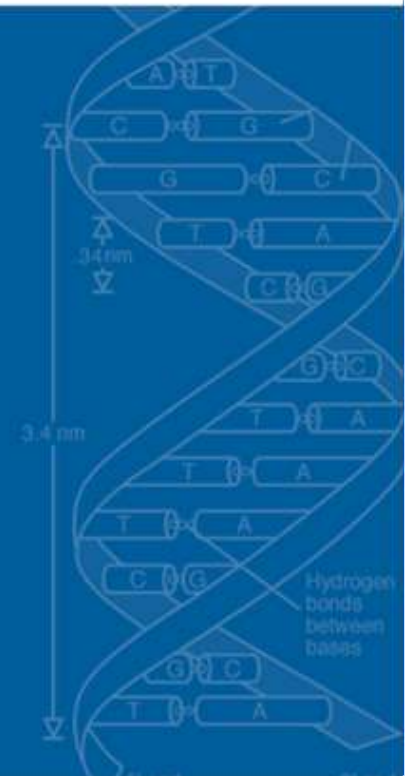


The Business Case for Workforce Diversity

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Genentech
IN BUSINESS FOR LIFE



Life Science Industry

Composes of several sectors including the following:

- Biotechnology**
- Pharmaceutical**
- Healthcare**
- Medical devices**

2,600 companies in California represent 40 percent of the Life Science industry (major impact on the state's economy)

Increase demand for a scientific and technological savvy workforce

Genentech's Mission

Our mission is to be the leading biotechnology company, using human genetic information to discover, develop, manufacture and commercialize biotherapeutics that address significant unmet medical needs.

We commit ourselves to high standards of integrity in contributing to the best interests of patients, the medical profession, our employees and our communities, and to seeking significant returns to our stockholders, based on the continual pursuit of scientific and operational excellence.



Genentech was founded in 1976 by venture capitalist Bob Swanson and biochemist Herb Boyer

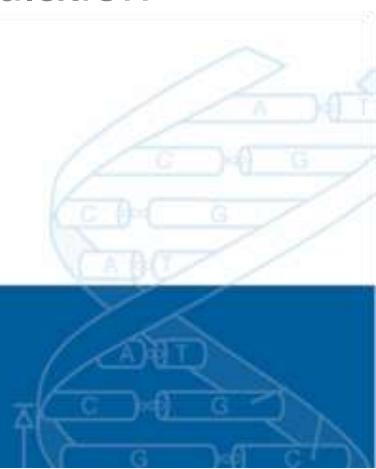
Demographic Shift

US Census indicates that 1 out of 3 individuals are people of color
= 100M

- The fastest-growing group is U.S. Latinos
- The U.S. Asian population is #2

California's population is close 60 percent people of color

Shift impacts not only the workforce and the patient population
= dual business imperative



Our Dual Business Imperative for Diversity

Our Workforce

- Including different experiences and abilities leads to the best outcomes; including great innovation, productivity and problem solving
- Strategically sourcing the best talent influences our future talent pipeline
- Creating an environment that maximizes potential, positions Genentech as a “Great Place to Work” and impacts our ability to meet critical business demands



Our Patients, Physicians and Partners

- Including diversity in our patient populations ensures we meet our mission of saving and improving the quality of life for all

Our Community

- Through strategic involvement in economic, educational, health and community development among diverse communities, Genentech strives to be an employer of choice, a patient advocate and a supportive and influential community partner

Disparities in Participation in Clinical Trials

\$5M contribution over a four-year period to Baylor College of Medicine and ICCC

Launched Eliminating Disparities in Clinical Trials (EDICT) -- a program designed to increase the participation of underrepresented populations in clinical trials

- **All individuals will have the opportunity and necessary support to participate voluntarily in clinical trials for which they are eligible**
- **Participants and researchers will understand and promote the benefits of diversity in clinical trials**
- **Results from clinical research will benefit the participants' communities and society at large**

What is Needed

Work beyond the acknowledgment of the demographic shift via a comprehensive and cross-functional approach

Partner, leverage resources and take **action**:

- Government (national and local)**
- Academic (K to 12 through post-graduate)**
- Industry (Life Science)**
- Community (national and local)**

Questions for You to Consider

What are your thoughts on the dual business imperative for diversity?

How do you think companies like Genentech should partner with organizations like NEPO?

What other groups are addressing this issue of workforce diversity?

What are the key components to a cross-functional effort?

