

GRI Index

The following index is based on the Global Reporting Initiative (GRI) framework and is made available to aid readers in locating sustainability information in a variety of Genentech publications.

We have addressed all of the GRI disclosures and core indicators (in bold) as well as those GRI additional indicators (non-bold) for which we publish relevant information.

Legend

We provide complete information on this indicator	●●
We provide partial information on this indicator	●○
We do not provide information on this indicator	○○

GRI G3 Strategy and Profile

	Indicator	Description	Status	Where to find information
Strategy and Analysis	1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	●●	Sustainability Report: CEO Message
	1.2	Description of key impacts, risks, and opportunities.	●○	Sustainability Report: CEO Message
Profile	2.1	Name of the organization.	●●	Sustainability Report:
	2.2	Primary brands, products, and/or services.	●●	Sustainability Report: About Genentech
	2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●○	Annual Report / 10-K
	2.4	Location of organization's headquarters.	●●	Sustainability Report: About Genentech
	2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●●	Annual Report / 10-K
	2.6	Nature of ownership and legal form.	●●	Annual Report / 10-K
	2.7	Markets served (including geographic breakdown, sectors served, and types of customers / beneficiaries).	●○	Annual Report / 10-K
	2.8	Scale of the reporting organization, including: number of employees, net sales, total capitalization broken down in terms of debt and equity, and quantity of products or services provided.	●○	Annual Report / 10-K
	2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●●	Annual Report / 10-K
	2.10	Awards received in the reporting period.	●●	Awards and Recognition page on web: http://www.gene.com/gene/about/corporate/awards/

	Indicator	Description	Status	Where to find information
Report Parameters	3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	●●	Sustainability Report: Sustainability Data and Supporting Notes
	3.2	Date of most recent previous report (if any).	●○	Sustainability Report: Sustainability Data and Supporting Notes
	3.3	Reporting cycle (annual, biennial, etc.).	●○	Sustainability Report: Sustainability Data and Supporting Notes
	3.4	Contact point for questions regarding the report or its contents.	●●	Sustainability Report: Invitation to Comment
	3.5	Process for defining report content, including: determining materiality, prioritizing topics within the report, and identifying stakeholders the organization expects to use the report.	●○	Sustainability Report: Evolution of Sustainability
	3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	●●	Sustainability Report: Sustainability Data and Supporting Notes
	3.7	State any specific limitations on the scope or boundary of the report.	●●	Sustainability Report: Sustainability Data and Supporting Notes
	3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●●	Sustainability Report: Sustainability Data and Supporting Notes
	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●●	Sustainability Report: Sustainability Data and Supporting Notes, Using Natural Resources Responsibly
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●●	Sustainability Report: Sustainability Data and Supporting Notes
	3.12	Table identifying the location of the Standard Disclosures in the report.	●●	GRI Index on web: http://www.gene.com/gene/about/environmental/
	Governance, Commitments and Engagement	4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	●●
4.2		Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	●○	Annual Report / 10-K / Proxy Statement
4.3		For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	●○	Annual Report / 10-K / Proxy Statement
4.4		Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●●	Annual Report / 10-K / Proxy Statement
4.14		List of stakeholder groups engaged by the organization.	●○	Sustainability Report: Evolution of Sustainability
4.15		Basis for identification and selection of stakeholders with whom to engage.	○○	

GRI G3 Performance Indicators

Environmental

	Indicator	Description	Status	Where to find information
Materials	EN1	Materials used by weight or volume.	○○	
	EN2	Percentage of materials used that are recycled inputs.	○○	
Energy	EN3	Direct energy consumption by primary energy source.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN4	Indirect energy consumption by primary energy source.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN5	Energy saved due to conservation and efficiency improvements.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
Water	EN8	Total water withdrawal by source.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
Bio-diversity	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	○○	
	EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	○○	
Emissions, Effluents, Waste	EN16	Total direct and indirect greenhouse gas emissions by weight.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN17	Other relevant indirect greenhouse gas emissions by weight.	●○	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●●	Sustainability Report: Using Natural Resources Responsibly
	EN19	Emissions of ozone-depleting substances by weight.	○○	
	EN20	NO, SO, and other significant air emissions by type and weight.	●○	Sustainability Report: Sustainability Data and Supporting Notes
	EN21	Total water discharge by quality and destination.	○○	
	EN22	Total weight of waste by type and disposal method.	●●	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes
	EN23	Total number and volume of significant spills.	○○	

Environmental (continued)

	Indicator	Description	Status	Where to find information
Products / Services	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	○○	
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	○○	
Compliance	EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	○○	
Transport	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	●○	Sustainability Report: Using Natural Resources Responsibly; Sustainability Data and Supporting Notes

Human Rights

	Indicator	Description	Status	Where to find information
Investment and Procurement Practices	HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	○○	
	HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	○○	
Non-Discrimination	HR4	Total number of incidents of discrimination and actions taken.	○○	
Freedom of Association	HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	○○	
Child Labor	HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	○○	
Forced and Compulsory Labor	HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	○○	

Labor Practices and Decent Work

	Indicator	Description	Status	Where to find information
Employment	LA1	Total workforce by employment type, employment contract, and region.	○○	
	LA2	Total number and rate of employee turnover by age group, gender, and region.	○○	
Labor/Mgmt Relations	LA4	Percentage of employees covered by collective bargaining agreements.	○○	
	LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	○○	
OHS	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	●●	Sustainability Report: Assuring Employee Safety, Health and Wellness; Sustainability Data and Supporting Notes
	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	●●	Sustainability Report: Assuring Employee Safety, Health and Wellness; Sustainability Data and Supporting Notes
Training and Education	LA10	Average hours of training per year per employee by employee category.	○○	
Diversity & Equal Opportunity	LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	●○	Diversity page on web: http://www.gene.com/gene/about/diversity/
	LA14	Ratio of basic salary of men to women by employee category.	○○	

Society

	Indicator	Description	Status	Where to find information
Community	SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	●●	Corporate Giving and Grants page on web: http://www.gene.com/gene/about/community/
Corruption	SO2	Percentage and total number of business units analyzed for risks related to corruption.	○○	
	SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	●○	Commercial and Development Compliance page on web: http://www.gene.com/gene/about/corporate/compliance/cdccb.html
	SO4	Actions taken in response to incidents of corruption.	○○	
Public Policy	SO5	Public policy positions and participation in public policy development and lobbying.	●○	Policy Position page on web: http://www.gene.com/gene/about/views/
Compliance	SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	○○	

Product Responsibility

	Indicator	Description	Status	Where to find information
Customer Health and Safety	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	●○	Clinical Trials page on web: http://www.gene.com/gene/pipeline/trials/
Product / Service Labeling	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	○○	
Marketing Communications	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	●○	Commercial and Development Compliance Programs page on web: http://www.gene.com/gene/about/corporate/compliance/cdccb.html

Economic

	Indicator	Description	Status	Where to find information
Economic Performance	EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●○	Corporate Giving and Grants page on web: http://www.gene.com/gene/about/community/ Annual Report / 10-K
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	●○	Sustainability Report: Using Natural Resources Responsibly
	EC3	Coverage of the organization's defined benefit plan obligations.	●○	Benefits page on web: http://www.gene.com/gene/careers/benefits/
	EC4	Significant financial assistance received from government.	○○	
Market Presence	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●○	Community page on web: http://www.gene.com/gene/about/community/community/
	EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	○○	
Indirect Economic Impacts	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	○○	
	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	●○	Patient Access Programs page on web: http://www.gene.com/gene/products/access/