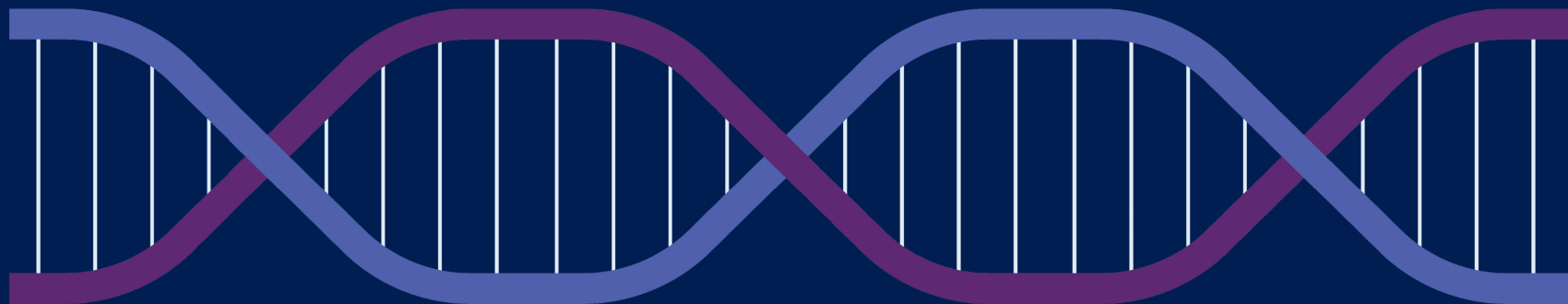
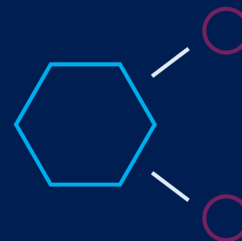


Genentech's 2023 D&I Report

# OUR COMMITMENT TO DIVERSITY & INCLUSION



# WHAT'S INSIDE?

## **3**    **From Our Leaders**

## **4**    **2025 Commitments - Progress Overview**

## **5**    **Advancing Inclusive Research**

Setting A New Standard For Inclusive Research  
Embedding Inclusive Research In Ophthalmology  
Bridging The Gap By Meeting Patients Where They Are  
Leading The Charge With Diversity Action Plans  
Creating A Blueprint For Inclusive Cancer Research

## **8**    **Health Equity**

Engaging With Policymakers To Disrupt The Status Quo  
Partnering With Trusted Community Organizations  
Investing In The Power Of The Community  
Elevating The Health Equity Dialogue Nationwide  
Addressing Disparities Of Care At The Local Level

## **11**    **Fostering Belonging**

Bold Leadership In Action  
Celebrating The Mosaic Of Our Diverse Community  
Genentech Changemaker Awards:  
Recognizing Employees For Outstanding D&I Contributions  
Committed To Equitable Pay For All  
Strong Representation Of Women In Leadership  
Long-Term Focus Required To Expand Underrepresented Talent  
and Build A Pipeline of Diverse Leaders

## **18**    **Transforming Society**

Fueling Economic Growth Through Supplier Diversity  
Strengthening College Advocacy In Our Local Community  
Championing Scientific Excellence For Future Generations  
Breaking Barriers And Inspiring Change  
Empowering The Next Generation Of Scientific Leaders

## **22**    **Answer the Call**

## PIONEERING CHANGE AT GENENTECH



**TERESA GRAHAM**

Chief Executive Officer, Roche Pharmaceuticals

“Innovation is at the heart of what we do. Having diverse and inclusive teams are key drivers to help us revolutionize healthcare for all.”



**ASHLEY MAGARGEE**

Chief Executive Officer, Genentech

“People are our inspiration. Every day, we are driven by the power of diversity to bring innovative solutions to patients with serious and life-threatening diseases.”



**QUITA HIGHSMITH**

Vice President, Chief Diversity Officer, Genentech

“We want to share our recipe for success broadly with others. Together as industry leaders, we need to take bold and decisive action to create a world where all patients can access the medicines and care they need.”

## FOSTERING BELONGING

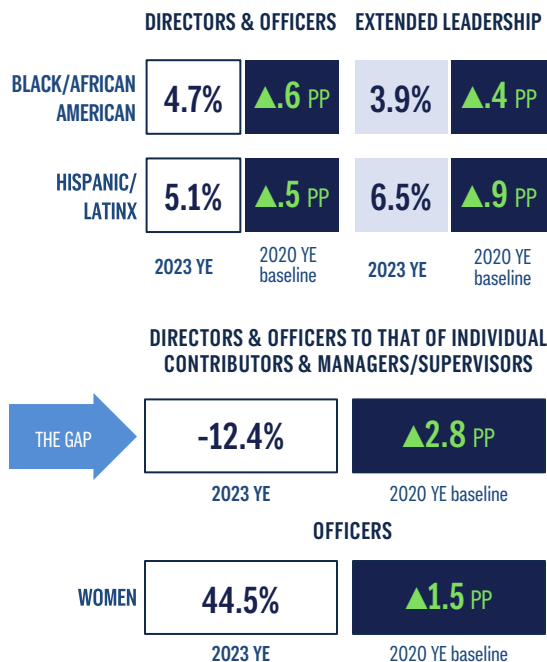
### 2025 COMMITMENT IN PRIORITY ORDER

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>

### 2023 PROGRESS



## ADVANCING INCLUSIVE RESEARCH & 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

### 2023 PROGRESS

Expanded US AIR Site Alliance to **9 sites** in Oncology & Ophthalmology  
(and developing alliances in Kenya, Morocco, Nigeria, South Africa, Canada, India, and UK)

Proactively Submitted **20 Diversity Action Plans** in 2023 with the FDA across therapeutic areas (two years ahead of proposed FDA deadline)

External Partnerships  
Health Equity Symposia  
Peer-reviewed Posters & Journal Publications  
External Speaking Engagements

**▲130.9%**  
Increase since 2021 baseline

## TRANSFORMING SOCIETY

### 2025 COMMITMENT

ANNUALLY COMMIT \$1B of our external spend to **Diverse Suppliers**<sup>3</sup>

REQUIRE

**D&I commitments** from all suppliers with Request For Proposals of \$500,000+<sup>4</sup>

CHAMPION

**Kindergarten to Careers**

### 2023 PROGRESS

#### DIVERSE SUPPLIER SPEND

**\$964.2M**

2023

**▲\$229M**

since 2020 baseline

#### BIDDING SUPPLIERS

**80%+** have D&I commitments

#### YEAR OVER YEAR

#### BLACK/AFRICAN AMERICAN OR HISPANIC/LATINX

#### INTERNS HIRED

**18.1%**

Jan-Dec. 2023

**▲5.2 PP**

since 2020 baseline

#### POSTDOCS IN HEADCOUNT

**14.5%**

2023 YE

**▲6.7 PP**

since 2020 YE baseline

<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 are defined as US-Based businesses that are more than 51% owned by Black/African-American, Hispanic/Latinx, Asian, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, Women, Veterans, Disabled Persons, or LGBTQ community members

<sup>4</sup> Dollar amount decreased in 2022 to \$100K+ to bring more companies into the program

# ADVANCING INCLUSIVE RESEARCH



LEVI GARRAWAY, M.D., PH.D.

Executive Vice President  
Head of Global Product Development  
and Chief Medical Officer,  
Genentech



In our pursuit to deliver more transformative medicines for all patients, inclusive research is no longer just an opportunity, it is a business imperative.

## 2025 COMMITMENTS

### PROGRESS OVERVIEW:



### ▲ Expanded US AIR Site

#### Alliance to 9 sites

Developing alliances in Kenya, Morocco, Nigeria, South Africa, Canada, India, and UK

## SETTING A NEW STANDARD FOR INCLUSIVE RESEARCH

As science and technology move forward, far too many communities are left behind. Despite making up almost 20% of the population with multiple sclerosis (MS), Black and Hispanic/Latinx people living with the disease have historically been under-represented in clinical studies, even though they may experience more severe disease and greater disability.

That's why we conducted our [Phase IV CHIMES clinical study](#). This study set a new standard for inclusive clinical research, incorporating proactive measures like flexible scheduling, appropriate compensation for expenses related to participation, and ride-sharing options to overcome barriers to recruitment and retention among Black and Hispanic/Latinx people with MS.



MITZI JOI WILLIAMS, M.D.

Founder & CEO, Joi Life Wellness MS Center  
Lead Investigator, CHIMES STUDY

"The CHIMES study is a critical step in breaking the cycle of health inequity. The results provide evidence, of the benefit of treatment in Black and Hispanic/ Latinx people with MS."

Watch Mitzi Joi Williams, M.D. discuss [Multiple Sclerosis and Race: Confronting Inequities](#) on the [Sherri Shepherd](#) show



## LEADING THE CHARGE WITH DIVERSITY ACTION PLANS

Starting in 2025, the FDA will require those seeking approval for pivotal clinical studies to submit a plan for ensuring diversity among trial participants. These Diversity Action Plans (DAPs) will improve enrollment of patients from underrepresented racial

and ethnic populations in clinical studies. Genentech is proud to have successfully submitted 20 DAPs in 2023 - two years ahead of the FDA mandate.

By leading the charge ahead of the deadline, we can integrate and share important learnings with other industry leaders to ensure significantly increased access to equitable care of all patients.

## EMBEDDING INCLUSIVE RESEARCH IN OPHTHALMOLOGY

Vision loss is often a result of Diabetic Macular Edema (DME), a preventable condition and leading cause of blindness that disproportionately affects Black and Hispanic/Latinx patients. We are partnering across the ophthalmology community to [increase diversity, equity, and inclusion in ophthalmology research](#) so all communities can have access to the eye care they need.

Our [Phase IV Elevatum clinical study](#) builds on learnings from our CHIMES study by expanding inclusion criteria, offering transportation support and addressing the inadequate representation of Black, Hispanic/Latinx and other historically excluded communities.



"Through our strong community partnership and unwavering aspirations to provide culturally relevant information, we successfully accelerated the enrollment of Black and Hispanic/Latinx patients in the Elevatum study, paving the way for groundbreaking advancements."

MANUEL AMADOR, M.D.

Senior Medical Director, Ophthalmology, U.S. Medical & Government Affairs, Genentech, 2023 Changemaker Award-Winner

"As a Black ophthalmologist, it's deeply meaningful for me to participate in a study that's focused on communities of color in a way that no other study has in ophthalmology. And my hope is it opens the door for others to follow suit."



JOSEPH CONEY, M.D.

Retina Associates of Cleveland, Lead Investigator, Elevatum study

## BRIDGING THE GAP BY MEETING PATIENTS WHERE THEY ARE

Genentech is expanding access to oncology and ophthalmology clinical research in the U.S. through the Advancing Inclusive Research (AIR) Site Alliance. With new and expanded relationships including more clinical research centers, we are co-creating more inclusive clinical studies and broadly sharing best practices for patient-centered solutions that can scale across all clinical studies.

In 2023, the AIR Site Alliance expanded to include two additional ophthalmology sites – Charles Retina Institute in Germantown, TN and Brown Retina Institute in San Antonio, TX. Specifically, the six oncology sites have achieved a

patient population that is 81% more diverse compared to their study peers. They are also the sole recruiters of Black and/or Hispanic/Latinx patients in 20% of the studies they participate in.



We collaborated with the AIR Site Alliance to create an award-winning video (translated into eight languages) entitled **What is a Clinical Research Study?** that provides patients with a clear understanding of the clinical research process, with a strong emphasis on representation and inclusion.



Ophthalmology Alliance Sites include champions Jeremiah Brown, Jr. MS, M.D., Vitreoretinal Surgeon, Retina Consultants of TX/Brown Retina Institute, Stephen Huddleston, M.D., Vitreoretinal Surgeon, Charles Retina Institute, Kapil Kapoor, M.D., FACS, FICS, FASRS, Ophthalmologist and Eye Surgeon, President of Research, Wagner Kapoor Institute, and Alan Wagner (not pictured), M.D., FACS, FICS, FASRS, AME of Wagner Kapoor Institute.

## CREATING A BLUEPRINT FOR INCLUSIVE CANCER RESEARCH

We collectively worked alongside the U.S. Food and Drug Administration (FDA), the American Association for Cancer Research (AACR), and other industry leaders to publish [insights and best practices](#), related to diversity and inclusion in cancer drug development, and empowering the industry's commitment to these ideals.

By implementing these best practices, clinical study sponsors can enhance representation and access to innovative cancer therapies for all patients. We aspire to ensure that every patient, regardless of their background, has an equal opportunity to participate in and benefit from cutting-edge research and development.



"Clinical studies that lack diverse patient cohorts often have limited generalizability to the broader population we serve. By promoting inclusivity and accessibility, we aim to eliminate disparities in clinical research and ensure that the findings are applicable to a wider range of patients."



**ZAFAR HAKIM, PH.D.**

Vice President, Global Head of Pipeline and Portfolio Planning, Product Development, Genentech

# ADVANCING HEALTH EQUITY



ERICA TAYLOR, PH.D.

Vice President, Chief Marketing Officer, U.S.  
Commercial, Medical & Government Affairs,  
Genentech



“To achieve an equitable future,  
we must adopt innovative and  
comprehensive strategies that tackle  
the root causes of health inequity.”

## 2025 COMMITMENTS

### PROGRESS OVERVIEW:

▲ **Expanded** external partnerships,  
health equity symposia, peer-reviewed  
posters and journal publications

## ENGAGING WITH POLICYMAKERS TO DISRUPT THE STATUS QUO

In 2023, we sponsored the **Congressional Hispanic Caucus Institute's** (CHCI) Annual Leadership Conference and the **Congressional Black Caucus Foundation's** (CBCF) Annual Legislative Conference, where we actively participated in discussions on key health policy priorities such as increasing clinical study diversity and expanding access to biomarker testing. Employees across Genentech, including Black and Hispanic/Latinx Directors, participated in these meetings in order to foster their involvement in policy. Additionally, we sponsored CBCF and CHCI Summer Congressional Interns to further support representation of young leaders and advancing policy for underserved patient populations.



"We know real progress toward health equity requires our full engagement with Congressional leaders

at the forefront of policymaking, and we are grateful to these Members for being in dialogue with us on these topics."

JOY RUSSELL

Vice President, External Affairs  
Genentech

## INVESTING IN THE POWER OF THE COMMUNITY

Through our [Community Health Justice Fund](#), we are investing in organizations that go beyond healthcare to address the root causes of health disparities. Through a racial justice lens, we are amplifying the impact of 10 front-line organizations working to improve the conditions that shape the health and well-being of their communities.

Our \$4 million 2023 membership with the **American Cancer Society** (ACS) expanded patient navigation programs and supported policies to enhance access to innovative, high-quality care and services, promoting health equity for underrepresented groups.



"We are going to solve the problem of health equity by being in true community with each other. That means

understanding our histories, rewriting narratives that don't serve us, and leaning into the idea that if we can envision it, we can build it."

DANICA RICHARDS

Senior Manager, Giving & Social Impact  
Genentech

## PARTNERING WITH TRUSTED COMMUNITY ORGANIZATIONS

With a steadfast dedication to patient-centric care, we partnered with [Dia De La Mujer Latina](#) to engage with local communities and raise awareness about MS, diabetic eye disease and the importance of cancer screenings through Fiesta Fairs. Community members received screenings and services including vision exams, breast cancer screening, dental care and more. Participants in need of follow-up care were connected to local healthcare systems at no cost through assigned community health workers. The Fiesta Fairs were supported by state and federal elected officials, recognizing our aspiration to serve the Hispanic/Latinx community.



COMMUNITY FIESTA FAIR

Our partnership with [ACS's Get Screened initiative](#) has played a pivotal role in providing essential cancer screenings to approximately 500,000 individuals and aiding nearly 11,000 individuals in receiving timely diagnosis.

Genentech collaborated with the **American Diabetes Association** to introduce [Health Equity Now](#), an initiative to increase accessibility to screening and treatment for eye diseases that affect individuals with diabetes. The pilot program was initially implemented in Birmingham, Alabama.

*#HealthEquityNow*

## ELEVATING THE HEALTH EQUITY DIALOGUE NATIONWIDE

### Health Equity Regional Symposia

52 PROGRAMS

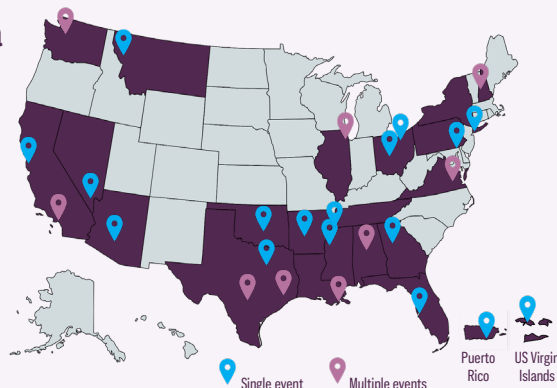
26 CITIES

20 STATES

2 U.S. TERRITORIES

We will reach more than:

7,000 ATTENDEES



To make healthcare more inclusive, in 2023 we continued collaboration with local organizations to bring more **Health Equity Regional Symposia**, a series of transformative events, to patients, healthcare providers, researchers, community leaders and industry representatives. Our partnership with **The University of Oklahoma (OU) Health Stephenson Cancer Center** includes a first-ever Spanish-language state cancer education and prevention conference. **The University of Montana** focused on bridging the gap in clinical study access for rural and tribal communities.

**Veronica Sandoval, PH.D., J.D.**, Principal, Patient Inclusion and Health Equity at Genentech received the **National Association of Latino Healthcare Executives (NALHE) 2024 Leadership Award** in recognition of her leadership in organizing the Health Equity Regional Symposia.



Rolando Gomez (NALHE Executive Director), Veronica Sandoval, Marcos Pesquera (NALHE President & Chair)

## ADDRESSING DISPARITIES OF CARE AT THE LOCAL LEVEL

To promote health equity and inclusivity, we must empower diverse communities and address healthcare disparities. Through strategic partnerships, educational initiatives, and active engagement, we aim to foster trust, raise awareness, and drive positive change in healthcare.

Through a comprehensive effort to educate and empower the Hispanic/Latinx community about the risks of liver cancer, lung cancer, breast cancer, multiple sclerosis, and diabetic retinopathy, we sponsored **Univision Health Fairs** to transform healthcare for the Hispanic/Latinx community in New York and Los Angeles.

In 2023, we were invited by the **National Minority Quality Forum (NMQF)** to participate in a discussion for the **Cancer Stage Shifting Initiative (CSSI)** with the White House. Our Patient Advocacy Relations team is leading local CSSI efforts, and we are engaging and building trust with **Communities of Color** through the co-creation of local solutions that address inequities in healthcare and increase access to cancer care. **Juny Simpson**, Head of Health Equity, Customer Engagement represented Genentech on the panel entitled "*Mistrust in the System and Engaging Communities of Color - Flint Case Study.*"

Our commitment to patient advocacy and inclusivity extends beyond specific medical conditions, aiming

for a more comprehensive approach to healthcare. We launched a collaboration with [Here for the Girls](#), a leading oncology patient advocacy organization in Virginia, to create a video series on addressing the needs of rural communities. These videos will be distributed via patient advocacy organizations and their partners in academic and community cancer centers, reaching thousands of individuals to foster trust in healthcare and ignite positive change.

"Healthcare is delivered locally, and we have intentionally structured our teams to better connect and engage with local communities so that we are focused on the highest priorities of the populations we serve."

#### KATE ROWBOTHAM

Senior Vice President, Head of Customer Engagement, U.S. Commercial, Medical & Government Affairs, Genentech



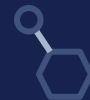
"Collaborating with trusted organizations is critical to making a difference and reaching patients where they are. We partnered with the number one media platform/superbrand in the Hispanic community. A total of 2,829 screenings were completed in 2022 and 2023 through our collaboration."

#### VEGIA JACKSON

Director, Healthcare Market NY Metro, U.S. Commercial, Medical & Government Affairs, Genentech 2023 Changemaker Award-Winner



# FOSTERING BELONGING



FRITZ BITTENBENDER

Senior Vice President and Head, Genentech  
Public Affairs and Access



Having an inspired workforce that is diverse in background, experience and thought enables us to improve innovation, which helps us ensure the medicines we create reach those who need them the most.

## 2025 COMMITMENTS

### PROGRESS OVERVIEW:

- ▲ Increased representation of **Black/African American** and **Hispanic/Latinx Directors and Officers and Extended Leadership**
- ▲ **Narrowed the gap** in **Asian** representation of **Directors and Officers** to that of **Individual Contributors** and **Managers/Supervisors**
- ▲ Increased representation of **Women Officers**

# BOLD LEADERSHIP IN ACTION

Just as real change starts at home, sustainable change often also starts at the top.

**W**e support leaders to build trust and accountability through our **Diversity & Inclusion Officer Action Plans (OAP)** and **Manager Belonging Goals (MBG)**.

OAPs are individual plans owned by each Officer that detail the measurable actions they'll take annually towards delivering on our three D&I strategic pillars.

Given our people managers have the most day-to-day interaction with our workforce, and make hiring, development and promotion decisions, it's especially important to support them in cultivating an inclusive environment. MBGs are key to helping foster an environment where all employees feel included and that they belong.

## IN 2023

**100%**  
OF OFFICERS

Submitted **Officer Action Plans (OAP)**, which are transparently shared on our intranet, demonstrating their shared accountability to personal growth and organizational change.

**63%**  
OF MANAGERS

Made progress toward or completed their **Manager Belonging Goal (MBG)**.  
Having a plan is the first step to fostering belonging.

"I am inspired to watch my fellow Officers grow through their respective self-discovery journeys and by the innovative solutions they develop that help shape a better future for us all."

ALLEN NAPETIAN

Vice President, Head of Site Services, Genentech



"Managers are key to an inclusive culture where we can do amazing work. Whether it's designing the next breakthrough process innovation or engineering cutting-edge technologies, we know that our diverse experiences and expertise propel us towards our mission of improving and saving lives."

SUSAN FUENTES

Executive Director, Global Head of Engineering & Technology PTT, MSAT & Engineering, Genentech



# CELEBRATING THE MOSAIC OF OUR DIVERSE COMMUNITY

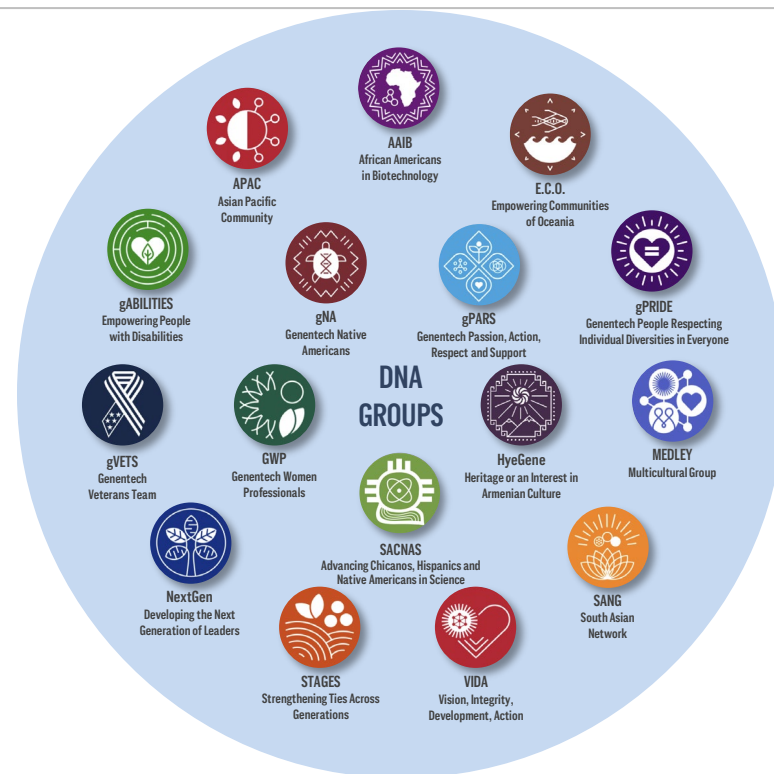
Every day at Genentech, our employees actively engage in a multitude of experiences that nurture a sense of belonging by embracing the increasingly diverse world around us. Our **Diversity Network Association (DNA)** groups are dedicated to promoting inclusivity and fostering professional growth through a wide range of culturally inclusive experiences, igniting inspiration among our employees to unlock their full potential and make meaningful contributions.

Our **16 DNA Groups**, spanning across **38 chapters**, bring together around **8,500 members** at **255 events**, creating a vibrant tapestry of connection and collaboration.

**African Americans in Biotechnology (AAIB)**, our very first DNA Group, marked their **30th anniversary** and **VIDA**, our Hispanic/Latinx-focused DNA Group, celebrated **25 years** of growth and success.

Organized by the **South Asian Network at Genentech (SANG)**, 750 employees from various backgrounds celebrated Diwali, a festival symbolizing the victory of good over evil.

Our **gPRIDE DNA Group** organized participation in the **San Francisco Pride Parade**, which holds a special place in the hearts of many in the Genentech community. Employees and their families gathered at our Street Suite or marched alongside our parade float while fostering inclusivity and unity.



10th Annual Diwali Celebration hosted by SANG DNA Group



2023 SF Pride Parade hosted by gPride DNA Group



**ANWESHA DEY, PH.D.**

Director and Distinguished Scientist, Discovery Oncology, Genentech Research & Early Development, 2023 Changemaker Award-Winner

"In our labs, we don't just see test tubes and microscopes; we see the potential to transform lives. By weaving diversity and inclusion into the fabric of our work, we harness the collective power of our diverse workforce to develop medicines that address the most urgent and challenging medical conditions."



**LI XIONG, PH.D.**

Staff Packaging Engineer, Pharma Technical Operations, Genentech

"The company isn't treating D&I like a checkbox exercise. Our programs help leaders like me better serve underrepresented communities, a mission that gives me a sense of belonging."

# GENENTECH CHANGEMAKER AWARDS: RECOGNIZING EMPLOYEES FOR OUTSTANDING D&I CONTRIBUTIONS

This year, we celebrated our 2023 Changemaker Award-winners: exceptional individuals who embody the spirit of Genentech's "Our Promise" through their bold actions to champion D&I.

Congratulations to **Changemaker Award** winners: **Manuel Amador**, **Anwesh Dey**, **Noriko Ishisoko**, **Vegia Jackson**, **Parag Shah** and our *Changemaker of the Year*, **Monica Eason**.

You can read more about the amazing work of **Manuel Amador**, **Anwesh Dey**, **Noriko Ishisoko** and **Vegia Jackson** throughout our 2023 D&I Annual Report.



## MONICA EASON 2023 Changemaker of the Year Award-Winner

Clinical Operations Portfolio Leader,  
Product Development, Genentech

Monica created a unique team of **Diversity and Inclusion (D&I) Ambassadors**. This team is actively paving the way for Pharma Development Clinical Operations, the Roche

enterprise and the Respiratory ecosystem to ensure equitable access to clinical studies. Monica has made a substantial contribution to the integration of D&I into our business practices by successfully influencing five global contract research organizations to require diversity training for all their staff working on all Genentech and Roche studies, these efforts impacted over 50,000 combined clinical research organization (CRO) employees globally. She also influenced these partners to incorporate plans for including diverse patient populations in our contracts tied to milestones. This effort has a significant impact on Advancing Inclusive Research, both within Genentech/Roche and across the larger industry. Monica is blazing new trails, exemplifying what it means to be bold.



## PARAG SHAH, PH.D. 2023 Changemaker Award-Winner

Chapter Lead, PT Global Quality Digital  
Excellence, Genentech

Parag fostered belonging and inclusion by bringing together three formerly siloed teams to ensure a broad set of voices were heard, and aligned on new ways of working. His leadership of the One Quality Management System and empowerment of a change agent network has positively impacted more than 10,000 users across several Genentech major organizations and Roche affiliates.



"Our Changemaker Award winners are a great reflection of our belief in our people, our aspiration to inclusive development opportunities, and Our Promise to 'cultivate and unify the greatest minds'."

## ANDI GODDARD

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

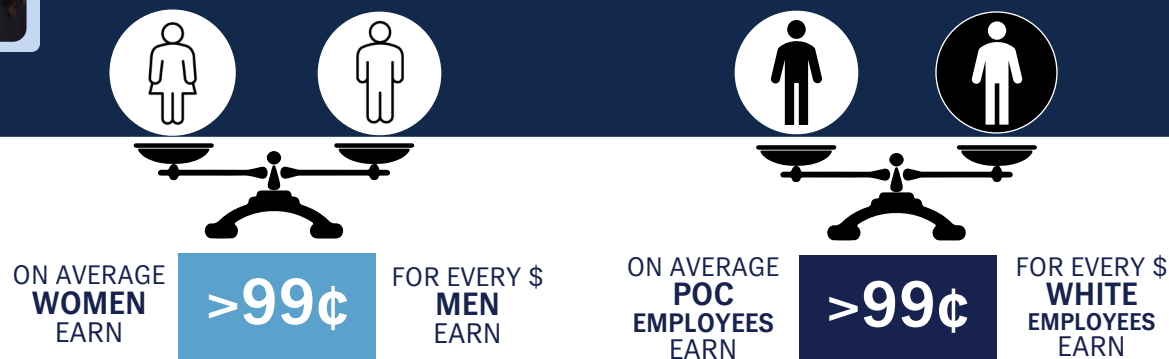
## COMMITTED TO EQUITABLE PAY FOR ALL

"Together, we can build a future where the gender pay gap becomes a thing of the past, and everyone has the opportunity to reach their full potential."



**SHEHRY RAHMAN**  
Vice President,  
Finance, Genentech

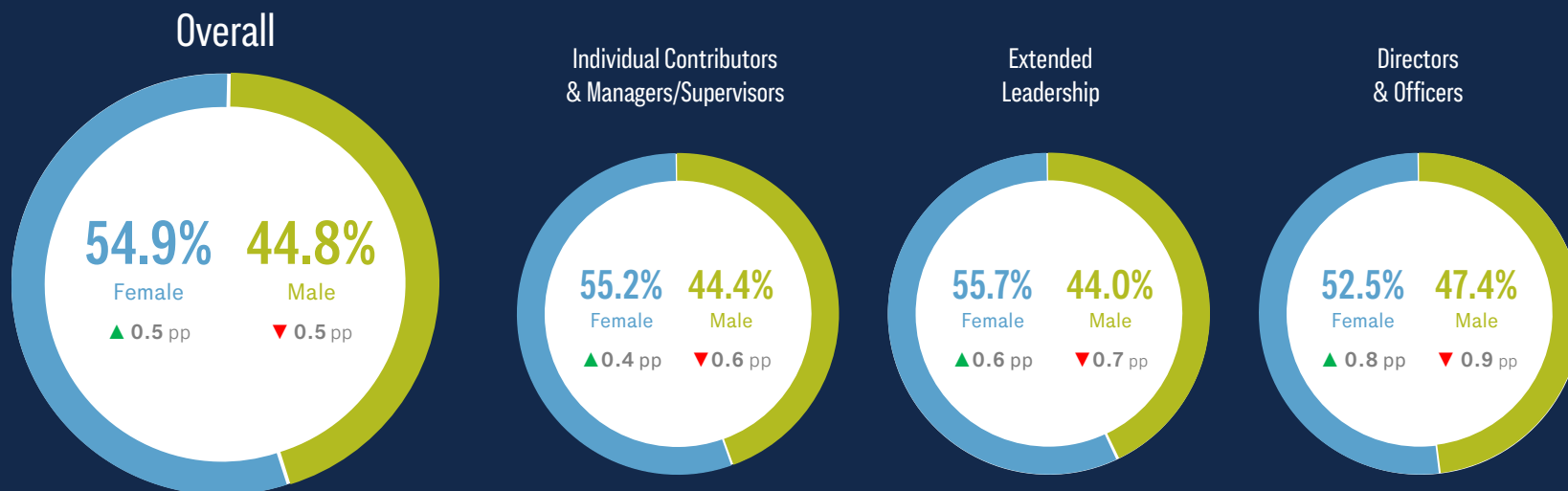
**GENENTECH HAS**  
**EQUITABLE PAY PRACTICES**  
with no effective difference in pay  
between **Women and Men**, or between  
**People of Color (POC) and White** employees.



Data as of May 2023, adjusted for job level. Gender and race/ethnicity are self-reported by the employee. We continue to collect Voluntary Self-Identification (VSID) to be more inclusive and better understand our employee communities. <0.1% of Genentech employees in regular headcount identified as Non-binary as of 2023 YE. POC is a collective term for all races/ethnicities that are non-White, including those who report as Multiracial where one of those races is White.

# STRONG REPRESENTATION OF WOMEN IN LEADERSHIP

▲ Increase from 2022 YE  
▼ Decrease from 2022 YE  
○ No change from 2022 YE



“Genentech celebrates and supports women in leadership and embraces a diverse workforce. By fostering a culture of inclusivity, we are more likely to uncover new medicines, innovations, and unique approaches to addressing healthcare challenges.”

CORI DAVIS, PH.D.

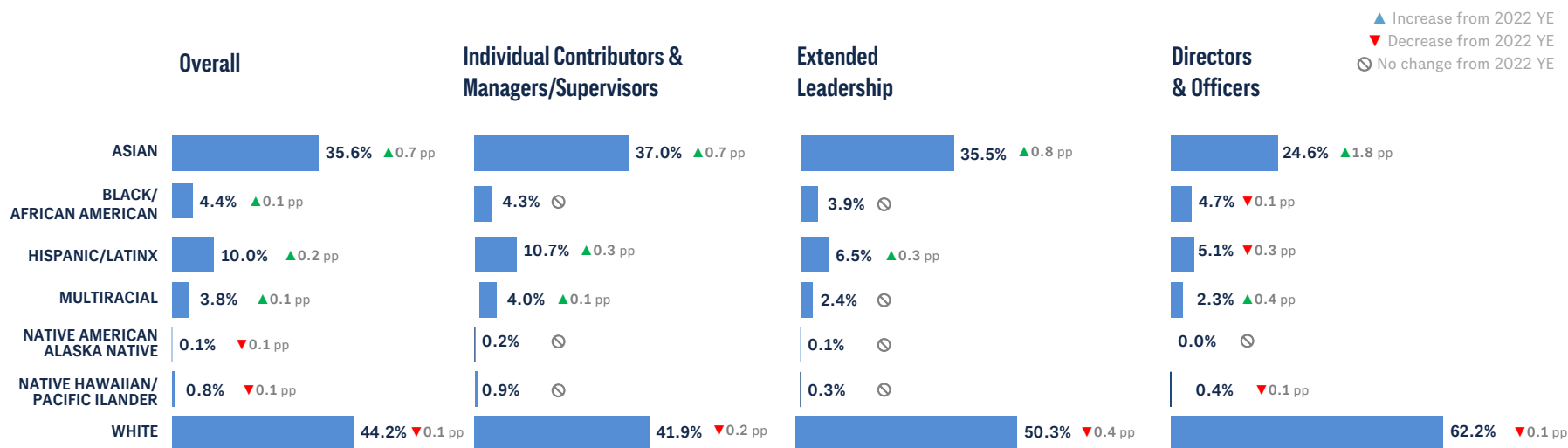
Senior Vice President, Chief  
People Officer, Genentech

Data as of December 2023. Gender and race/ethnicity are self-reported by the employee. We continue to collect Voluntary Self-Identification (VSID) to be more inclusive and better understand our employee communities. <0.1% of Genentech employees identified as Non-binary as of December 2023. Multiracial includes those who identified with more than one race category. Totals may not add up to 100% due to rounding or employees who have not reported their gender and/or 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.

# LONG-TERM FOCUS REQUIRED TO EXPAND UNDERREPRESENTED TALENT AND BUILD A PIPELINE OF DIVERSE LEADERS

Fostering an inclusive workforce that is representative of the increasingly diverse world around us is essential to achieving our business goals. While we are proud of the progress we have made, we also acknowledge that there is always more work to be done and we remain committed to continuously improving our efforts to attract and retain the best and brightest talent.



Data as of December 2023. Gender and race/ethnicity are self-reported by the employee. We continue to collect Voluntary Self-Identification (VSID) to be more inclusive and better understand our employee communities. <0.1% of Genentech employees identified as Non-binary as of December 2023. Multiracial includes those who identified with more than one race category. Totals may not add up to 100% due to rounding or employees who have not reported their gender and/or race/ethnicity.

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# TRANSFORMING SOCIETY



AVIV REGEV, PH.D.

Executive Vice President,  
Head of Genentech Research & Early  
Development, Genentech

“

“At Genentech, we believe that by embracing diversity and harnessing the unique perspectives of our community, we not only reach more individuals but also catalyze sustainable solutions and ground-breaking change.”

## 2025 COMMITMENTS

### PROGRESS OVERVIEW:

▲ Increased external spend with Diverse Suppliers

▲ Increased representation of Black/African American and Hispanic/Latinx Interns & Postdocs

## FUELING ECONOMIC GROWTH THROUGH SUPPLIER DIVERSITY

By embracing a more diverse marketplace, we maximize the quality of services and talent available to us and bring new sources of creativity and opportunities to our work. Procurement teams play a crucial role in actively involving diverse suppliers early in the process and providing them with visibility into request for proposal pipelines.

One success story that exemplifies this approach is the partnership between **Palu Dedhia**, Director of Market Research in

Genentech's **Strategic Analytics & Intelligence (SAI)** team and Cognitive Consulting, a certified Woman-Owned and Minority-Owned Business.

Cognitive Consulting's responsiveness, flexibility and nimble approaches set them apart from the competition, so much so that they became the **Spinal Muscular Atrophy (SMA)** team's **Market Research Agency of Record** for the remainder of their inaugural year together.



"Partners from diverse backgrounds and underrepresented communities play a pivotal role in unlocking a myriad of innovative opportunities to grow and expand our business."

**VICTORIA YEAGER**

Vice President, Global Procurement, Head of Customer Excellence, Genentech

"Supplier diversity goes beyond mere business transactions; it serves as a catalyst for economic transformation by creating jobs and driving growth. It holds the power to make a significant impact and drive positive change in our economy."

**RITA WONG**

Executive Director, Parenteral Launch and New Technologies Value Stream Lead, Pharma Global Technical Operations, Genentech



## STRENGTHENING COLLEGE ADVOCACY IN OUR LOCAL COMMUNITY

In 2023, the Genentech Foundation demonstrated its aspiration to support education and advancing policy by approving an impactful \$875K portfolio of meaningful advocacy to advance community college policy. This grant will help drive positive change and create opportunities for students in community colleges. Furthermore, the Genentech Foundation also renewed its dedication by granting \$14 million to San Francisco State University, a Hispanic/Latinx serving institution. This substantial investment will continue to support the SF State's College of Science & Engineering mission.

**Noriko Ishisoko** spearheaded an innovative initiative to expand educational opportunities for underrepresented groups. Through the launch of Genentech's first 12-week summer Community College Internship Program, Noriko and her team are giving a voice to students who are often overlooked. Through their dedicated local outreach efforts, the initiative attracted applicants from 21 community colleges and garnered interest from over 1,000 students.

"Through our giving and early-in-career programs, we're proud to provide meaningful, enriching opportunities for students and recent graduates to achieve their life and career goals."



**SEAN JOHNSTON,  
PH.D., J.D.**

Senior Vice President, General Counsel, Chief Compliance Officer, Corporate Secretary and Head of Legal Affairs, Genentech

"The Genentech Community College Internship Program provides one pathway into STEM for historically underrepresented students. It is amazing to see these students fully participate in and embrace our organization. Community college students belong at Genentech!"

**NORIKO ISHISOKO**

Senior Research Project Manager, Genentech Research & Early Development, 2023 Changemaker Award-Winner



## CHAMPIONING SCIENTIFIC EXCELLENCE FOR FUTURE GENERATIONS



In 2023, Genentech pledged its support to the Future Physicians Initiative, a Black/African American physician-led organization widely known as [The 15 White Coats](#). With a total contribution of \$578,000 (grant of \$400,000, and \$178,000 employee generated funds), Genentech is taking a bold step to empower and equip 50 aspiring medical students from historically underrepresented backgrounds with the necessary tools to successfully matriculate into medical school by 2025.

*The iconic 15 White Coats photograph was taken at the Whitney Plantation in Wallace, Louisiana, a site dedicated to preserving the history and memories of the enslaved people who lived and worked there. This location was chosen for its historical significance and is meant to honor the sacrifices of ancestors and contrasted with the symbol of medical achievement represented by the white coats, creates a powerful narrative of progress, resilience, and the breaking of barriers that have historically excluded people of color from spaces of higher learning and professional fields like medicine.*

By empowering aspiring scientists from diverse backgrounds, we spark a fire within the future generation, igniting their passion for science and medicine to drive transformative discoveries and innovations. Through visionary initiatives such as the **Kindergarten to Careers (K-C)** program, we have increased our dedication to creating pathways that lead to our organization and the wider scientific and medical community for the next generation of diverse talent.

[Futurelab+](#), our national biotech curriculum and volunteer network, builds on the success of our [Futurelab](#) program and expands access to inclusive STEM education across California and beyond. As of 2023, the curriculum has reached over 647,000 high school students across the United States, with 61% of schools serving Title 1\* students. Together with our giving team, we are empowering the next generation and weaving ourselves into the fabric of the communities we serve.

\*Title I, Part A federal funds help to meet the educational needs of students in California schools. Funds are used to support effective, evidence-based educational strategies that close the achievement gap and enable the students to meet the state's challenging academic standards.

## BREAKING BARRIERS AND INSPIRING CHANGE

"At Genentech, we have over 30 Kindergarten to Careers programs and initiatives. Our own employees are deeply committed to helping the next generation of talent see themselves in future careers in science and biotechnology."



PATRICIA SIGUENZA

Vice President,  
BioAnalytical Sciences,  
Genentech Research &  
Early Development

Patricia (Patty) Siguenza's remarkable career journey defies conventional paths in the biotech industry. Born in El Salvador, Patty came to the San Francisco Bay Area at a young age, where she embarked on a path of academic and professional excellence. Patty's passion for biology and her unwavering determination propelled her from earning an Associate degree in Biology at the College of San Mateo to obtaining a Bachelor's degree in Clinical Science from San Francisco State University.

A Genentech employee for more than 36 years, Patty has achieved extraordinary success as **Vice President of Bioanalytical Sciences**.

She knew that in order to inspire change and create the same opportunities for the next generation there was a need to think differently and build systems to provide support. In 2017, Patty co-founded the **Developmental Sciences Rotation Program**, a two-year program that offers a highly selective group of recent college graduates with diverse

backgrounds full-time employment at Genentech through four six-month rotations in different functions of developmental sciences.

In 2023, Patty was honored as the **"Trailblazer of the Year" by Women of Color in Pharma (WOCIP)**, recognizing her groundbreaking work and inspiring leadership.

## EMPOWERING THE NEXT GENERATION OF SCIENTIFIC LEADERS

"Joining the Genentech postdoc program means actively contributing to measurable progress towards a more inclusive and innovative future."



RILEY SUHAR, PH.D.

Postdoctoral Scientist,  
Neuroscience in Genentech  
Research and Early  
Development, and Drug  
Delivery in Global Pharma  
Technical Operations

In 2020, Genentech launched the **Postdoc Hiring Initiative**, a game-changing program aimed at attracting **top PH.D. graduates** who embody high scientific achievement, resilience in overcoming challenges and an aspiration to diversify the scientific community. Unlike traditional hiring processes, this initiative goes beyond specific job postings for individual labs, allowing applicants the freedom to select three potential Genentech postdoc mentors with whom they are most interested in working.

Since its inception, the **Postdoc Hiring Initiative** has successfully hired a remarkable number of postdocs, bringing exceptional scientific talent to Genentech. One shining example is **Riley Suhar**, a Biomaterials Scientist and Engineer. After completing her Ph.D. at **Stanford University**, Riley joined Genentech to pursue ground-breaking research on the neural protection of retinal ganglion cells and the development of materials for sustained drug delivery to the eye for the treatment of glaucoma.

In 2023, the **Genentech Research & Early Development Postdoc Diversity & Inclusion (D&I) Team** at Genentech was formed. This allows Postdocs to participate in D&I work at Genentech for a multitude of reasons, including promoting equity, personal growth, broadening professional networks, expanding personal values and mentorship opportunities. Through their dedication and collaboration, they are making a tangible impact on diversity, inclusion and equity in the scientific community, setting the stage for a more inclusive and innovative future.

# 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](https://careers.gene.com)



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