

OUR COMMITMENT TO DIVERSITY & INCLUSION

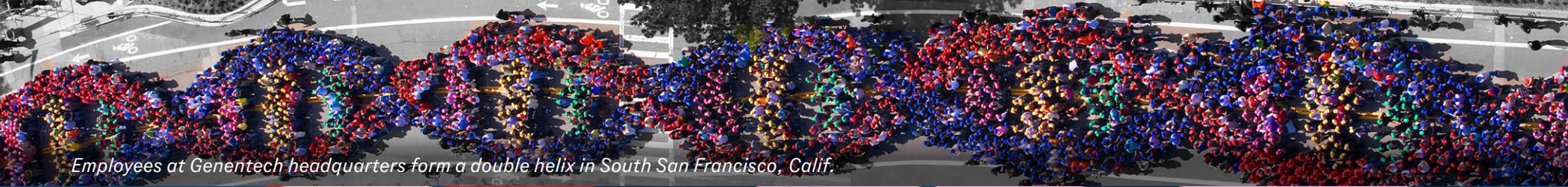
Genentech's 2020 D&I Report



“It’s so critical that we cultivate an inclusive workplace that’s diverse in every sense of the word. Not only because it’s the right thing to do but because the success of our company and our ability to serve patients depends upon it.”

ALEXANDER HARDY

Chief Executive Officer



Employees at Genentech headquarters form a double helix in South San Francisco, Calif.

Our Vision of Inclusive Science and Innovation for Patients

We are expanding and accelerating efforts to diversify our workforce and foster a culture of belonging within our company, advance inclusive research and health equity, and partner with communities to transform society.

At Genentech, embracing the increasingly diverse world around us is core to our business strategy. We believe in diversity of backgrounds and perspectives — including race/ethnicity, gender, LGBTQ+, veteran, and accessible communities — uniting us behind a common purpose and drawing on the strength of that diversity to drive better science and health outcomes.

We are determined to go faster. Be bolder. And we are doing just that across our three strategic pillars by:

Fostering Belonging to embrace and elevate diversity within our own company.

Advancing Inclusive Research® and Health Equity to generate more clinical information to guide treatment for patients today and in the future.

Transforming Society through investing in and cultivating partnerships that advance diversity and inclusion across healthcare, education and all communities.

In this report, we share our 2025 Diversity & Inclusion (D&I) Commitments, our people data, an overview of our broad approach to D&I and progress to date, and the stories of Genentech people and programs making a difference. Our 2025 Commitments are the aspirations by which we will measure our progress and hold ourselves accountable.



ALEXANDER HARDY
Chief Executive Officer



QUITA HIGHSMITH
Chief Diversity Officer

2025 COMMITMENTS

“Our 2025 Diversity & Inclusion Commitments speak to our people, our science and our societal efforts, and they serve as a transparent way to drive us forward.”

QUITA HIGHSMITH
Chief Diversity Officer

Foster Belonging



DOUBLE
Black/African American and
Hispanic/Latinx representation
of **directors and officers**
and **extended leadership**¹

MIRROR
Asian representation of
directors and officers to
that of **Asian individual**
contributors and
managers/supervisors

ADDRESS
gender representation
opportunity zones²

Advance Inclusive Research & Health Equity



INCLUDE
population-specific
assessments and **inclusive**
research action plans
on all molecule teams

ESTABLISH
Genentech as a **leader**
and **partner of choice** in
advancing health equity

Transform Society



COMMIT
\$1 billion annually
of our external spend
to **diverse suppliers**³

REQUIRE
D&I commitments
from all suppliers with
requests for proposal
of \$500,000+⁴

CHAMPION
Kindergarten to Careers

¹ Leadership pathways: Individual contributors include manufacturing, technical, laboratory and business support, as well as specialists/experts. Managers/supervisors are managers of people. Extended leadership is a subset of individual contributors and managers/supervisors, specifically those levels that are most likely to lead to director positions. Directors are managers of managers. Officers are managers of organizations.

² We commit to taking a data-driven approach to uncover insights and ensure representation

³ Diverse suppliers for Pharma defined as US-based businesses that are more than 51% owned by African American, Hispanic American, Asian American, women, veteran or LGBTQ+

⁴ Dollar amount may decrease over time to bring more companies into the program

Foster Belonging

We need the best and brightest minds, reflecting the increasingly diverse world around us, to pursue groundbreaking science that helps patients facing serious diseases.



2025 COMMITMENTS

DOUBLE Black/African American and Hispanic/Latinx representation of directors and officers and extended leadership

Black/African American and Hispanic/Latinx talent is currently underrepresented in senior leadership. We aspire to double Black/African American and Hispanic/Latinx leadership and create meaningful change and sustainable growth for talent at all levels.

MIRROR Asian representation of directors and officers to that of Asian individual contributors and managers/supervisors

Asian talent is well represented at Genentech overall, but representation drops in senior leadership. We aspire to close this gap and increase Asian representation in senior leadership.

ADDRESS gender representation opportunity zones

While gender diversity at Genentech stands at 54.5% overall, we recognize there are specific areas of opportunity for women in science, technology, engineering and mathematics (STEM) leadership in our industry. We commit to taking a data-driven approach to uncover insights and ensure representation in those areas.

“An inclusive workforce positively impacts every aspect of our business. Our employees feel a greater sense of belonging, and their diverse viewpoints help drive new innovations that directly address the needs of the patients we serve. That’s why we’re working hard to make sure everyone has a voice in the conversation.”



CYNTHIA BURKS
Chief People and
Culture Officer



Foster Belonging

Here are some of the ways that we bring this culture of belonging to life:

Diverse hiring practices and programs. These approaches include working with managers to address unconscious bias; ensuring hiring decisions are based on an individual's competencies, not just previous experiences; and developing programs to create a strong pipeline of STEM leaders that include underrepresented talent.

Officer D&I Action Plans. All of our officers have created plans on how they can inspire action and empower their teams to make a meaningful impact.

Progressive benefits. We offer progressive benefits to embody our dedication to well-being within our own community. For example, our Gender Support Guide offers resources for transgender employees and their managers to help navigate their transition at work.

In 2020, we launched our Howard University Regulatory Policy Program, a two-year fellowship launched in partnership with the Food and Drug Administration.

We have also committed

\$10.5 million over five years

to provide financial, academic and career-building support to underrepresented post-secondary students at San Francisco State University.

"I am delighted that we have initiated this unique collaboration to launch a new regulatory policy postdoctoral fellowship with Howard University College of Pharmacy. Genentech's rich history of innovation excellence aligns well with Howard University's strong tradition of academic, research and leadership excellence."



ERIC OLSON

Global Head of Product Development
Regulatory Policy



Foster Belonging

Spotlight: DNA Groups Foster Strong Connections

Our employee DNA (Diversity Network Association) Groups offer connection and camaraderie for our people. These groups have been an integral part of Genentech culture since the 1990s. Today, we have 13 DNA Groups:

- **AAIB:** African Americans in Biotechnology
- **APAC^2:** Asian Pacific Community
- **gNA:** Genentech Native Americans
- **gAbilities:** Genentech employees with disabilities and dependents with special needs
- **gPARS** (Persian Heritage): Genentech Passion, Action, Respect & Support
- **gPRIDE** (LGBTQ+): Genentech People Respecting Individuals Diversities in Everyone
- **gVETS:** Genentech Veterans Diversity Team
- **GWP:** Genentech Women Professionals
- **NextGen:** Developing the Next Generation of Leaders
- **Medley:** Multicultural Group
- **SANG:** South Asian Network
- **STAGES** (Age-Inclusiveness): Strengthening Ties Across Generations
- **VIDA** (Hispanic/Latinx Professionals): Vision, Integrity, Development, Action

“It’s inspiring to work in an organization where we can be our full authentic selves while helping patients.”



ANN LEE-KARLON, Ph.D.
Senior Vice President,
Portfolio Management
and Operations,
Genentech Research
and Early Development

Featured left (top to bottom): SANG DNA Group celebrates Diwali, the Hindu festival of lights; Employee walking alongside our float in the San Francisco Pride Parade; Medley DNA Group enjoys a barbecue at the Hillsborough campus.



Foster Belonging

Spotlight: A New Employee-Focused Speaker Series

In July 2020, we launched a monthly speaker series called “Of Many Cultures.” The series features guests addressing a wide variety of topics — including COVID-19’s disproportionate impact on Communities of Color, an exploration of the roots of systemic inequities in healthcare and important contributions from women in science.

“We want all employees to feel comfortable showing up as their true, authentic selves at Genentech. We must recognize the diversity of our cultural and life experiences and perspectives as a source of strength — making us better at innovating, problem-solving, and successfully delivering on our mission to improve healthcare for all.”



SEAN JOHNSTON, Ph.D., J.D.

General Counsel and
Chief Compliance Officer

Featured left (top to bottom): Genentech’s Chief Medical Officer and Head of Product Development Levi Garraway, M.D., Ph.D.; Genentech’s Head of U.S. Medical Affairs Jamie Freedman M.D., Ph.D.; Executive Director of UsAgainstAlzheimer’s Stephanie Monroe, J.D.; and CEO and Research Director of Emerson Clinical Research Institute Fabian Sandoval, M.D., discuss the disproportionate impact of COVID-19 on Black and Latinx populations during an “Of Many Cultures” event in August 2020.

2020 Representation by Gender

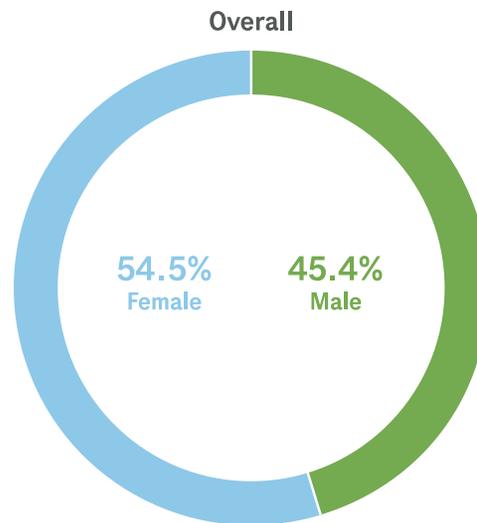
A Decade in the Making: Increasing Gender Diversity at Genentech

The 10-year journey toward increasing women in leadership positions and enacting equitable pay practices didn't happen by accident. It was the result of ongoing research supplemented with all-employee opinion surveys and a specially commissioned Genentech study to better understand the experiences of women and the barriers to their advancement at the company. Since 2010, representation of women at the officer level has increased from 23.9% to 43%. We recognize there are specific areas of opportunity for women in STEM leadership in our industry. We commit to taking a data-driven approach to uncover insights and ensure representation in those areas.

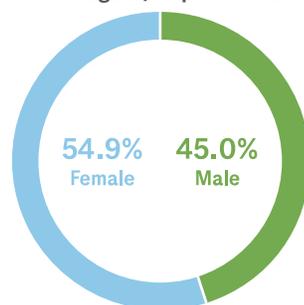
“It’s important for me to be a role model for other women and Women of Color in the field, knowing that mentorship is very important for career growth and development.”



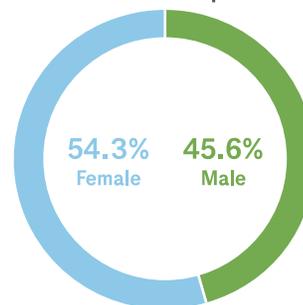
MERONE ROOSE-GIRMA
Senior Scientific Manager,
Genentech Research and
Early Development



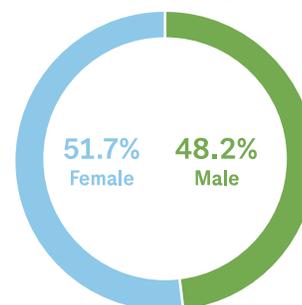
Individual Contributors and Managers/Supervisors



Extended Leadership



Directors and Officers



Data as of December 2020. Gender is self-reported by the employee. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female. Genentech deeply respects that gender is not binary; reporting in this manner should not represent our position on the issue. Totals may not add up to 100% due to rounding or employees who have not reported their gender.

Leadership pathways: Individual contributors include manufacturing, technical, laboratory and business support, as well as specialists/experts. Managers/supervisors are managers of people. Extended leadership is a subset of individual contributors and managers/supervisors, specifically those levels that are most likely to lead to director positions. Directors are managers of managers. Officers are managers of organizations.

2020 Representation by Race/Ethnicity

| | Overall | Individual Contributors and Managers/Supervisors | Extended Leadership | Directors and Officers |
|----------------------------------|---------|--|---------------------|------------------------|
| ASIAN | 34.9% | 36.5% | 33.9% | 21.3% |
| BLACK/AFRICAN AMERICAN | 3.8% | 3.8% | 3.5% | 4.1% |
| HISPANIC/LATINX | 9.3% | 9.9% | 5.6% | 4.6% |
| MULTIRACIAL | 3.2% | 3.4% | 2.2% | 1.8% |
| NATIVE AMERICAN/ALASKA NATIVE | 0.2% | 0.2% | 0.0% | 0.0% |
| NATIVE HAWAIIAN/PACIFIC ISLANDER | 0.8% | 0.9% | 0.2% | 0.3% |
| WHITE | 46.1% | 43.7% | 53.3% | 66.2% |

More than 52% of the overall Genentech employee population identifies as Asian, Black/African American, Hispanic/Latinx, Multiracial, Native American/Alaska Native or Native Hawaiian/Pacific Islander.

Improving diverse racial/ethnic representation in leadership is a key part of our 2025 Commitments. Specifically, we are committed to doubling Black/African American and Hispanic/Latinx representation at the extended leadership and director and officer levels, as well as increasing representation of Asian directors and officers to mirror that of Asian individual contributors and managers/supervisors.

“I feel valued at Genentech, and I like how everyone appreciates people from a variety of backgrounds. I’m glad to be a role model to a little girl from a Latino family whose parents both work and can’t help with her homework. I encourage her to find her passion and make sure she knows she can pursue it in her life.”



MARISSA GUTIERREZ

Country Study Specialist,
Product Development

Data as of December 2020. Race/ethnicity are self-reported by the employee. Totals may not add up to 100% due to rounding or employees who have not reported their race/ethnicity. Leadership pathways: Individual contributors include manufacturing, technical, laboratory and business support, as well as specialists/experts. Managers/supervisors are managers of people. Extended leadership is a subset of individual contributors and managers/supervisors, specifically those levels that are most likely to lead to director positions. Directors are managers of managers. Officers are managers of organizations.

2020 Pay Analysis

Genentech has equitable pay practices with no effective difference in pay between women and men, or People of Color (POC) and White employees. Our pay gap analysis compares employees within the same job family, profile and grade. Based on this analysis, women earn 99.6 cents for every dollar men earn, and People of Color earn 99.5 cents for every dollar White employees earn (at 95% confidence).



We have processes in place to regularly review pay to ensure there is no effective difference in pay by gender or race/ethnicity.

“As a Genentech employee of more than three decades, I’m proud of the commitment and work we have undertaken to advance equitable and transparent pay practices.”



PATRICIA SIGUENZA
Vice President,
BioAnalytical Sciences

Advance Inclusive Research & Health Equity

Addressing health inequity and inclusion in our research is increasingly central to our mission to improve patient health outcomes. We seek to deepen engagement with patient groups, healthcare providers, payers, government stakeholders and others to scale and advance health equity for all patients.



2025 COMMITMENTS

INCLUDE

population-specific assessments and inclusive research action plans on all molecule teams

Clinical research should reflect real-world populations. We commit to generating evidence that matters for more patients by incorporating enhanced population, science-driven strategies and inclusive clinical research action plans across our research and development programs.

ESTABLISH

Genentech as a leader and partner of choice in advancing health equity

Addressing health inequities is central to improving patient outcomes. We are committed to overcoming health disparities through integrated solutions and are deepening engagements with all stakeholders to further health equity for all.

“Activities that enable inclusive research are so important because they support everything we’re trying to do. Inclusive research is one of those initiatives that helps ‘all ships rise.’ It can provide insights that allow many more patients to benefit.”



LEVI GARRAWAY, M.D., Ph.D.

Chief Medical Officer and Head of Global Product Development

We envision a healthcare environment free of inequity and disparity in patient outcomes.

Addressing health inequity is increasingly central to our aspiration to improve patient outcomes. We commit to being a leader and partner of choice in advancing health equity. Building on a legacy of innovation, our expertise in inclusive research, population science, health equity philanthropy, and access solutions establishes a foundation for leadership and guides our approach.

“Having representative patient populations in research is vital for us to deliver the transformative benefits of personalized healthcare and other groundbreaking scientific advances to all.”



NICOLE RICHIE, Ph.D.

Global Head of Health Equity and Population Science



Spotlight: Expanding Representation in Clinical Trials

Today, fewer than 10% of U.S. patients participate in clinical trials,⁵ and a small fraction — between 5% and 15% — are non-Caucasian. That doesn't reflect the demographic of our country, where roughly half of the population is projected to be non-Caucasian by 2045.

**Between
5%–15%**
of U.S. clinical
trial patients are
non-Caucasian

Genentech's work on Advancing Inclusive Research was initiated in 2017 by Quita Highsmith, chief diversity officer, and Nicole Richie, Ph.D., global head of health equity and population science.

As part of this initiative, Genentech founded an External Council for Inclusive Research, which includes physician thought leaders, academic research experts and patient advocates. Based on their guidance, we evaluated and made changes to our clinical trials processes to make them more patient-centric and inclusive of underrepresented groups.



External Council for Inclusive Research left to right: Gerren Wilson, Ashish Kothari, Mitzi Williams, Stephanie Monroe, Joseph Coney, Rebecca Vermeulen, Sandra Horning, Andrea Ferris, Levi Garraway, Nicole Richie, Asha Collins, Susan Begelman, Fabian Sandoval, Quita Highsmith, Owen Garrick, Ruben Mesa, Edith Perez and Edith Mitchell, as of January 2020 (Not pictured: Otis Brawley, John Carpten, Keith Carter, Ed Kim and Robert Winn).

⁵Nabhan C, Choueiri TK, Mato AR. Rethinking Clinical Trials Reform During the COVID-19 Pandemic. *JAMA Oncol.* 2020;6(9):1327-1329. doi:10.1001/jamaoncol.2020.3142; for non-Caucasian participation (Hispanic and Latino): Coakley M, Fadiran EO, Parrish LJ, Griffith RA, Weiss E, Carter C. Dialogues on diversifying clinical trials: successful strategies for engaging women and minorities in clinical trials. *J Womens Health (Larchmt).* Jul 2012;21(7):713-6. doi:10.1089/jwh.2012.3733; and for Majority non-Caucasian by 2045: Demographic Turning Points for the United States: Population Projections for 2020 to 2060

“We have been striving to improve inclusion and diversity in our trials. During the COVID-19 pandemic, we saw how high the stakes were for many Communities of Color and made diversity the centerpiece of the EMPACTA trial.”



JAMIE FREEDMAN, M.D., Ph.D.
Head of U.S.
Medical Affairs



Advance Inclusive Research & Health Equity

Spotlight: Inclusive Clinical Research: CHIMES and EMPACTA

Recently, we’ve made progress by focusing on diseases that disproportionately impact underrepresented populations:

In 2020, we began the Phase IV CHIMES (“characterization of ocrelizumab in minorities with multiple sclerosis”) trial in Black/African American and Hispanic/Latinx patients with relapsing multiple sclerosis.

CHIMES is the first prospective trial developed in collaboration with multiple sclerosis (MS) patients, patient advocacy groups and investigators to exclusively focus on MS patients from underrepresented populations. The findings are expected to improve current understanding of MS disease biology and treatment response among Black/African American and Hispanic/Latinx MS patients, with the ultimate goal of increasing the quality of care for traditionally underserved communities and enhancing equity through clinical research.

Genentech’s Phase III EMPACTA (“evaluating minority patients with Actemra”) study evaluated the safety and efficacy of Actemra[®] (tocilizumab) in patients hospitalized with COVID-19 pneumonia.⁶ EMPACTA is the first global, Phase III Study to focus on patients from underrepresented racial and ethnic groups (84% of 377).

The patients, most of whom were Hispanic/Latinx (56.0%) but also included Black/African American (14.9%) and Native American patients (12.7%), participated at sites in the United States, Mexico, South Africa, Kenya, Brazil and Peru.

⁶ Actemra is not approved by any health authority for treatment of COVID-19 patients.

HEALTH EQUITY STUDY KEY FINDINGS

While half (49%) of the U.S. general population believes the healthcare system treats patients equally and fairly, only

27% of Black/African American and Hispanic/Latinx

34% of LGBTQ+

23% of patients of low socioeconomic status

share that belief

More than half (52%) of medically disenfranchised patients believe the healthcare system is rigged against them

About

1 in 3 medically disenfranchised patients

are not participating in clinical trials, vaccinations or testing because the healthcare system has earned their distrust

Advance Inclusive Research & Health Equity

Spotlight: A New Perspective on Health Equity

In 2020, we undertook a landmark Health Equity study. It sought to identify the causes and impacts of health inequity. Our core findings revealed a crisis of trust in our healthcare system.

We interviewed 2,207 patients, including 1,206 participants who qualified as “medically disenfranchised”⁷ from four communities: Black/African American, Hispanic/Latinx, LGBTQ+ and low socioeconomic status.⁸

“Personalized healthcare has the ability to transform outcomes. But if we don’t invest in and build trust with Communities of Color, disparities will widen and patients will get left behind.”



GERREN WILSON, Pharm.D.

Head of Inclusion Strategy and Partnering,
Chief Diversity Office

“The impact that health inequities have on the lives of patients is enormous and we wanted to share this data as a call to action to society.”



CHERESA WRIGHT

Marketing and Communications Lead,
Chief Diversity Office

⁷ Medically disenfranchised patients are defined as individuals who have trouble accessing quality care and who have indicated that they have been unfairly treated while receiving medical care or treatment due to their race, sexual orientation, gender identity, or income.

⁸ Low socioeconomic status are individuals who have an annual household income of less than \$35,000.



Advance Inclusive Research & Health Equity

Spotlight: Health Equity Giving

Building on a years-long shift to embed a focus on equity across our giving, one of our programs, the 2020 Health Equity Innovations Fund, awarded \$10 million to 15 grant recipients working to develop innovative, lasting solutions to address systemic injustice within the healthcare system.

**\$43 Million
in Giving**
to support
underserved communities

Grantees are designing solutions to strengthen trust and community engagement in clinical trials between Communities of Color and healthcare providers, improve access and continuity of care, and re-imagine how bias training is conducted — using novel techniques to deepen empathy between patients and providers.

“By leveraging charitable giving to uncover and address the root causes of disparities in healthcare and education, and working together to commit to change, I believe we have a real chance at true progress.”



KRISTIN CAMPBELL REED

Executive Director,
Corporate and Employee Giving
& The Genentech Foundation

Featured left: Genentech Foundation Dissertation Scholar Wilmer Amaya-Mejia, is a San Francisco State student pursuing an M.S. in Ecology, Evolution and Conservation Biology.

Transform Society

Advancing diversity and inclusion requires broad societal transformation; consequently, our D&I programs go beyond our company and the healthcare industry. We must work to identify and dismantle systemic barriers and replace them with pathways to equitable healthcare access, education and career opportunities and advancement.



2025 COMMITMENTS

COMMIT \$1 billion annually of our external spend to diverse suppliers

Generating economic opportunity for historically disadvantaged communities delivers broad societal and commercial benefits that lead to the creation or preservation of jobs and annual revenue for local, state and federal tax authorities. To encourage such growth, we promote the use of, and annually commit \$1 billion of our external spend to, diverse-owned suppliers.

REQUIRE D&I commitments from all suppliers with requests for proposal (RFPs) of \$500,000+

Embedding a D&I lens into business decisions further broadens Genentech's economic impact. We will influence existing suppliers with RFPs of more than \$500,000 to be more diverse, equitable and inclusive through our D&I commitment process.

CHAMPION Kindergarten to Careers

Students of Color face racial bias and significant systemic barriers in their education and career journeys. We champion a comprehensive, enterprise-wide initiative to build educational and career pathways in science and medicine that foster diverse future talent pipelines.

“Now is the time to leverage our unique talents and position to address systemic health and social inequities in healthcare: for our patients, our Genentech community and the society we live in. Our goal is to ensure that more businesses and the next generation of scientists reflect our entire ecosystem and the diverse world we live in.”



AVIV REGEV, Ph.D.
Head of Genentech
Research and
Early Development

We are committed to partnering differently — working with nonprofit groups, suppliers and others across our network to advance deeper societal change.

Investing in the next generation of STEM leaders. It can take more than 15 years to develop a medicine — and to raise an aspiring teen scientist. Today’s students are the researchers, physicians and innovators of tomorrow. But we recognize the scale of the challenges that make it so much harder for Black/African American, Hispanic/Latinx, Indigenous, young People of Color, and low-income youth to pursue and thrive in career pathways in science and medicine.

Launched in 2020, **Kindergarten to Careers** is an initiative focused on driving diversity in science and sustainable career pathways in the biotech and healthcare industries. Genentech’s charitable giving, hiring and related business practices will be guided by our vision to better connect underrepresented students with career opportunities. Beginning as early as elementary school and continuing all the way through post-secondary, M.D./Ph.D. training and early career, we fund programs that engage students in STEM and excite them about potential careers in science and medicine.

Diversifying the supply chain. No company operates in isolation. Genentech is part of a complex web of vendors and suppliers who provide the goods and services we rely on every day. We have a responsibility to use our role to encourage suppliers to support and act on our fundamental values.

“Investing in diversity and inclusion is critical to our success, both today and in the future. I am particularly excited to support and help develop the next generation of diverse biotech and financial leadership, within and outside of Genentech.”



ED HARRINGTON
Chief Financial Officer





Transform Society

Spotlight: Futurelab

Futurelab aims to inspire students to reach their potential as the next generation of innovators and engage them in a lifelong exploration of science. The Futurelab Scholarship fund, as well as a number of mentorship, training and fellowship programs, provides additional support.

88%

of participating students report increased interest in science

Since its launch, we have invested more than \$32 million in Futurelab programs, as well as nearly 65,000 employee volunteer hours. The program supports 9,000 K-12 students annually, and 88% of students who participate report an increased interest in science.

“I now have the freedom to look at all my options and really decide what I want to do with my career ... Genentech has provided me so many ways to expand and grow.”



ALMA NAVARRO

2020 Global Supplier Quality Intern,
2016 Winner of Genentech’s Futurelab
science scholarship



Transform Society

Spotlight: The Resilience Effect

In 2017, Genentech launched The Resilience Effect — a philanthropic initiative focused on addressing childhood trauma and promoting lifelong health. Studies show that one in seven children in California experience significant adversity before the age of 5.⁹ In youth, trauma can cause behavioral issues, asthma and infections; as adults, those same individuals are at greater risk of heart, lung and autoimmune diseases; obesity; mood disorders; and substance use disorders.

Since the launch of The Resilience Effect, Genentech has invested more than \$20 million in transformational programs, research and policy advocacy efforts — with the intention of building a movement to address childhood trauma and promote health equity.

“One of the things I like about Genentech is that there are so many ways to give back to the community. I love working with elementary school kids through Gene Academy, our on-site mentorship program, showing them how interesting science can be.”



CHRISTOPHER TAM
Sourcing Manager,
Global Procurement

⁹ The 2018 California Children's Report Card, ChildrenNow.org, <https://www.childrennow.org/portfolio-posts/18reportcard/>



Transform Society

Spotlight: Diversity in Our Supply Chain

\$1 Billion
in diverse supplier
annual spend by 2025

Our suppliers keep Genentech running. We consider them an integral part of our company and, accordingly, want and expect them to share our fundamental values. That's why we've committed to spending \$1 billion annually with diverse suppliers by 2025.

Medical supply store Westnet, Inc., is one such company. In the early days of the COVID-19 pandemic, Gordon Thompson, Westnet's president and CEO, received an urgent, late-night call: A critical COVID-19 test supplier needed personal protective equipment masks delivered to their site in New Jersey before noon the next day or they would have to shut down production. He and his team scoured the shelves, rearranged outgoing orders to find the masks and ensured that the masks arrived — not just on time, but two hours ahead of schedule.

“It's important for Genentech to understand the enormous impact that a partnership like this has in regards to us economically, and in terms of how people in the organization feel about what they do.”

GORDON THOMPSON

President and CEO,
Westnet, Inc.

Featured left: Westnet, Inc., President and CEO Gordon Thompson.

“We are passionate about and committed to this work because we know that diversity and inclusion are the foundation for groundbreaking science, breakthrough treatments for patients, and more equitable access to healthcare for all.”

ALEXANDER HARDY

Chief Executive Officer



Learn more: [Diversity & Inclusion](#)

Partner with us: [Partnerships](#)

Join us: [Careers](#)