoples, and delivery of Closing the Gap policy priorities.
3. **Identify synergies and shared goals -** Identify opportunities that align with our business and portfolio strengths where we can partner to make a meaningful contribution in First Nations Health.

Collaborating with Malpa on ‘Young Doctors For Life’

Fostering reconciliation in schools through an Aboriginal led program that directly supports health education

The Malpa Project

Roche is collaborating with Malpa on a three-year partnership (2024-2026) to support the Aboriginal-led *Young Doctors For Life* Program, working to improve health and nutrition literacy in schools and encourage First Nations children to consider careers in healthcare.

The program uses an Aboriginal approach to child health with Aboriginal people controlling the design and delivery of projects. The program is endorsed by NACCHO, AIDA (Australian Indigenous Doctors Association), and Australasian College for Emergency Medicine

Aboriginal children currently suffer disadvantage on every social indicator: health, school attendance, performance, and out-of-home care

‘Young Doctors For Life’

A 15-week culturally derived, community co-designed project training children (aged 9-12) as local health ambassadors. At the request of Elders, the cohort mix is 2/3 Aboriginal and 1/3 non-Aboriginal to foster active reconciliation

Hands-On Learning & Curriculum

Students learn from Elders, doctors, paramedics, dietitians and health educators. Topics cover nutrition, health literacy, hygiene, and social/emotional well-being.

Community Impact & Reconciliation

- Significantly increases average school attendance > 94%
- Increases student engagement in school
- Deepens understanding of and connection to traditional cultures and communities
- Enhances student knowledge of health, nutrition and wellbeing through active participation in health education
- Reduces classroom disruptions and violence, fostering a positive learning environment

Partnering for Health Equity

Roche is deeply committed to reducing health inequities across Australia - and globally. Life-changing innovation is only meaningful if it reaches those who need it. We collaborate with governments, customers, health systems and other partners to remove barriers and advance equitable health outcomes, so patients everywhere have access to the right care, in the right place, at the right time.

We have an organisational commitment to reconciliation and a dedicated focus on the unique healthcare challenges faced by First Nations communities through our Indigenous Health Working Group. We aim to establish long term partnerships and seek guidance on where our skills and capabilities can best be applied to help bridge indigenous health gaps. **The concept of nothing for indigenous people, without indigenous people guides our approach.**

Our priority focus areas to advance equitable health outcomes:

1. Broad advocacy for culturally safe and accessible health care
2. Advocacy and action to increase clinical trial inclusion
3. Access strategies to support better medicines access for First Nations Australians
4. Identification of de-centralised models of care that may increase access and improve First Nations health outcomes

Advocacy in partnership with RANZCO & NACCHO

Supporting RANZCO's Vision 2030

Roche has enabled 8 Collaborative Care workshops, providing respectful engagements to promote equitable access to quality eye care for First Nations Peoples and those living in rural and regional areas across Australia, New Zealand and the Pacific Islands region

NACCHO Collaboration

We partner with NACCHO through the Medicines Australia industry collaboration to improve access and quality use of medicines for Aboriginal and Torres Strait Islander Peoples through strategic advice and advocacy on medicines policy and programs, consistent with the principles on self-determination and the ethos and targets articulated in the National Agreement on Closing the Gap.

A Committed Ally in First Nations Eye Health

Roche is committed to reducing health inequities across Australia - and globally. Our mission is “Doing Now What Patients Need Next”, which means working to ensure that the medicines they develop reach the patients and communities who can benefit from them. Because, ultimately, life-changing innovation is only meaningful if it reaches those who need it.

We collaborate across the healthcare ecosystem to remove barriers and advance equitable health outcomes, so that patients everywhere have access to the right care, in the right place, at the right time.

Guided by the principle of "nothing for Indigenous people, without Indigenous people," Roche focuses on building meaningful, sustainable partnerships that drive equitable health outcomes for all.

In particular, Roche is an active ally in the First Nations eye health community. Indigenous Australians experience vision loss at three times the rate of the non-Indigenous population, many with the added challenges of accessing health services in remote communities.

Partnering with the First Nations Eye Health Alliance

Roche is proud to partner with the First Nations Eye Health Alliance and support advocacy for the National Indigenous Eye Health Plan, which calls for equitable access to quality care through strategic partnerships and community-led initiatives.

Through our support we aim to improve eye health outcomes through leadership, service delivery, workforce development, health promotion, research, innovation and partnerships

Roche has sponsored the National Aboriginal and Torres Strait Island Eye Health Conference (NATSIEHC) since 2024.

Current Priorities:

1. **Support for the National Indigenous Eye Health Plan**

Roche continues to advocate for the National Aboriginal and Torres Strait Islander Eye Health Plan, having provided support for earlier stakeholder roundtables and plan development.

2. **Collaborative Models of Care**

We continue to support the Aboriginal and Torres Strait Islander Collaborative Models of Care - an ongoing strategic collaboration with RANZCO and the Alliance.

First Nations Eye Health Alliance presents Roche with Award for Outstanding Partnership

Roche was recently presented with an award by the First Nations Eye Health Alliance, in recognition of our leadership and partnership as the major sponsor of the 2026 National Aboriginal and Torres Strait Islander Eye Health Conference, and our ongoing commitment to investing in First Nations-led initiatives that advance equity, innovation and better eye health outcomes.



Lose Fonua, CEO, First Nations Eye Health Alliance presents Roche with Outstanding Partnership Award

Eye Health Awareness in Northern Territory with Vision Australia

Through the provision of grant celebrating Roche's 125 Year anniversary, Roche supported Vision Australia in delivering a set of culturally appropriate eye health resources for Aboriginal Peoples in Central Australia. To deliver the project, Vision Australia partnered with the Central Australian Aboriginal Congress who supported connections with elders and communities.

Project deliverables:

- Pictorial storyboards developed into animations, narrated in 4 local languages Central-Eastern Arrernte (Central Australia), Pintupi-Luritja (Western-Central Australia), Pitantjatjara (Western-Central Australia), Warlpiri (Northern-Central Australia) and English
- Health Professional A4 referral flyer available for local medicos, health providers and diabetes educators. It includes information on how to support clients with vision loss and generate effective referral pathways
- Employment of Indigenous Community Engagement Officer to support the project

This animation series is now complete and widely available in the region, including to Congress, Purple House, NPY Women's Council, NT Health, MSANT as well as other associated networks. The series includes:

- Ways of living with vision loss
- Signs of vision loss
- A Carers journey

Fred Hollows Foundation Allyship Collaboration

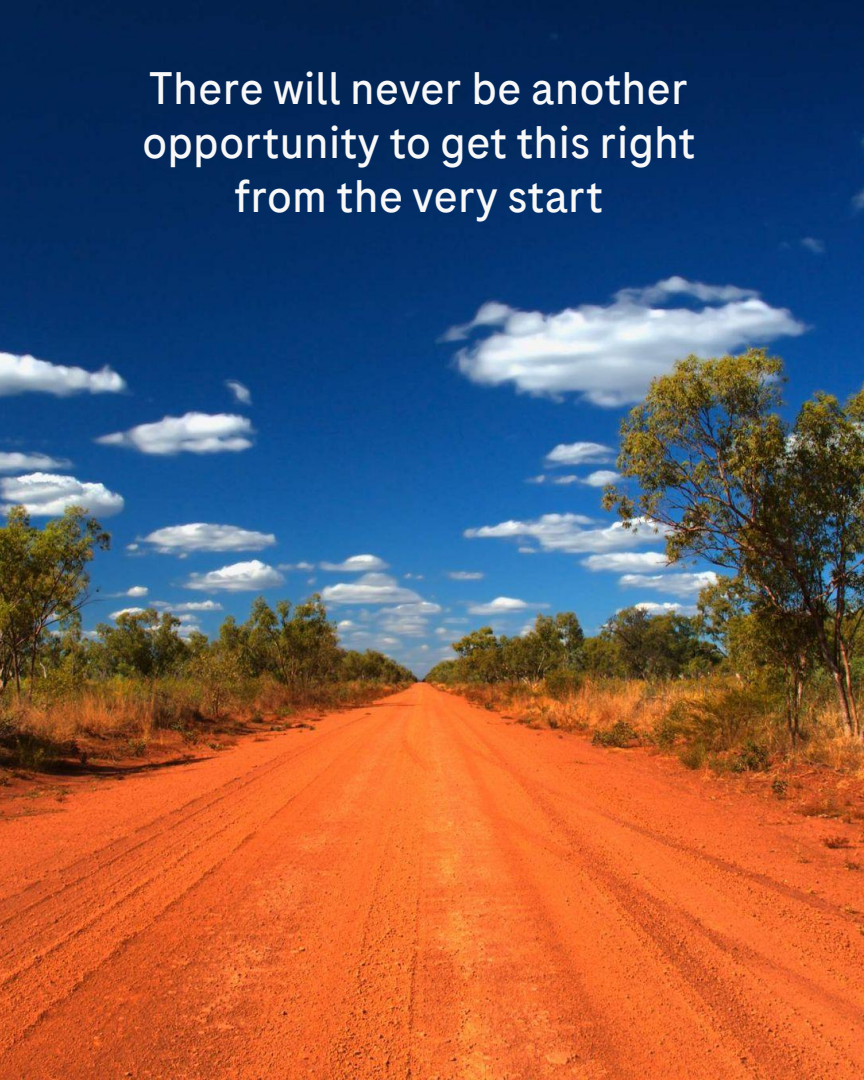
Roche and Fred Hollows Foundation have established a partnership as allies in First Nations Health.

Our mission is to share our reconciliation and allyship journeys within the eye health sector and beyond, to support and encourage other non-indigenous organisations to embark on their own allyship journeys. Our collaboration is motivated by shared values and a commitment to walking this journey together. Ultimately we hope to increase cultural understanding, awareness and competency - which in turn we hope will support a more inclusive eye healthcare sector and drive better health outcomes for for Aboriginal and Torres Strait Islander Peoples.

Two significant partnership deliverables to date:

1. **March 2026: Roche and Fred Hollow Foundation Indigenous Australia Program jointly hosted the Allyship in Action webinar sharing our respective allyship journeys and learnings .**
2. **May 2026: Roche and Fred Hollow Foundation Indigenous Australia Program jointly presented at the National Aboriginal and Torres Strait Islander Eye Health Conference 2026 (NATSIEHC26), building on the earlier webinar and offering some practical steps organisations can take to advance allyship in their own organisations.**

Future collaboration opportunities and development of tools and resources to support the development of allyship in the eye health sector are being explored for 2027 and beyond.



Our Aspiration

Roche shares one sky with the First Nations Peoples of Australia; we walk on the same land, and in the same time.

Our aspiration is to walk, listen, and journey alongside Indigenous Partners with humility, fostering equal energy and power between us.

We endeavor as a company to ensure that our aspirations do not sit parallel to our company's other strategies, but that rather reconciliation is an integral part of everything we do.

Our focus and commitment is to forge equitable outcomes for all Australian patients and the communities that surround them, addressing in particular those gaps in Indigenous Health which align with Roches expertise, strengths and capabilities

Roche Australia, 2026

Doing now what patients need next