

Genentech's D&I Commitment

June 20, 2023

GENENTECH EMBRACES THE INCREASINGLY DIVERSE WORLD AROUND US.

Our mission is to be the industry leader to deliver scientific innovations that drive better outcomes for our **people, patients, business, and communities** by advancing and boldly championing **diversity, equity, and inclusion**.

FOSTERING
BELONGING



ADVANCING
INCLUSIVE
RESEARCH &
HEALTH EQUITY



TRANSFORMING
SOCIETY



2025 COMMITMENTS

FOSTERING BELONGING COMMITMENT

(in priority order)



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

MIRROR Asian representation of Directors and Officers to Individual Contributors and Managers/Supervisors

ADDRESS
gender representation opportunity zones**

ADVANCING INCLUSIVE RESEARCH & HEALTH EQUITY 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

TRANSFORMING SOCIETY COMMITMENT



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

REQUIRE
D&I commitments from all suppliers with RFPs of \$500,000+****

CHAMPION
Kindergarten to Careers

*Extended leadership includes SE7, SE8, SE9, PL6 and PL7 global grades

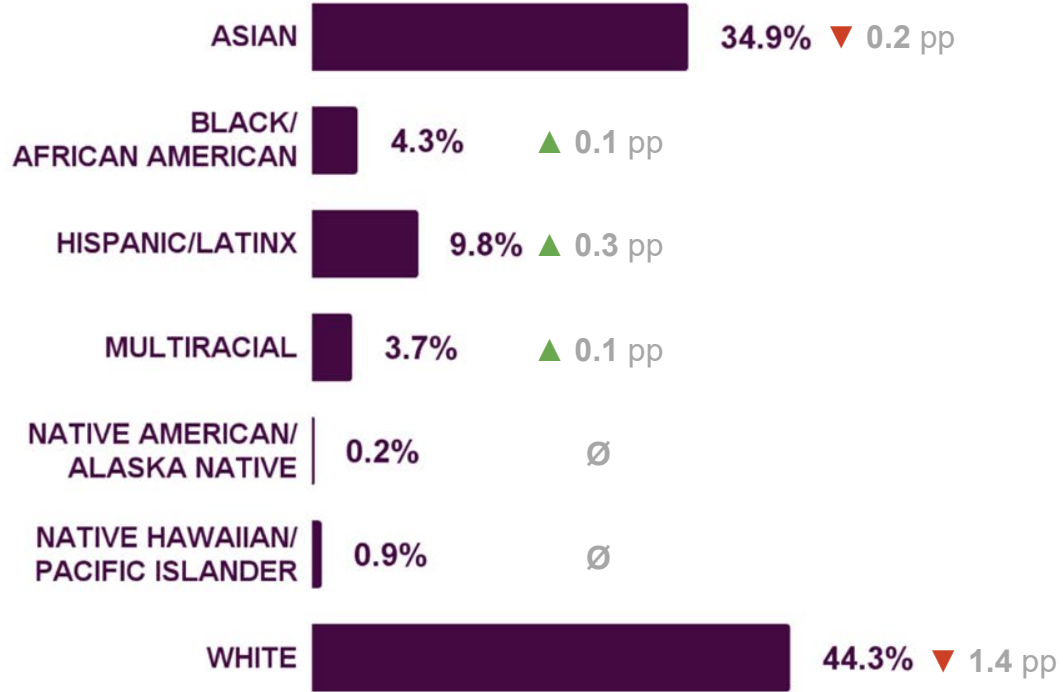
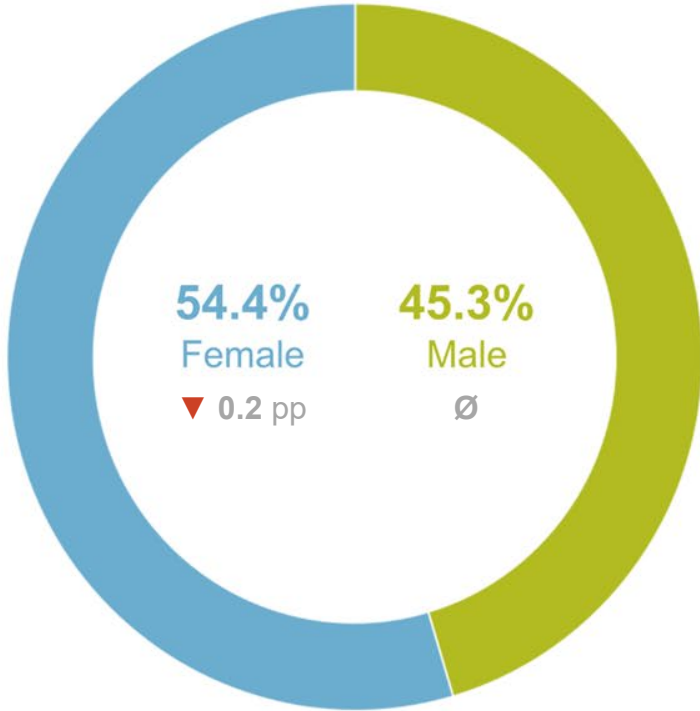
**Women in STEM leadership roles

***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.

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

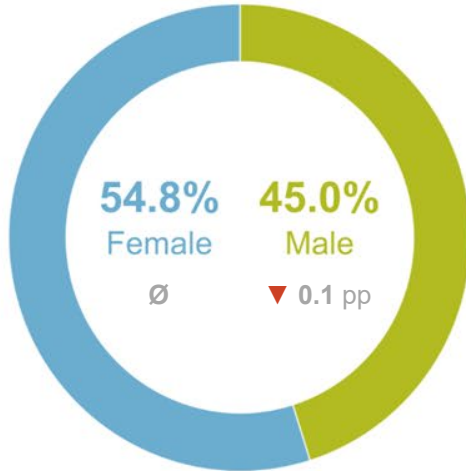
YE 2022 GENENTECH – OVERALL

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

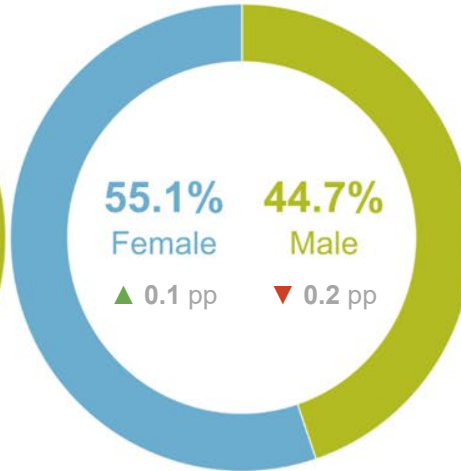


YE 2022 GENENTECH – GENDER by LEADERSHIP PATHWAY

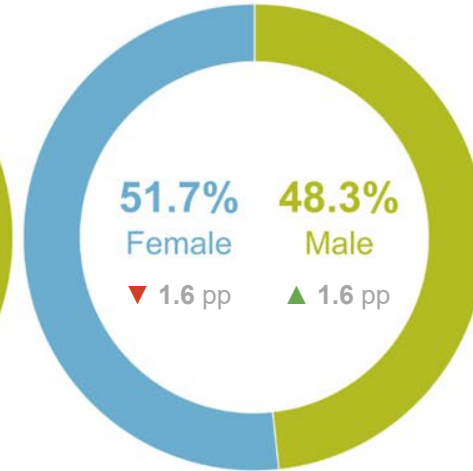
Individual Contributors & Managers/Supervisors



Extended Leadership

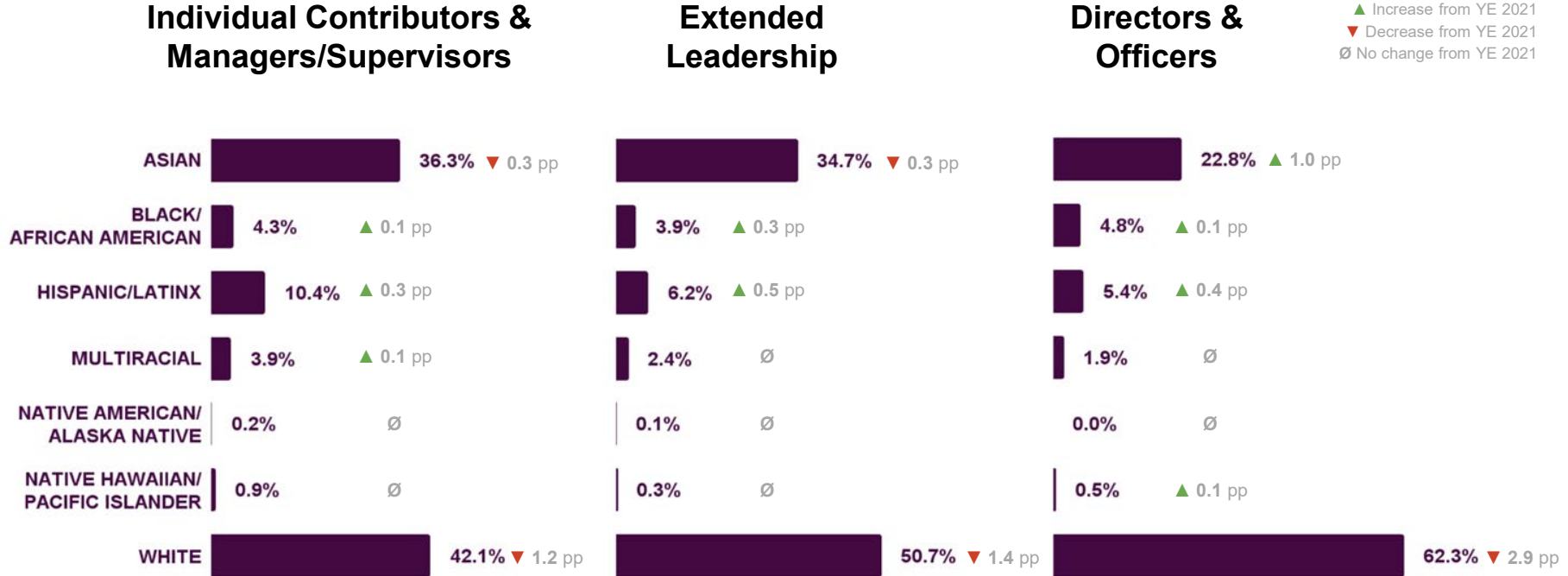


Directors & Officers



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

YE 2022 GENENTECH – RACE/ETHNICITY BY LEADERSHIP PATHWAY



YE 2022 GENENTECH – OVERALL PAY GAP

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

