Genentech’s 2022 D&I Report
OUR COMMITMENT TO DIVERSITY & INCLUSION
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Our Commitments Genentech’s 2022 Diversity & Inclusion Report

DISRUPTING THE STATUS QUO FOR A SUSTAINABLE FUTURE

“I deeply believe that championing diversity, equity and inclusion is a business imperative and an essential part of driving groundbreaking science and innovation. We can’t become the Genentech of the future without making real progress in this space.”

“We know moving the needle requires grinding hard work and a steel resolve – and our report is a reflection of our commitment, at all levels of the organization, to being transparent, intentional and bold in our efforts to create real change.”

Highest Black/Hispanic representation in Genentech history

DOUBLE Black/African American and Hispanic/Latinx representation of Directors & Officers and extended leadership

Expanded the Advancing Inclusive Research® Site Alliance

ALL MOLECULE TEAMS include population-specific assessments and inclusive research action plans

$70.7M increase in external spend with Diverse Suppliers since 2020

ANNUALLY COMMIT $1B of our external spend to Diverse Suppliers

ALEXANDER HARDY
Chief Executive Officer, Genentech

QUITA HIGHSMITH
Vice President, Chief Diversity Officer, Genentech

1Leadership 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.

2Diverse 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+
**2025 COMMITMENTS - PROGRESS OVERVIEW**

**Fostering Belonging**

**DOUBLE** Black/African American and Hispanic/Latinx representation of Directors and Officers and extended leadership

**MIRROR** Asian Representation of Directors and Officers to that of Individual Contributors and Managers/Supervisors

**ADDRESS** gender representation opportunity zones

**2022 Progress**

4.8% & 5.4% of Directors and Officers identify as Black/African American and Hispanic/Latinx. Increasing 0.6% & 0.7% from 2020, respectively

3.9% & 6.2% of extended leadership identify as Black/African American and Hispanic/Latinx. Increasing 0.4% & 0.5% from 2020, respectively

Narrowed the gap on Asian Representation at the Director and Officer levels, and the Individual Contributor and Managers/Supervisors levels

51.7% of Directors and Officers identify as women

**Advancing Inclusive Research and Health Equity**

**All Molecule Teams** include population-specific assessments and inclusive research action plans

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

**2022 Progress**

Expanded AIR Site Alliance to 7 U.S. sites (oncology and ophthalmology) and ex-U.S. Kenya, Africa

Initiated strategies in 7 disease areas (COPD, MS, Diabetic Eye Disease, Lupus, Breast Cancer, Multiple Myeloma, Alzheimer’s Disease)

82% increase from 2021 in external speaking engagements, external partnerships, health equity symposia programs, and poster & journal publications
TRANSFORMING SOCIETY

**2025 COMMITMENT**

**ANNUALLY COMMIT** $1B of our external spend to Diverse Suppliers

**REQUIRE D&I** commitments from all suppliers with requests for proposals of $500,000+

**CHAMPION** Kindergarten to Careers

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**2022 PROGRESS**

$805.9M invested in diverse supplier partnerships

Require D&I commitments from all suppliers with requests for proposals of $100,000+ (lowered from $500,000 threshold to deepen impact)

20.2% & 16.8% of interns & post docs identify as Black/African American or Hispanic/Latinx, respectively

1.2M K-12 students impacted by Genentech sponsored Kindergarten to Careers programs in 2022

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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
ADVANCING INCLUSIVE RESEARCH & HEALTH EQUITY

“We act on our highest calling as healthcare professionals through our commitment to inclusive research and health equity. It is our responsibility to ensure life-changing research and treatments reach the patients that need them the most.”

LEVI GARRAWAY, M.D., Ph.D.
Executive Vice President, Head of Global Product Development and Chief Medical Officer
PUSHING BOUNDARIES TO REACH UNDERREPRESENTED PATIENTS

Genentech firmly believes that including underrepresented, underserved and diverse patients in clinical research can help advance science and improve health outcomes for all patients. Building on practices developed from the Evaluating Minority Patients with Actemra (EMPACTA) and Characterization of Ocrelizumab in Minorities With Multiple Sclerosis (CHIMES) studies, U.S. Medical Affairs is leading efforts to advance inclusive research by enrolling patients from Indigenous populations in studies – including CATORI. Product Development is embracing inclusive action plans at the program level. Our late-stage lupus nephritis program targets people disproportionately affected by the disease – women, Black/African Americans, Hispanics/Latinx, Native Americans and Asian Americans.

In Genentech Research & Early Development, Mark McCarthy, Principal Fellow and Executive Director of Human Genetics, is exploring the interplay between genetics, research and health equity – and the potential for more diverse genetic data to create a more equitable health landscape. "From bench to bedside - that’s where we want to see results. We are pushing ourselves to be more open, to accelerate efforts and share insights so we can magnify every contribution to increase representation and inclusion.”

RHONA O’LEARY, Ph.D.
Senior Vice President, Portfolio Strategy and Execution, Product Development

COLLABORATING WITH CLINICAL RESEARCH CENTERS TO INCREASE DIVERSITY IN CLINICAL STUDIES

In 2022, we expanded our Advancing Inclusive Research® (AIR) Site Alliance. Genentech established this alliance in 2021 with leading research centers that excel at dismantling barriers for underrepresented patients to participate in clinical studies. Genentech and these centers share best practices with the goal of co-creating patient-centered solutions that can scale across all clinical studies. Genentech invited three new centers to join the AIR Site Alliance. Montefiore Einstein Medical Center in Bronx, NY, and University of Illinois, Chicago in Chicago, IL are both oncology centers, along with the first ophthalmology center, Wagner Kapoor Research Institute in Virginia Beach, VA.

More broadly, the AIR Site Alliance is serving as a model of collaboration that others in the industry can use to help address health inequities.

“Genentech is gathering the best practitioners in the country together to disrupt the status quo in research.”

KAPIL G. KAPOOR, M.D., FACS, FICS, FASRS
Co-Founder and President of the Wagner Kapoor Research Institute

"This is a patient-first, community-oriented approach to educate and invite diverse populations to participate in clinical research.”

NICOLE RICHIE, Ph.D.
Executive Director, Portfolio & People Leader, Global Head, Health Equity & Population Science, Product Development

Discover U.S. SITE ALLIANCE PARTNERS
Genentech is deepening its understanding and focus on the Multiple Sclerosis (MS) community. While MS was once believed to be a disease that predominantly impacted young, White women, research has found that MS may be much more common in Black and Hispanic/Latinx people than previously thought.

Dr. Mitzi Joi Williams, board-certified Neurologist and MS specialist at the Joi Life Wellness MS Center, has witnessed how the MS experience can differ for Patients of Color. “Cultural and institutional barriers may affect the way individuals interact with the healthcare system. For example, if a patient questions themselves about the utility of going to the doctor, and when they do, the doctor dismisses their concerns, it reinforces mistrust and may decrease future interactions,” says Dr. Williams.

To help overcome these barriers and improve access to treatment for MS Patients of Color, Genentech has increased outreach, education and support in numerous ways to help patients get the treatments they deserve.

We recently completed enrollment of the CHIMES study, a Phase IV Characterization of Ocrelizumab in Minorities With Multiple Sclerosis. This represents the first-ever clinical trial that focuses exclusively on broadening our current understanding of how MS impacts this underrepresented population.

The team is now able to make data-driven decisions from project MS DECODE (Discerning Ecosystem Care Outcomes and DrivErs), a tool launched internally in 2022 to identify and quantify the drivers of health inequities along the MS patient care continuum (e.g. diagnosis, treatment, adherence) in the U.S.

Genentech is spreading awareness through initiatives like #MSVisibility that recognizes diversity in MS and provides culturally-relevant resources, including early diagnosis and treatment. In 2022, we launched a Spanish-language landing page for the Hispanic/LatinX MS community – titled “La Experiencia Hispana/Latinx con La MS.” Additionally, in 2023, we’ll be launching new #MSVisibility content dedicated to the Black MS community as well.

At Genentech, we are committed to finding solutions, breaking through cultural barriers and enabling better MS care with underrepresented and underserved communities.

“At Genentech, we understand health inequities are complex and cannot be solved overnight. We aim to do our part to combat this reality and work with patients and other stakeholders to ensure we’re engaged on this critical issue.”

Jennifer Kim, Pharm.D.
Vice President, Head of Neuroimmunology, U.S. Commercial, Medical & Government Affairs

Mitzi Joi Williams, M.D., FAAN
Board-Certified Neurologist and MS Specialist, Joi Life Wellness MS Center

Learn how we’re supporting THE MULTIPLE SCLEROSIS COMMUNITY

Genentech and #MSVisibility
Diversity and inclusion in research and science remain a critical unmet need. Unfortunately, both basic and preclinical studies often fail to account for the full spectrum of genetic diversity, such as sex, gender, ancestry, age and more. This can lead to negative outcomes since predictions and results will not generalize for a diverse population of patients.

To tackle this unmet need and generate solutions, Genentech’s Research and Early Development (gRED) department initiated the Award for Inclusive Research and Science which recognizes and funds bold ideas that challenge the current status quo. The winning proposal by Claire Jeong, Ph.D., Principal Scientific Manager, Neuroscience Stem Cell Group, and Heshan Peiris, Ph.D., Principal Scientist/Group Leader, Department of Human Genetics, addresses Alzheimer’s disease (AD), a key research area for gRED.

Together, Jeong and Peiris are researching how individual cells behave in patients with AD and map back to patients’ overall genetic makeup. In time, this representative genetic sampling could help ensure not only greater patient safety in AD treatments, but also lay the groundwork for quicker drug approval processes.

In 2022, Genentech launched the regional Health Equity Symposia with 27 events in 16 U.S. cities, reaching more than 4,000 people. The Symposia had a unique focus: conduct focused and solution-driven discussions among policy makers, healthcare providers, industry executives, business leaders, community leaders and scientists about the current state of inequitable health outcomes and unconscious bias mitigation efforts.

We acknowledge the complex, multifaceted challenges that underrepresented patients can experience on their healthcare journeys such as the ways that policy, health literacy, funding and quality of care impact patient outcomes. Whether patients are looking to access care or find a culturally competent doctor, it’s vital each individual feels fully seen, heard and cared for, and not reduced to a one-dimensional stereotype.

“We have to take a holistic approach to address health equity because there are multiple factors that contribute to disparities in healthcare.”
When Christopher Brittain, MB BS BSc(Hons) MBA DIC MRCOphth, joined Genentech as a Senior Medical Director in 2016, he brought attention to a potentially harmful industry trend: very few ophthalmologists were from underrepresented groups. Brittain knew that patients have better health outcomes when they share certain commonalities with their physician. He also knew this meant that Black/African American patients seeking eye care might be negatively impacted by a lack of diversity among ophthalmologists.

In 2020, Brittain collaborated with the American Academy of Ophthalmology and the Association of University Professors of Ophthalmology to establish the Genentech chapter of the Minority Ophthalmology Mentoring (MOM) program. MOM is a national program that supports diverse medical students who are interested in ophthalmology and are in their third or fourth year of school. This is the point when internships and research opportunities become vital pathways to future rotations, residencies and fellowships.

“We help students build their networks by putting them in touch with retinal specialists and connecting them with special research projects, which increases their odds of getting into an ophthalmology residency when they leave medical school.”

CHRISTOPHER BRITTAIN, MB BS BSc(Hons) MBA DIC MRCOphth
Vice President, Global Head of Ophthalmology, Product Development

MINORITY OPHTHALMOLOGY MENTORING STUDENTS

1 Claire Ufongene 2 Hector Sandoval 3 Jennifer Pinal 4 Karla Murillo 5 Amari Johnson 6 Jessica Chanza 7 Maria Vega Garces 8 Mallory Suarez
Our Commitments | Advancing Inclusive Research & Health Equity

GeneXentech's 2022 Diversity & Inclusion Report

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FUELING THE NEXT GENERATION OF DIVERSE STEM TALENT

In 2020, Eric Olson, Vice President, Regulatory Policy, Product Development, established a fellowship program for graduate students to increase the scarce numbers of Black/African American and Hispanic/Latinx talent working in healthcare regulation. Known as the Howard Fellowship, the program was established through a partnership between Genentech, the U.S. Food and Drug Administration (FDA) and the Howard University College of Pharmacy.

The goal of the Howard Fellowship is to introduce fellows to careers in the biotechnology and pharma industries, and the program started within the regulatory space and at the FDA. “The need for improved racial and ethnic diversity at Genentech, and throughout these industries, is mirrored in our health authorities,” notes Olson. “I, along with Dr. Earl Ettienne, Director of Graduate Programs and Industry Partnerships in the Howard University College of Pharmacy, decided to try to put a dent in that, one fellow at a time.”

“I joined the fellowship because I want to be part of creating a pipeline from HBCUs to the pharmaceutical industry. The regulatory space needs diverse voices, different perspectives and should reflect the patients we serve. I’ve experienced incredible acceptance at Genentech: I’m used to environments where I have to be professionally perfect — wear full suits, have my hair just so and sound a certain way. But the fellowship and Genentech are different — I’m celebrated for who I am.”

RUKIYA UMOJA, PHARM.D., RPh
Current Howard Fellow

ENGAGING COMMUNITIES TO TACKLE HEALTH INEQUITIES TOGETHER

At Genentech, we realize that driving greater equity across healthcare and building trust with historically underserved patients requires addressing institutional inequities.

In 2022, we built intentional partnerships with congressional organizations like Congressional Hispanic Caucus Institute and the Congressional Black Caucus, media companies including BlackDoctor.org and Univision, and launched the Question Reality video campaign. These relationships help to tackle important policy issues and invest in community engagement, supporting our 2025 Commitment to establish Genentech as a leader and partner of choice in advancing health equity and helping improve health outcomes for all.

“We’re working to ensure community engagement is steady and sustainable. Each program and partnership reflects our commitment to advancing inclusive research and health equity by building trust that lasts.”

FRITZ BITTENBENDER
Senior Vice President and Head of Genentech Public Affairs and Access

Find out more on THE HOWARD FELLOWSHIP

Read more about COMMUNITY EFFORTS
FOSTERING BELONGING

“We can expect movement and progress towards meeting the goals we have set for ourselves, with the hope that it could inspire others in our industry to drive and sustain the same kind of momentum.”

AVIV REGEV, Ph.D.
Executive Vice President,
Head of Genentech Research and Early Development
OUR COMMITMENTS

Genentech’s 2022 Diversity & Inclusion Report

CULTIVATING LEADERSHIP ACCOUNTABILITY FOR D&I WITH TRANSPARENCY AND TRAINING

“By creating Officer Action Plans (OAPs), our leaders are making intentional efforts to view processes, procedures and programs through a D&I lens. OAPs help leaders truly live one of our Roche Operating Principles of ‘embracing differences’.”

Cori Davis, Ph.D.
Chief People Officer, Genentech

Meaningful progress happens when we hold ourselves and each other accountable. In 2022, Genentech pushed to accelerate action across the company, focusing on three efforts.

We started with our vice presidents: the 150 leaders who set the strategic direction of our business. We published all of their individual OAPs on our company intranet. We also launched Manager Belonging Goals for all People Leaders and Managers. These goals encourage inclusive behavior among this highly visible and influential group and encourages others to do the same. Finally, inclusive hiring training is now a requirement for all employees at Genentech. The new, four module inclusive hiring certification provides a foundational awareness of how unconscious bias can potentially impact the hiring process and provides practical actions to mitigate it.

To learn more on how these leaders brought their OAP to life visit Diversity.gene.com

1 Allen Napetian, Vice President, Head of Site Services
2 Ed Harrington, Senior Vice President, Chief Financial Officer, Genentech
3 Jenn Pangilinan, Vice President, Head of Genentech Research and Early Development Clinical Operations
4 Victoria Yeager, Vice President, Chapter Lead Customer Excellence, Procurement
5 Yuvi Gill, Vice President and Head of Population Health, Global Product Strategy, Population Health Insights and Impact, Roche Pharmaceuticals

Catch up on INCLUSIVE LEADERSHIP

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ADVANCING DIVERSE TALENT THROUGH EXECUTIVE LEADERSHIP PROGRAMS

Diverse leaders bring a variety of perspectives that help us better understand and serve patients. In 2022, we launched two new leadership enhancement programs that are purpose-built to further equip diverse leaders for greater impact across the enterprise and industry, by providing networking opportunities, leadership training and a series of events designed to foster community among participants and senior executives.

Genentech Leadership for Executive Advancement and Development program (gLEAD) was developed in partnership with Columbia Business School to accelerate the careers of Black/African American and Hispanic/Latinx director-level leaders into executive roles, and ensure they felt they belonged. The Asian Leadership Academy (ALA) was created to pave pathways to managerial and executive roles for Asian leaders and was established in conjunction with consulting firm McKinsey & Co.

“We will continue implementing meaningful development programs as they are essential to our holistic strategy to increase diverse representation in leadership roles across the organization. The paradigm shift we want to see in the next few years can only happen when we are all dedicated to embracing an environment of equity and belonging.”

ALEXANDER HARDY
Chief Executive Officer, Genentech

Uncover more on gLEAD & ALA
RECOGNIZING EMPLOYEES AT THE HEART OF D&I WORK

Employees are at the heart of Genentech’s Diversity and Inclusion (D&I) work. They build the programs, practices and partnerships that turn intent into reality. In 2022, recognition came to life through awards, events and our Diversity Network Association (DNA) employee groups that connect and support employees with shared backgrounds and experiences. Learn more about three new initiatives Genentech launched to spotlight employees:

In Q1 2022, Genentech debuted the Changemaker Award to celebrate employees who demonstrate inclusive behaviors that go above and beyond in championing the D&I pillars.

In May 2022, Genentech gathered for the debut of the D&I Summit, a one-day celebration event with a mix of informational, cultural and connective experiences.

In late 2022, two new DNA Groups formed to promote cultural awareness and relationships. HyeGene is a community of people, sharing Armenian (Hye) heritage or an interest in Armenian culture, and Empowering Communities of Oceania (ECO) was formed for employees representing the islands of Melanesia, Micronesia and Polynesia.

“In true innovation happens when people feel that they belong, so it’s critical we do everything we can to create an inclusive culture.”

SEAN JOHNSTON, PH.D., J.D.
Senior Vice President, General Counsel, Chief Compliance Officer, Corporate Secretary and Head of Legal Affairs, Genentech

Explore OUR DNA GROUPS

1 African Americans in Biotechnology (AAIB) 2 Genentech Native Americans (gNA) 3 Empowering Communities of Oceania (ECO) 4 Genentech People Respecting Individual Diversities in Everyone (gPRIDE) 5 Vision, Integrity, Development, Action (VIDA) 6 Genentech Veterans (gVETS) 7 Genentech Women Professionals (GWP) 8 HyeGene
UNWAVERING ON PAY PARITY

GENENTECH HAS EQUITABLE PAY PRACTICES with no effective difference in pay between Women and Men, or between People of Color (POC) and White employees.

At Genentech, WOMEN earn on average >99 cents For every dollar MEN earn.

At Genentech, POC earn on average >99 cents For every dollar WHITE employees earn.

Data as of December 2022. Gender and race/ethnicity are 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.
FOCUSED ON THE ADVANCEMENT OF WOMEN IN LEADERSHIP

“A workplace that fosters belonging will attract talented, diverse individuals who will accelerate innovation and deepen our portfolio - all ultimately to provide better outcomes for patients all over the globe.”

TERESA GRAHAM  
Chief Executive Officer, Roche Pharmaceuticals

Data as of December 2022. Gender is 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.
### KEEPING THE SPOTLIGHT ON PEOPLE OF COLOR WITHIN THE LEADERSHIP RANKS

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Individual Contributors &amp; Managers/Supervisors</th>
<th>Extended Leadership</th>
<th>Directors &amp; Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>34.9%</td>
<td>36.3%</td>
<td>34.7%</td>
<td>22.8%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4.3%</td>
<td>4.3%</td>
<td>3.9%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>9.8%</td>
<td>10.4%</td>
<td>6.2%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Multiracial</td>
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<td>2.4%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Native American/Alaska Native</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.9%</td>
<td>0.9%</td>
<td>0.3%</td>
<td>0.5%</td>
</tr>
<tr>
<td>White</td>
<td>44.3%</td>
<td>42.1%</td>
<td>50.7%</td>
<td>62.3%</td>
</tr>
</tbody>
</table>

Data as of December 2022. Race/ethnicity is 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.
TRANSFORMING SOCIETY

“We are not waiting on anyone or anything. We are transforming our industry and society now with steady, thoughtful investments and partnerships. And the outcomes of these ongoing efforts will be tangible, both inside and outside Genentech.”

ED HARRINGTON
Senior Vice President, Chief Financial Officer, Genentech
ENGAGING DIVERSE SUPPLIERS TO DELIVER IMPACTFUL SOLUTIONS

“How could we expect to truly innovate if we don’t have access to the full universe of supplier solutions available? We’re committed to creating true economic opportunities for historically unrepresented communities, and our continued outreach and mentoring is critical to create mutual success. We need diverse, fresh perspectives and nimble approaches to help accelerate better outcomes for the patient communities we serve.”

Marcell Haywood, the founder and Chief Executive Officer (CEO) of Encompass, a Black-owned facilities services company and Jennifer Willey, founder and CEO at Wet Cement, a women- and disability-owned consulting business, faced challenges in growing their businesses. Their prospects notably improved when they met Brian Ziskie, Head of Procurement Partnering, Workplace and Supplier Diversity, who invited both Jennifer and Marcell to join Genentech’s Supplier Diversity Mentorship Program, which equips diverse suppliers with the insights on how to compete and win business with larger corporations like Genentech.

Through programs like this, Genentech aims to demonstrate our commitment to transforming society by spending $1 billion annually with diverse suppliers by 2025, and cultivating a diverse supplier pool that brings the broadest range of perspectives to the work that we do.
As part of Genentech’s commitment to Transforming Society, Kindergarten to Careers is focused on developing a diverse pipeline of next-generation science, technology, engineering and mathematics talent that will lead to a scientific and medical workforce that better reflects the patients we serve. In 2022, we built upon our success by introducing Futurelab+ and continuing our support of both Genentech Scientific and Technical Academic Relationship (gSTAR) program/Promoting Inclusivity in Computing (PINC) Certificate and the Meyerhoff Fellowship Program.

**Futurelab+** is a $10 million expansion of Genentech’s original South San Francisco Futurelab Program. It will support millions of more diverse K-12 students in receiving a quality, biotechnology-focused, high school education.

The gSTAR/PINC program is a novel certificate program between Genentech and San Francisco State University (SFSU).

The goal of the venerable Meyerhoff Graduate Fellows program, which is run by the University of Maryland Baltimore County, is to increase diversity among Ph.D. students in the biomedical and behavioral sciences.

“*The experience of working with scientific leaders through the gSTAR/PINC certificate courses has allowed me to see myself as a budding scientist.*”

**CHISOM OBIORAH**

gSTAR-PINC Scholar

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Front row left to right: Ray Saray (SFSU), Anagha Kulkarni (SFSU), Ilmi Yoon (SFSU), Carmen Domingo (SFSU), Michael Roger Savvides (SFSU)

Back row left to right: Neha Anegondi (Genentech) Julia Cluceru, (Genentech), Adegoke Ojewole (NVIDIA), Christopher Davies (Genentech), Marlena Jackson (Genentech), Pleuni Pennings (SFSU), Sibu Kuruvilla, Genentech, Lynne von Bogdandy (Genentech)
Supporting communities has always been a core part of Genentech’s business, allowing us to expand scientific education, accelerate innovation and directly support patients.

Our approach is grounded in an acknowledgment that structural racism is the root cause of historic and current health inequities facing Communities of Color. “That’s why we anchor our giving to disrupting the structural roots of inequity and advancing a healthcare system that is more accountable to patients and communities,” says Ryan De Souza, Senior Manager, Giving & Social Impact, Genentech Public Affairs and Access.

As Genentech looks to the future, we will continue to use our giving to build upon and support our commitment to diversity, equity and inclusion.

“Our giving reflects a growing commitment to advancing equity across our portfolios. Since 2017, we have invested nearly $200M in equity-focused giving.”

ELIZABETH HAWKINS
Principal Manager, Giving & Social Impact, Genentech Public Affairs and Access

GENENTECH GIVING DRIVES CHANGE IN OUR LOCAL COMMUNITIES AND SOCIETY AT LARGE

RYAN DE SOUZA
Senior Manager, Giving & Social Impact, Genentech Public Affairs and Access
ANSWER THE CALL

We are looking for transformative visionaries like you to improve lives, patient care, and health equity. Your career is at Genentech.

CAREERS.GENE.COM