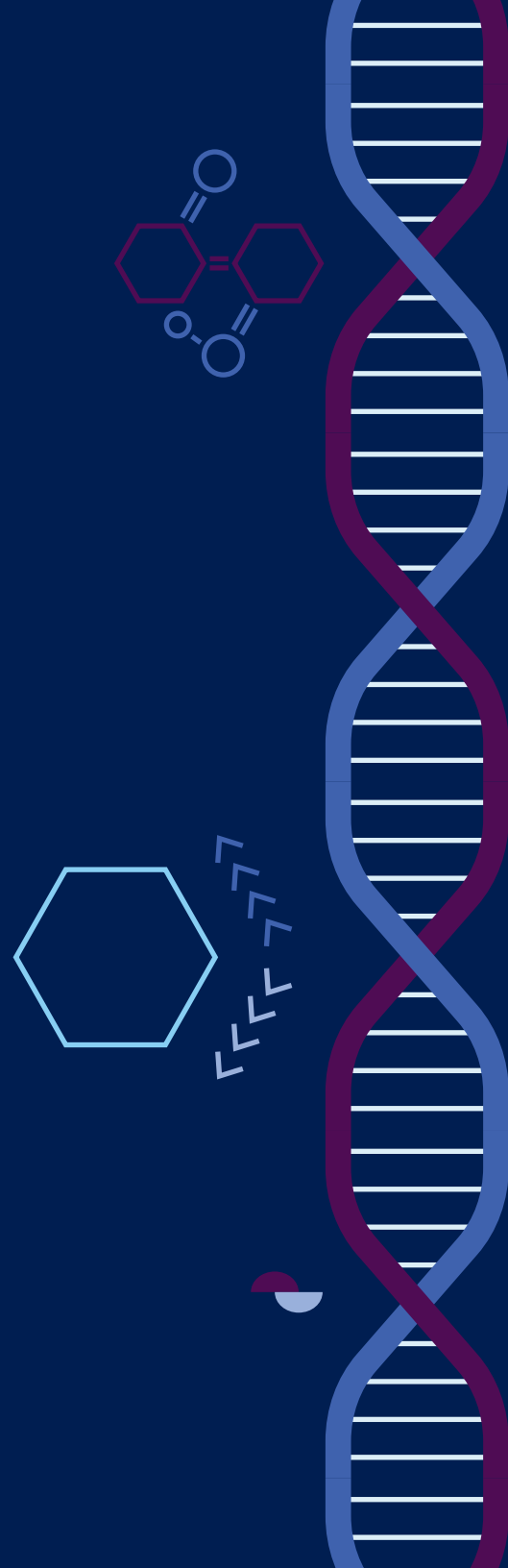


*Genentech's 2022 D&I Report*

# OUR COMMITMENT TO DIVERSITY & INCLUSION

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## DISRUPTING THE STATUS QUO FOR A SUSTAINABLE FUTURE



### Highest Black/Hispanic representation in Genentech history

**DOUBLE** Black/African American and Hispanic/Latinx representation of Directors & Officers and extended leadership<sup>1</sup>



### Expanded the Advancing Inclusive Research<sup>®</sup> 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<sup>2</sup>

*"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."*



#### ALEXANDER HARDY

Chief Executive Officer, Genentech

*"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."*



#### QUITA HIGHSMITH

Vice President, Chief Diversity Officer, Genentech

<sup>1</sup>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.

<sup>2</sup>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+

## 2025 COMMITMENTS - PROGRESS OVERVIEW

### FOSTERING BELONGING

#### 2025 COMMITMENT

**DOUBLE** Black/African American and Hispanic/Latinx representation of Directors and Officers and extended leadership<sup>1</sup>

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

**ADDRESS** gender representation opportunity zones<sup>2</sup>

#### 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**

HIGHEST  
BLACK/HISPANIC  
REPRESENTATION  
IN GENENTECH  
HISTORY

### ADVANCING INCLUSIVE RESEARCH AND HEALTH EQUITY

#### 2025 COMMITMENT

**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

EXPANDED  
THE ADVANCING  
INCLUSIVE  
RESEARCH® SITE  
ALLIANCE

TRANSFORMING SOCIETY

2025 COMMITMENT			<b>\$805.9M</b> invested in <b>diverse supplier partnerships</b>	<b>INCREASE IN EXTERNAL SPEND WITH DIVERSE SUPPLIERS SINCE 2020</b>
			<b>Require D&amp;I commitments from all suppliers</b> with <b>requests for proposals of \$100,000+</b> (lowered from \$500,000 threshold to deepen impact)	
			<b>20.2% &amp; 16.8%</b> of interns & post docs identify as <b>Black/ African American</b> or <b>Hispanic/Latinx</b> , respectively	
			<b>1.2M K-12 students</b> impacted by Genentech sponsored <b>Kindergarten to Careers</b> programs in 2022	
2022 PROGRESS				

<sup>1</sup>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.

<sup>2</sup>We commit to taking a data-driven approach to uncover insights and ensure representation

<sup>3</sup>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+

<sup>4</sup>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

Read more about  
**ADVANCING INCLUSIVE RESEARCH®**



## 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

Discover  
**U.S. SITE ALLIANCE PARTNERS**



### NICOLE RICHIE, Ph.D.

Executive Director, Portfolio & People Leader, Global Head, Health Equity & Population Science, Product Development

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



## BREAKING THROUGH CULTURAL BARRIERS TO ENABLE BETTER MULTIPLE SCLEROSIS CARE



*“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

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.



### 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](#)



## RECOGNIZING NOVEL IDEAS THAT SHIFT THE STATUS QUO IN SCIENCE AND RESEARCH

Find out more on  
THE AWARD FOR  
INCLUSIVE RESEARCH  
AND SCIENCE



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.



**CLAIRE JEONG, Ph.D.**

*Principal Scientific Manager, Neuroscience Stem Cell Group, Genentech Research and Early Development*



**HESHAN PEIRIS, Ph.D.**

*Principal Scientist, Department of Human Genetics, Genentech Research and Early Development*

## MOBILIZING LOCAL PARTNERS TO ADDRESS HEALTH DISPARITIES AND INEQUITIES IN CARE

Dive into  
2022 HEALTH  
EQUITY SYMPOSIA



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.



**VERONICA SANDOVAL, Ph.D., J.D.**

*Principal, Patient Inclusion and Health Equity, Chief Diversity Office*

*"We have to take a holistic approach to address health equity because there are multiple factors that contribute to disparities in healthcare."*

## EXPANDING REPRESENTATION IN OPHTHALMOLOGY

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

Explore  
**MINORITY OPHTHALMOLOGY  
MENTORING**



## 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

Find out more on  
**THE HOWARD FELLOWSHIP**



## 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

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*

## CULTIVATING LEADERSHIP ACCOUNTABILITY FOR D&I WITH TRANSPARENCY AND TRAINING



**CORI DAVIS, Ph.D.**

Chief People Officer, Genentech

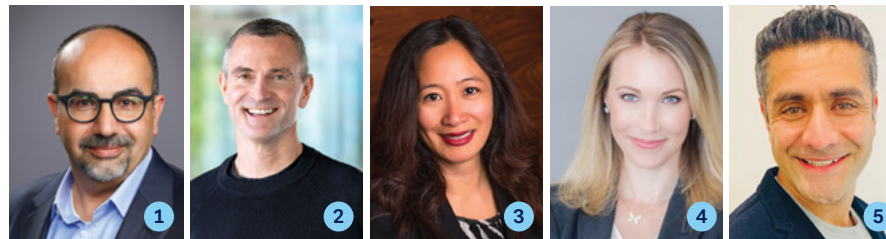
*“By creating Officer Action Plans (OAPs), our leaders are making intentional efforts to view processes, procedures and programs through a D&I lens. OAPs help leaders truly live one of our Roche Operating Principles of ‘embracing differences’.”*

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](https://Diversity.gene.com)



Catch up on  
**INCLUSIVE  
LEADERSHIP**



**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

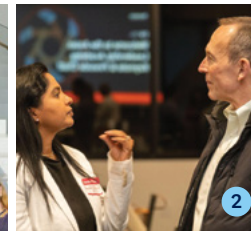


## ADVANCING DIVERSE TALENT THROUGH EXECUTIVE LEADERSHIP PROGRAMS

Uncover more on  
gLEAD & ALA

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



## RECOGNIZING EMPLOYEES AT THE HEART OF D&I WORK



*“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



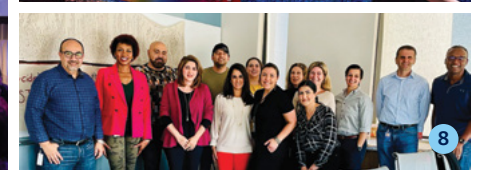
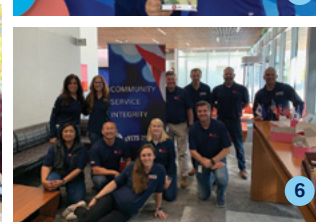
Explore  
**OUR DNA GROUPS**

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.



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

*“I’m very pleased to see equitable pay practices in this report. Behind the data and charts are individuals - mothers, fathers, wives, husbands, sisters, brothers, daughters, sons, and all Genentech colleagues who are proud of our efforts towards our 2025 commitments.”*



**TONGTONG WANG, Ph.D.**

Senior Vice President, Global Head of Pharma Technical Development

## 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.

Ø No change from YE 2021

At Genentech, **POC**  
earn on average

**>99 cents**

For every dollar  
**WHITE** employees earn.

Ø No change from YE 2021

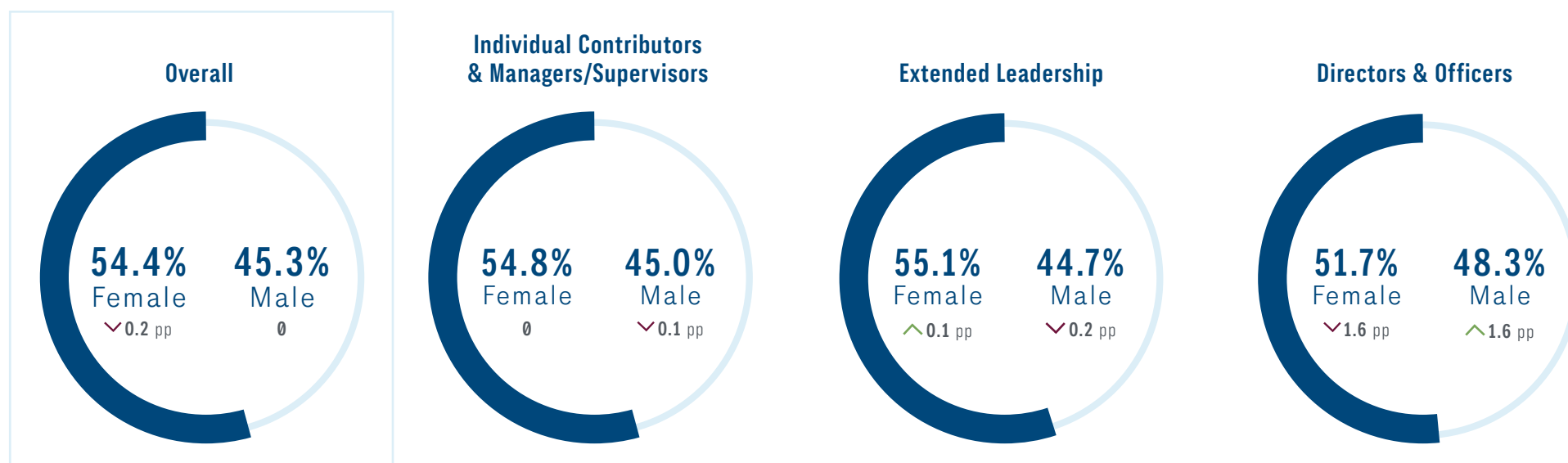
Data as of December 2022. Gender and race/ethnicity are self-reported by the employee. To align with U.S. government reporting requirements, data uses the traditional gender categories of male and female. Genentech deeply respects that gender is not binary; reporting in this manner should not represent 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



▲ Increase from YE 2021    ▼ Decrease from YE 2021    0 No change from YE 2021

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

	Overall	Individual Contributors & Managers/Supervisors	Extended Leadership	Directors & Officers
Asian	34.9% ▼ 0.2 pp	36.3% ▼ 0.3 pp	34.7% ▼ 0.3 pp	22.8% ▲ 1.0 pp
Black/African American	4.3% ▲ 0.1 pp	4.3% ▲ 0.1 pp	3.9% ▲ 0.3 pp	4.8% ▲ 0.1 pp
Hispanic/Latinx	9.8% ▲ 0.3 pp	10.4% ▲ 0.3 pp	6.2% ▲ 0.5 pp	5.4% ▲ 0.4 pp
Multiracial	3.7% ▲ 0.1 pp	3.9% ▲ 0.1 pp	2.4% 0	1.9% 0
Native American/ Alaska Native	0.2% 0	0.2% 0	0.1% 0	0.0% 0
Native Hawaiian/ Pacific Islander	0.9% 0	0.9% 0	0.3% 0	0.5% ▲ 0.1pp
White	44.3% ▼ 1.4 pp	42.1% ▼ 1.2 pp	50.7% ▼ 1.4 pp	62.3% ▼ 1.4 pp

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.”*



### ANDI GODDARD

Senior Vice President, Global Head of  
Quality and Compliance, Pharma Global  
Technical Development

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.

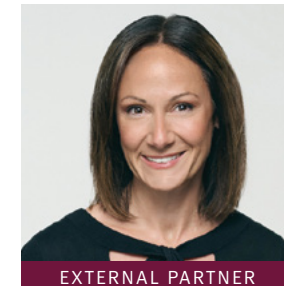


Find info on  
**SUPPLIER DIVERSITY MENTORSHIP**



### MARCELL HAYWOOD

Founder and Chief  
Executive Officer,  
Encompass



### JENNIFER WILLEY

Founder and Chief  
Executive Officer,  
Wet Cement



## POWERING THE PIPELINE OF DIVERSE TALENT FOR CAREERS IN SCIENCE AND MEDICINE

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*



**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), Siburu Kuruvilla, Genentech, Lynne von Bogdandy (Genentech)

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**KINDERGARTEN TO CAREERS**



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

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*



### RYAN DE SOUZA

*Senior Manager, Giving & Social Impact, Genentech Public Affairs and Access*



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