



2022

ENVIRONMENTAL SOCIAL GOVERNANCE IMPACT REPORT

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## **Forward-Looking Statements**

Statements included in this 2022 ESG report that are not historical in nature are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. GilEAD cautions readers that forward-looking statements are subject to certain risks and uncertainties are identified from time to time in GilEAD's reports when filed with the SEC, including annual reports on Form-10-K, quarterly reports on Form 10-Q and current reports on Form 8-K. All forward-looking statements are based on information currently available to GilEAD, and GilEAD assumes no obligation to update or supplement any such forward-looking statements other than as required by law. Any forward-looking statements speak only as of the date hereof or as of the dates indicated in the statements.

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## **/// To All Stakeholders:**

### **Thank you for your interest in Gilead and our ESG commitments.**

We hope that our inaugural ESG report is an informative resource as part of our ongoing dialogue and engagement with you.

Since its inception in 1987, Gilead has operated with Environmental, Social and Governance principles as an integral part of its business. While the term “ESG” is relatively new, Gilead’s business practices over 35 years have always reflected ESG themes in our mission to create a healthier world for all people. We have continued to evolve our approach to ESG over time and today we think about it across three core pillars:

**/// *Innovating for Unmet Needs***

**/// *Empowering People and Communities***

**/// *Sustaining Our Shared Planet***

These pillars, along with a robust governance structure and commitment to the highest standards of ethical conduct, enable Gilead to deliver shareholder value in a sustainable and responsible manner.



In 2022, we successfully delivered against our ESG commitments with examples including:

- ***A newly approved therapy for HIV called Sunlenca. We believe this long-acting therapy, which is currently approved for heavily-treatment experienced individuals living with HIV, has the potential to be the most important tool yet in our goal of helping to end the HIV epidemic.***
- ***A new therapeutic option for a type of breast cancer in patients at a very advanced stage of the disease. In addition, new regulatory approvals drove increased demand for our cell therapies, reinforcing our leadership in this transformative type of cancer treatment.***
- ***Initiatives that increase patient access and address barriers to health services. For example, more than 20 million people in low-income and lower-middle income countries received HIV treatments based on Gilead's innovation through our voluntary licensing program. Gilead also ranked No. 1 as the top overall philanthropic funder of HIV-related programs by Funders Concerned About AIDS.***
- ***Expansion of our unique efforts to increase health equity through robust community partnerships and philanthropy. The Gilead Foundation and Gilead Corporate Giving donated a combined nearly \$300 million globally.***

- ***Progress against our ambitious climate targets, which include a commitment to a 46% reduction in Scope 1 & 2 GHG emissions by 2030 and to achieve water neutrality in water-stressed regions by 2030. You will see full details of our 2022 progress in the report.***

We also continued to prioritize inclusion and diversity. Today more than 60% of our U.S. employees identify as non-white and over 50% identify as female. Our commitment to diversity is long standing and multifaceted. Gilead is taking a strong lead on clinical trial diversity, for example, which was a continued area of focus for the FDA in 2022.

A culture of robust governance and accountability is at the heart of Gilead's ESG progress. Our Board's Nominating and Corporate Governance Committee oversees our ESG commitments and progress, and executive compensation is tied to achieving ambitious ESG goals.

In this inaugural ESG Report we hope to showcase Gilead's leading work across our Environmental, Social and Governance efforts. **All of this work is ultimately in service of the mission that unites all of us at Gilead, which is to create a healthier world for all people.**

**Daniel O'Day**  
Chairman and Chief Executive Officer

## // About Gilead

### OUR VISION

*To create a healthier world for all people*

### OUR MISSION

*To discover, develop and deliver innovative therapeutics for people with life-threatening diseases*

### OUR CORE VALUES

- // Integrity** *Doing What's Right*
- // Inclusion** *Encouraging Diversity*
- // Excellence** *Being Your Best*
- // Teamwork** *Working Together*
- // Accountability** *Taking Personal Responsibility*

### OUR LEADERSHIP COMMITMENTS



**I AM BOLD**



**I CARE**



**I LISTEN**



**I TRUST**



**I OWN**

### OUR CORPORATE STRATEGY

#### Long-Term Ambitions

- // Bring 10+ Transformative Therapies to Patients by 2030**
- // Be the Biotech Employer and Partner of Choice**
- // Deliver Shareholder Value in a Sustainable, Responsible Manner**

#### STRATEGIC PRIORITIES

(Refreshed in 2023)

- // Maximize near-term revenue growth**
- // Maximize impact of long-acting HIV therapies**
- // Expand and deliver on oncology programs**
- // Champion an environment of inclusion and employee growth**
- // Remove barriers to speed in execution**



## **ABOUT GILEAD: CREATING POSSIBLE®**

**//** Years ago, I told the doctor who was treating a loved one that I wished I had studied medicine so I could help people like he did. His response, *'You work for a biopharma company. I wish I could help more than one person at a time, like you.'* That comment has motivated me ever since. My job may be manufacturing, but my purpose is supporting Gilead's vision to create a healthier world for all people.

**Greg Klak**

*Vice President, Operations and General Manager, Gilead Alberta*

**About Gilead / ESG at Gilead**

Gilead  
Foster City, CA

## **ABOUT GILEAD: CREATING POSSIBLE®**

At Gilead, we set and achieve bold ambitions in our fight against the world's most devastating diseases. We are driven by our vision to create a healthier world for all people.

Our ambitions have led us to a cure for the hepatitis C virus (HCV) and helped to transform the treatment and prevention of HIV. Now, we're working toward changing the standard of care for certain cancers and remain focused on developing therapies for various inflammatory diseases.

Since Gilead was founded 35 years ago, our work has improved the health of millions of people worldwide. We believe – and have demonstrated – that today's bold ambitions lead to tomorrow's breakthroughs. That's why we go after our ambitions with grit and passion, united in our commitment to continuously improve the lives of patients and the health of the world.

By following a deliberate strategy, we've taken meaningful strides in our transformative journey to become a business based on diverse and sustainable growth.

Accordingly, we purposefully built our oncology pipeline with a focus on depth and breadth to address the greatest gaps in care. And, we have bold ambitions. By 2030, we plan to deliver 20+



## About Gilead / ESG at Gilead

transformative indication approvals for therapies that aim to reset the standard of care in solid and blood cancers, and to positively impact the lives of more than 500,000 people living with cancer. As the global cell therapy leader, we are transforming the standard of care with the first significant change in the treatment of certain blood cancers in nearly 30 years.

We continue to extend our leadership in virology by advancing our HIV portfolio with the goal of ending the HIV epidemic. Our virology expertise is also playing a role in developing treatments for COVID-19 and other emerging viruses. We remain focused on advancing person-centered science and actionable education programs that make a difference for people and communities affected by viral diseases.

We are also discovering, identifying and evaluating potential treatments for inflammatory diseases that impact millions of people around the globe.

To succeed in creating a healthier world for everyone, we prioritize not only the patients, but the people who do the work. We are dedicated to evolving our culture, advancing Inclusion and Diversity and increasing employee engagement to help us realize our ambition of becoming a biotech employer of choice.

We believe the impossible gives us room to explore. And the innovation we're driving through bold and transformative science has the potential to produce life-changing medicines for generations to come.

### GILEAD AT-A-GLANCE



## Our Global Footprint

Gilead is based in Foster City, California, with key global locations across six continents.



### **NORTH AMERICA**

*United States, Canada, Mexico*

### **EUROPE**

*Austria, Belgium and Luxembourg, Czechia and Slovakia, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Netherlands, Norway, Poland and the Baltics, Portugal, Russia, Spain, Sweden, Switzerland, United Kingdom*

### **SOUTH AND CENTRAL AMERICA**

*Argentina, Brazil, Colombia*

### **MIDDLE EAST AND AFRICA**

*Israel, Saudi Arabia, South Africa, Turkey, United Arab Emirates*

### **ASIA-PACIFIC**

*Australia, China Mainland, Hong Kong, India, Japan, Korea, Singapore, Taiwan*

## Our Medicines

### HIV Medicines

#### ATRIPLA®

efavirenz 600 mg/emtricitabine 200 mg/tenofovir disoproxil fumarate 300 mg

#### BIKTARVY®

bictegravir 50 mg/emtricitabine 200 mg/tenofovir alafenamide 25 mg

#### COMPLERA®

emtricitabine 200 mg/rilpivirine 25 mg/tenofovir disoproxil fumarate 300 mg

#### DESCOVY®

emtricitabine 200 mg/tenofovir alafenamide 25 mg

#### EMTRIVA®

emtricitabine 200 mg

#### GENVOYA®

elvitegravir 150 mg/cobicistat 150 mg/emtricitabine 200 mg/tenofovir alafenamide 10 mg

#### ODEFSEY®

emtricitabine 200 mg/rilpivirine 25 mg/tenofovir alafenamide 25 mg

#### STRIBILD®

elvitegravir 150 mg/cobicistat 150 mg/emtricitabine 200 mg/tenofovir disoproxil fumarate 300 mg

#### SUNLENCA®

lenacapavir injection 463.5 mg/1.5 mL; lenacapavir tablets 300 mg

#### TRUVADA®

emtricitabine 200 mg/tenofovir disoproxil fumarate 300 mg

#### TYBOST®

cobicistat 150 mg

#### VIREAD®

tenofovir disoproxil fumarate 300 mg

### Viral Hepatitis Medicines

#### EPCLUSA®

sofosbuvir 400 mg/velpatasvir 100 mg

#### HARVONI®

ledipasvir 90 mg/sofosbuvir 400 mg

#### HEPSERA®

adefovir dipivoxil 10 mg

#### SOVALDI®

sofosbuvir 400 mg

#### VEMLIDY®

tenofovir alafenamide 25 mg

#### VIREAD®

tenofovir disoproxil fumarate 300 mg

#### VOSEVI®

sofosbuvir 400 mg/velpatasvir 100 mg/voxilaprevir 100 mg

### COVID-19 Medicine

#### VEKLURY®

remdesivir 100 mg for injection

### Oncology Medicines

#### TECARTUS®

brexucabtagene autoleucl

#### TRODELVY®

sacituzumab govitecan-hziy 180 mg for injection

#### YESCARTA®

axicabtagene ciloleucl

#### ZYDELIG®

idelalisib 150 mg

### Other Medicines

#### AMBISOME®

amphotericin b liposome for injection 50 mg/vial

#### CAYSTON®

aztreonam for inhalation solution 75 mg/vial

#### LETAIRIS®

ambrisentan 5 mg and 10 mg

#### RANEXA®

ranolazine 500 mg and 1000 mg



### OUR PIPELINE

*The impossible is simply what hasn't been achieved yet. Gilead's research and development program is focused on what's next. We discover, identify and evaluate investigational compounds that show potential to advance the treatment of life-threatening diseases.*

[→ Explore our clinical pipeline](#)



Gilead  
Foster City, CA

## ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) AT GILEAD

Gilead's approach to ESG stems from its unique role within the healthcare industry. Since 1987, Gilead has developed groundbreaking therapies to meet the needs of underserved individuals at risk of or living with HIV, viral hepatitis and cancer. **Through decades of serving these patient communities, Gilead has demonstrated our commitment to ESG by advancing health equity for all. And, we will continue to advance health prosperity for decades to come.**

Our ESG strategy is designed to integrate with and drive progress toward achieving our corporate ambitions. Our commitment to ESG topics plays a critical role in helping us achieve our mission in a way that is socially responsible and environmentally sustainable.

Our Board of Directors is responsible for overseeing our ESG strategy, and we report ESG progress and setbacks regularly. We have a structured Corporate Responsibility Committee that meets quarterly and a working group with other subcommittees charged with operationalizing our ESG strategy and vision.

We completed a materiality assessment in 2020 and have since developed goals and strategies addressing our most significant topics. These complement our compendium of existing programs and investments aimed at advancing health equity and being the employer and partner of choice.

**// Corporate responsibility is inherent in everything Gilead does. This report underscores Gilead's ESG performance, highlights our long-standing sustainable business practices and reflects our commitment to transparency on environmental, social and governance issues. The foundation we have built together opens up opportunity to further innovate for patients and to advance health equity to make the world a better, healthier place for everyone.**

**Deborah H. Telman**

*Executive Vice President, Corporate Affairs and General Counsel*



## Impact by the Numbers

### ACCESSING GILEAD INNOVATION THROUGH VOLUNTARY LICENSING

**2.5M**

SOFOBUVIR-BASED HCV TREATMENTS MADE AVAILABLE THROUGH VOLUNTARY LICENSING

**8M**

INDIVIDUALS TREATED WITH REMDESIVIR TO DATE THROUGH VOLUNTARY LICENSING

**20M**

HIV TREATMENTS BASED ON GILEAD'S INNOVATION MADE AVAILABLE IN 2022

### ADVANCING HEALTH EQUITY

**1.3M**

EDUCATIONAL TOUCH POINTS WITH HEALTHCARE PROVIDERS IN 2022

**17M**

HIV AND VIRAL HEPATITIS TESTS CONDUCTED THROUGH FOCUS PROGRAM SINCE 2010

**10**

DIVERSITY IN CLINICAL TRIAL INVESTIGATOR PATHWAY PROGRAM AWARDS FUNDED IN 2022

### LIVING OUR VALUES

**\$296M**

DONATED GLOBALLY IN 2022

**\$53M**

DONATED TO SUPPORT UKRAINIAN RELIEF EFFORTS

**\$445M**

INVESTED IN MINORITY SUPPLIERS IN 2022

## **Embedding ESG Throughout Gilead**

### **ESG FOCUS AREAS**

To determine our ESG focus areas, Gilead conducted an ESG Materiality Assessment in 2020. Business leaders from across the company selected material topics for our ESG program based on the degree to which Gilead could influence these topics internally and externally, our relative impact, peer evaluations and due diligence. We regularly re-evaluate how we report on material topics and plan to refresh our ESG materiality in 2024 including through the lens of double materiality.

*Our key priority topics include:*

- /// Access to Medicine*
- /// R&D for Unmet Medical Needs*
- /// Inclusion and Diversity*
- /// Employee Recruitment, Development and Retention*
- /// Climate Change and Energy*

For a comprehensive view of our current Materiality Assessment and more about the frameworks we leveraged to inform our data collection, measurement and reporting, please see Page 112.

Everything we do at Gilead is built upon on a solid foundation of corporate governance, unwavering ethics and the principles of belonging and inclusion.

**GOVERNANCE.** *To ensure we can execute our mission in the future while maximizing social good and reducing environmental impacts resulting from our business activities, we have built an ESG program that focuses on patients, society, the planet and our business. For more information about our governance structure, see our [2023 Proxy Statement](#).*

**ETHICS.** *We are committed to maintaining the highest standards of legal and ethical conduct. There is nothing more important to Gilead than making sure we do what is right.*

**INCLUSION.** *Inclusion is a Core Value at Gilead, and it is woven into all areas of our work, from clinical trials to workplace culture and our procurement strategies. Inclusion is a cross-cutting theme in this report, as it is in our business.*

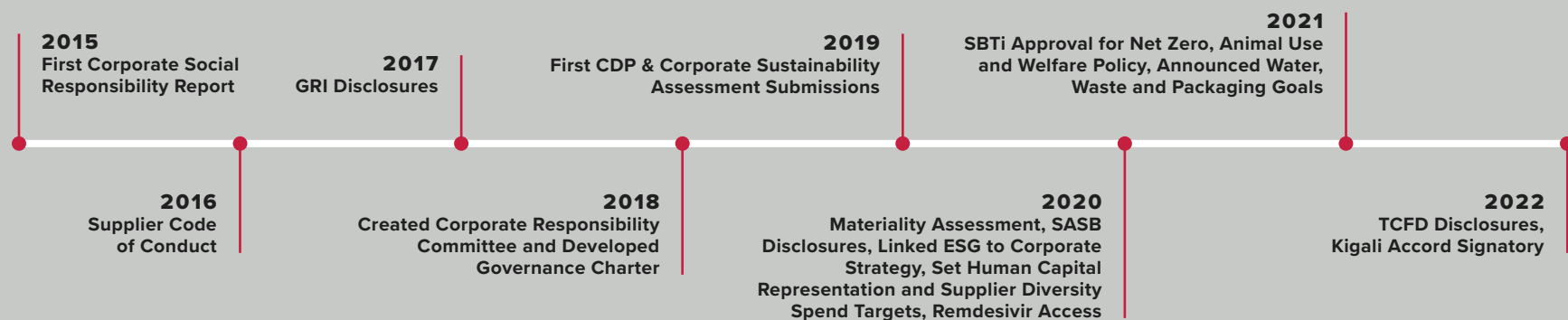
## ACTIVE BOARD ESG AND RISK OVERSIGHT

Our risk oversight program is structured to ensure effective and objective evaluation and management of risk, including involvement from the full Board, Board committees and management. Our full Board exercises risk oversight directly and through its committees – the committees, as well as management, provide regular updates on delegated areas of oversight, specific material risks and legal developments. Our Nominating and Corporate Governance Committee has primary oversight of our ESG program as part of its charter. Our management-led Corporate Responsibility Committee is tasked with managing ESG issues, and in consultation with senior leadership, driving forward our ESG goals and strategy.

## REPORTING OUR ESG PROGRESS

We will continue to consistently and clearly report progress to our stakeholders on our ESG goals and ESG trends related to our business. We will expand engagement with key stakeholders and strategic partners to ensure accountability of our corporate responsibility and sustainability priorities. We will ensure continued Board oversight of our ESG strategy and seek opportunities to increase Gilead's thought leadership presence in ESG issues generally. We look forward to continuously engaging our stakeholders and exerting our expertise in areas where we can make meaningful change.

## ESG HAS BEEN INTEGRAL TO GILEAD'S JOURNEY





## ESG in Our Supply Chain

Gilead's supply chain includes hundreds of direct suppliers and thousands of indirect suppliers across the globe. We expect our suppliers and business partners to share our commitments to ethics and compliance and to read, understand and follow the Supplier Code of Conduct.



**BY THE END OF 2022, WE WERE MORE THAN HALFWAY TO OUR 2025 GOAL OF HAVING 90% (BASED ON SPEND) OF OUR DIRECT AND INDIRECT SUPPLIERS SIGN OUR SUPPLIER CODE OF CONDUCT.**

To monitor for compliance with regulatory and company policies, Gilead performs internal and external audits. In 2022, we performed 31 audits in 18 countries for financial or U.S. Foreign Corrupt Practices Act (FCPA) compliance.

As we seek to help ensure responsible business practices throughout our extended value chain, we are expanding engagement with key stakeholders, including suppliers. See Pages 70 and 103 for more information about how we are working with suppliers to advance our inclusion and diversity and sustainability priorities, respectively. For more information about general supplier engagement and resources, visit the [Supplier Information](#) section of our website.

### FOLLOWING BEST PRACTICES IN OUR SUPPLY CHAIN

Gilead joined the Pharmaceutical Supply Chain Initiative (PSCI) in 2018 with the goal of having each of our preferred suppliers align with the PSCI guidelines by 2021.

In addition, Gilead's Environmental Health and Safety auditing program for drug substances has conducted more than 100 on-site audits or visits to 75 of our suppliers since 2015. We are always evolving our assessment, risk mitigation and auditing procedures to ensure everything we make is produced and controlled according to quality standards such as good manufacturing practice.



## 2022 ESG MILESTONES AND ACHIEVEMENTS

## ENVIRONMENTAL

**LEED PLATINUM**

Certification achieved for Employee Wellbeing Center and LEED Silver at two additional U.S. sites



**45%**  
of in-scope plastics eliminated

**17.9M KWH**

of energy saved/avoided through efficiency measures

**CDP LEADER**

Named as a CDP Supplier Engagement Leader for actions to reduce climate risk within our supply chain

## SOCIAL

**RANKED NO. 1**

Overall philanthropic funder of HIV-related programs

**PERFECT SCORE**

on Human Rights Campaign Corporate Equality Index for five consecutive years

**PATENT FOR HUMANITY**

Award received from U.S. Patent and Trademark Office for our COVID-19 efforts

**\$14M**

Committed to Robert A. Winn Diversity in Clinical Trials Award program

## GOVERNANCE

**DJSI WORLD**

Admitted to Dow Jones Sustainability World Index for second consecutive year

**RANKED NO. 1**

Most Sustainable Biotech Worldwide by Corporate Knights

**RANKED NO. 9**

among Pharma and Biotech companies by Bloomberg/CNBC's JUST Capital

**ESG IMPACT**

Award received from Corporate Secretary/IR Weekly Magazine



## INNOVATING FOR UNMET NEEDS

// I love what my team and I are doing in the lab – we are working to bring forward new options in HIV treatment, prevention and, with a comprehensive HIV cure research strategy, we are committed to finding a cure.

**Ana Gonzalez**

*Director, Medicinal Chemistry*

## INNOVATING FOR UNMET NEEDS

At Gilead, making the world a healthier place for all people starts with delivering innovative therapies. Our ambitions have led to a cure for hepatitis C, and we are leading the charge to help end the HIV epidemic for everyone, everywhere, by helping to transform treatment and prevention of HIV. We work to provide patients with world-class science, including new antiviral therapies, next-generation cancer treatments and medicines for inflammatory diseases. Our work in cell therapy has led to transformational outcomes for patients with lymphomas and other B-cell malignancies.

Innovative science, however, is just the start. Gilead has long been committed to addressing the social determinants of health and overcoming barriers to care. Through our many global and local partnerships, we strive to advance health equity, diversity in clinical trials and access to medicines to reduce disparities, advance education among healthcare professionals and support the local communities in which we operate.

These are just some of the efforts that place Gilead at the forefront of tackling the world's greatest public health challenges.



David Malebranche  
Medical Affairs



Transgender Strategy Center, TRANScend grantee  
 (Photo courtesy of Transgender Strategy Center)

## SCIENTIFIC INNOVATION

### Benefiting Underserved Populations

The burden of disease disproportionately impacts some communities and populations due to social determinants of health, disparities in healthcare access, comorbidities and differences in disease biology. At Gilead, we have pioneered therapies and dosing options that can make a dramatic difference in the lives of these individuals through prevention, treatment and, in some cases, even cure.

*Gilead's PURPOSE 2 trial, taking place in the United States, South Africa, Brazil and Peru, is investigating whether lenacapavir reduces the chances of acquiring HIV through sex among cisgender men, Transgender individuals and gender nonbinary individuals who have sex with people assigned male at birth.*

## Transforming HIV Prevention and Treatment

Gilead has helped transform HIV from an often fatal disease to one that can be treated and prevented. Working in close partnership with the HIV community, we've pioneered innovations that were once thought impossible – from the first single tablet treatment regimen to the first oral therapy to prevent HIV infection.

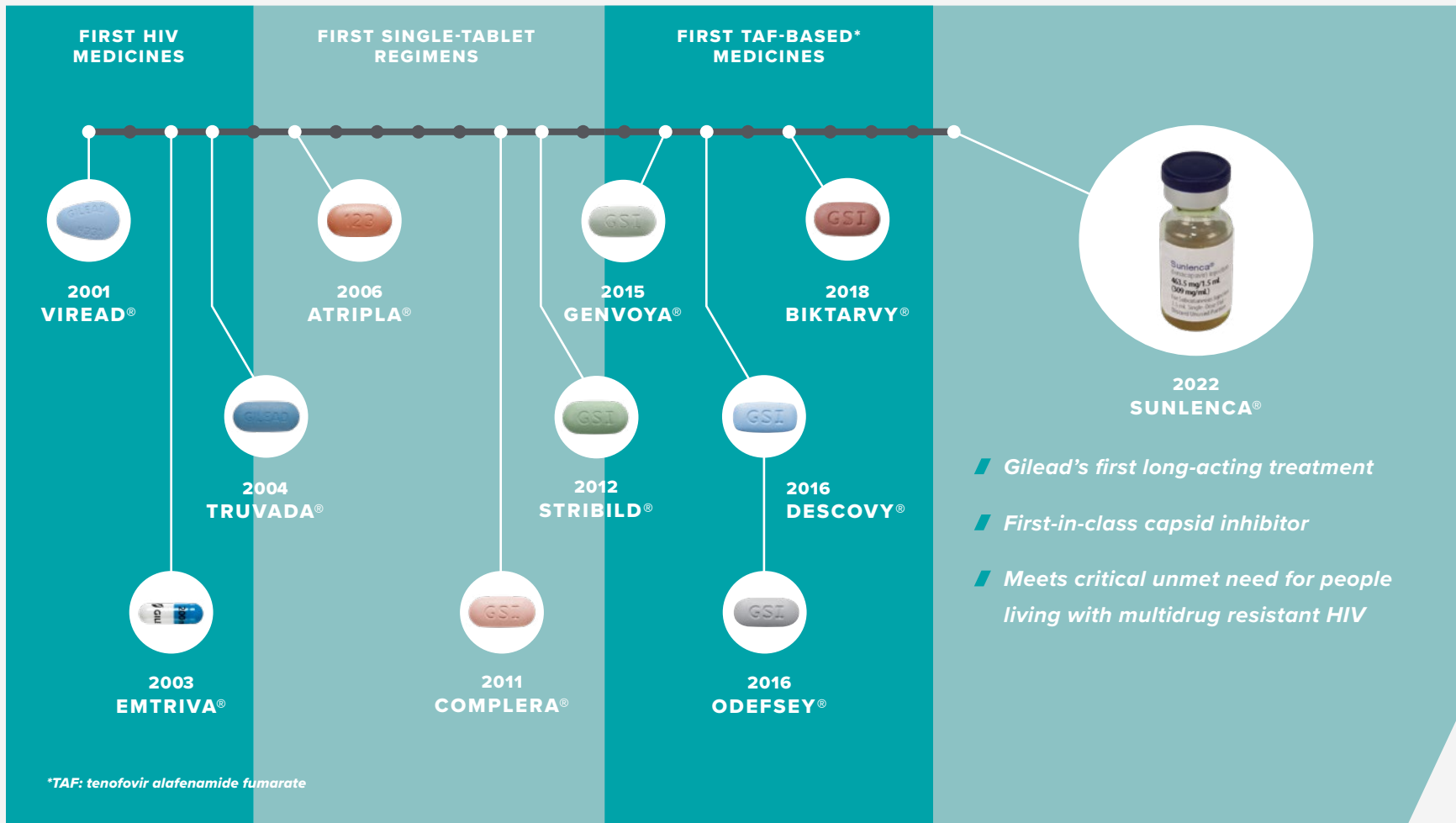
Today, we're addressing the diverse needs of people impacted by HIV by researching long-acting treatment and investigational prevention options. We are evaluating our first-in-class therapy, lenacapavir, as a potential backbone for these options. Meanwhile, we continue to work with speed and commitment toward a cure.



**GILEAD IS COMMITTED TO OFFERING MEDICINES FOR THE FULL SPECTRUM OF HIV-RELATED NEEDS.**



## Evolution of HIV Treatment and Prevention: *Gilead Medicines*



GILEAD DEVELOPED  
**THE FIRST**  
 HIV SINGLE TABLET  
 REGIMEN AND THE  
 FIRST ORAL THERAPY  
 TO PREVENT HIV  
 INFECTION.

BY 2030, UP TO **70%**  
 OF PEOPLE LIVING WITH  
 HIV IN THE UNITED  
 STATES WILL BE OVER  
 THE AGE OF 50.

### ROOTED IN MEETING UNMET NEEDS

Our early work in HIV helped us better understand how to serve the needs of underserved and often stigmatized communities. According to UNAIDS, key populations and their sexual partners account for 70% of HIV infections globally and 94% of infections outside sub-Saharan Africa. These key populations include sex workers and clients, men who have sex with men (MSM), intravenous drug users and the Transgender community. Poverty, racism, fear, lack of education and other drivers exacerbate the barriers to care for many within these groups.

Social determinants of health, such as education level, economic hardship, discrimination, housing status and more, can significantly impact one's ability to consistently utilize HIV treatment or prevention regimens. For those living in impoverished or unstable conditions, it can be difficult to juggle multiple medicines throughout the day or even conform to a single daily dose. In certain cultures, HIV is so stigmatized that some patients hide their condition for fear of being persecuted, or worse. That is why Gilead created a single pill that can be taken once per day to treat HIV. And, we are not done. Through engagement with the HIV community, we know that long-acting options may reduce the burden of taking a pill each day, which could improve adherence resulting in better health outcomes. We are working to further study lenacapavir in broader treatment and prevention clinical trials and exploring flexible dosing options for people to manage the disease. Lenacapavir is currently approved as a twice-yearly therapy in highly treatment-experienced patients living with multidrug resistant HIV in combination with other antiretroviral(s).



## GILEAD HIV PREVENTION AND TREATMENT MEDICINES



### DESCOVY® FOR PREP

In 2012, Gilead introduced Truvada® (emtricitabine 200 mg/tenofovir disoproxil fumarate 300 mg), the first preventative (pre-exposure prophylaxis [PrEP]) therapy for HIV-negative individuals at risk of acquiring HIV, a milestone in the battle against HIV. In 2019, the FDA approved Descovy® (emtricitabine 200 mg/tenofovir alafenamide 25 mg) for PrEP.



### BIKTARVY®

Once-daily Biktarvy® (bicitegravir 50 mg/emtricitabine 200 mg/tenofovir alafenamide 25 mg) is the most prescribed HIV treatment in the U.S. We continue to evaluate the long-term durability and efficacy of Biktarvy. In February 2022, we received positive results from week 240 of our Phase 3 studies. In 2022, the European Commission authorized a new low-dose form of Biktarvy to treat HIV infection in virologically suppressed children.

### SUNLENCA®

In 2022, Gilead received FDA approval for Sunlenca (lenacapavir), and it was granted marketing authorization by the European Commission for the treatment of HIV infection, in combination with other antiretroviral(s), in adults with multidrug resistance.

Sunlenca offers a new, twice-yearly treatment option for heavily treatment-experienced adults with multi-drug resistant HIV-1 infection.



## Advancing Treatments for Viral Hepatitis

Chronic infection with hepatitis B virus (HBV) or HCV can lead to serious and life-threatening liver damage, including liver cirrhosis (scarring), liver cancer and the need for liver transplantation. Gilead's innovative medicines have transformed the lives of those living with viral hepatitis. And we have also made significant investments in testing and linkage to care to support governments around the world in reaching the World Health Organization's (WHO) goal to eliminate viral hepatitis as a public health threat by 2030 (see Page 54). **In fact, more than 4 million people, including 2.5 million through our voluntary licensing program, have been treated with Gilead's HCV medicines, which are approved in 96 countries.**

### CURING HCV

Until late 2013, treatment for HCV was historically difficult to complete and often ineffective. That's when our first groundbreaking therapy was approved, offering the potential to cure many people living with HCV. Since then, we have received FDA approval for three additional curative regimens, including pangenotypic regimens. In the U.S., the opioid crisis is linked to a rise in HCV. According to the Centers for Disease Control and Prevention (CDC), one of the most common ways to contract HCV today is through sharing needles and other equipment during intravenous drug use. Intravenous drug users are often underserved by the healthcare system. Learn more about our harm reduction programs to address the increase in HCV on Page 45.

### TREATING HBV AND HEPATITIS D VIRUS (HDV)

Similar to HIV, Gilead therapies have helped transform chronic HBV into a long-term manageable condition, and we are not stopping there as we work to identify a path to a functional cure. Our latest treatment for HBV, Vemlidy® (tenofovir alafenamide), was originally approved by the FDA in 2016 as a once-daily treatment for chronic HBV infection in adults with compensated liver disease. In 2022, the FDA expanded its approval for Vemlidy as a once-daily treatment for HBV infection in pediatric patients 12 years and older with compensated liver disease.

*Today, we are developing new treatments for chronic HBV and HDV as we work toward the global elimination of hepatitis.*

We are pursuing a functional cure for HBV, working with our partners to evaluate a range of targets and approaches.

We also are committed to expanding our clinical program for bulevirtide, a potential first-in-class treatment for HDV. Currently, there is no approved treatment for HDV in the United States, and people living with HDV often have a poor prognosis. In 2020, Hepcludex® (bulevirtide) was granted Conditional Marketing Authorization by the European Commission for treating adults with chronic HDV and compensated liver disease.

## ■ Treating COVID-19

In October 2020, just months after the onset of the COVID-19 pandemic, Gilead's Veklury® (remdesivir) became the first and only FDA-approved treatment for hospitalized COVID-19 patients in the U.S. In 2022, the FDA approved Veklury for pediatric patients under the age of 12, and as young as 28 days old.

There remains a significant need to develop convenient, new and effective oral treatment options for people with COVID-19. We are advancing obeldesivir (previously known as GS-5245), an investigational oral antiviral for the treatment of COVID-19, to give patients new treatment options that can be accessed outside of the hospital. The clinical program for obeldesivir has been expedited directly to the Phase 3 study design examining obeldesivir, based on Phase 1 results and the current unmet patient need. The Phase 3 study design will examine obeldesivir as a single tablet, twice daily oral dosing for five days.



**Venice Du Pont**  
Discovery Virology



**Darcie Green**  
Executive Director, Latinas Contra Cancer  
Gilead grantee

## /// Innovative Cancer Treatments

We have built a world-class oncology portfolio that includes some of the most promising targets in cancer treatment today. Together, Gilead and Kite provide hope for people living with many of the most challenging cancers with high unmet need through targeting unique pathways and leveraging innovative modalities, including CAR T-cell therapy.

Our oncology portfolio consists of four approved medicines, including Trodelvy® (sacituzumab govitecan-hziy), Yescarta® (axicabtagene ciloleucel), Tecartus® (brexucabtagene autoleucel) and Zydelig® (idelalisib). We have a robust internal pipeline of investigational compounds, spanning more than 20 pipeline assets and ~60 oncology clinical trials, including >25 unique combination studies, six of which are in Phase 3. Our focus covers multiple cancer types – including breast, lung, bladder, colorectal, head and neck, esophageal and gastric, as well as myelodysplastic syndromes and multiple types of lymphoma and leukemia. We are also building new types of partnerships with patient advocacy groups to better understand and reflect the voices of people living with cancer in the discovery, development and delivery of our therapies.

## METASTATIC BREAST CANCER

Trodely represents Gilead's transformative science in cancers with high unmet need. It is approved in more than 40 countries as a second-line treatment for metastatic triple-negative breast cancer (metastatic TNBC), an aggressive and difficult-to-treat disease that disproportionately affects Black women. See Page 35 for more information on how Trodelvy is helping to meet the needs of Black women diagnosed with TNBC.

In 2021, the FDA granted accelerated approval to Trodelvy for certain types of people with metastatic bladder cancer. In February 2023, the FDA approved the therapy for treating HR+/HER2- metastatic breast cancer. This approval provides a new treatment option in these cases for certain metastatic breast cancer patients whose only other option was chemotherapy, currently the only other primary treatment option.

## LARGE B-CELL LYMPHOMA (LBCL)

Yescarta, which the FDA approved in 2017 as a third-line treatment option for patients with relapsed/refractory large B-cell lymphoma (LBCL), generated industry-leading follow-up data showing that nearly 43% of patients are alive five years after treatment. In April 2022, Yescarta received FDA approval for the initial treatment of relapsed/refractory LBCL, bringing this therapy to patients earlier in their treatment journey.

In March 2023, the Landmark ZUMA-7 study for Yescarta achieved statistical significance for a key secondary end point, Overall Survival (OS). The primary analysis showed a statistically significant improvement for Yescarta in OS versus historical treatment, which was the standard of care in a curative setting for nearly 30 years, for initial treatment of adult patients with relapsed/refractory large B-cell lymphoma (R/R LBCL). This result further supports the use of Yescarta for this indication, which was first approved in April 2022. Findings will be presented in full later this year at a scientific meeting.

The European Commission approved the use of Yescarta for the treatments of adult patients with diffuse large B-cell lymphoma and high-grade B-cell lymphoma who relapse within 12 months from completion of, or are nonresponsive to, first-line chemoimmunotherapy, as well as adult patients with relapsed or nonresponsive follicular lymphoma after three or more lines of systemic therapy.

## ONCOLOGY TODAY

**8**  
INDICATION APPROVALS

**>20**  
PIPELINE ASSETS

**~60**  
ONCOLOGY CLINICAL TRIALS

.....

By 2030:

- Deliver 20+ transformative indication approvals**
- Positively impact 500K+ patient lives**
- Generate at least one-third of total revenues from oncology business**



## LEADING INCLUSION AND DIVERSITY IN CLINICAL RESEARCH

Inclusion is a core value at Gilead, and nowhere is this more important than in the design and execution of our clinical trials. We have seen that when clinical trial programming incorporates the specific expertise and perspectives of historically underrepresented communities, it drives more accurate outcomes for our patients. We want to ensure that the voices and participation of Black, Hispanic or Latino people, people of color, women and LGBTQ+ individuals are shaping our clinical research. This includes the patients enrolled in our studies, as well as the investigators who lead them.

Accordingly, Gilead has committed \$14 million, over four years, to the Robert A. Winn Diversity in Clinical Trials Award program to help to transform the clinical trial landscape, advancing and institutionalizing the trial diversity Gilead has helped pioneer.

We have also made it easier for historically underrepresented groups to access our clinical trials by locating these studies in or closer to their communities.

With this understanding, we have embedded greater Inclusion and Diversity into the design of our clinical trials.

**// My team helps ensure that clinical trials are available to everyone, including racial and ethnic minorities who have historically been underrepresented in these studies, because at Gilead we believe that every patient should have access to innovative therapies.**

**Stacey Bledsoe**

*Head of Clinical Trial Diversity*

Scientific Innovation / Health Equity / Access and Affordability

**CELL THERAPY: CHANGING THE WAY CANCER IS TREATED**

Cell therapy is a unique and potentially curative therapeutic platform that uses a patient’s own white blood cells to create a one-time treatment. As the global cell therapy leader, Kite has treated more patients with CAR T-cell therapy than any other company. Kite has two globally marketed cell therapies available – Yescarta and Tecartus – in multiple blood cancer indications.

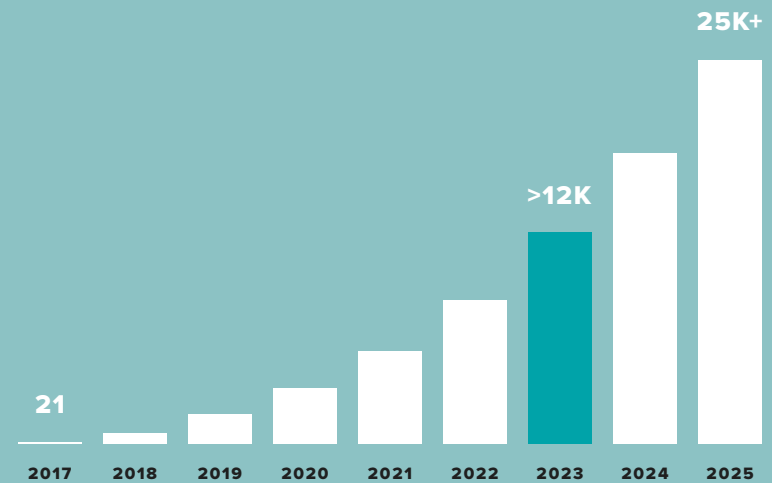
Delivering Kite cell therapy requires a highly specialized and coordinated team to collect a patient’s white blood cells, isolate the patient’s T-cells, engineer the T-cells in Kite’s manufacturing facilities to target the cancer, grow (expand) the newly engineered cells to increase their quantity and deliver the individualized treatment back to the patient for infusion. Time is of the essence in this process, and Kite is proud to have an industry-leading 16-day median turnaround time in the U.S. and 19-day median turnaround in Europe.

In April 2022, the FDA approved Kite’s new manufacturing site in Frederick, Maryland, adding to Kite’s existing manufacturing sites in Southern California and Amsterdam. Kite’s investment in new facilities and optimization efforts across our manufacturing network has enabled the company to meet the growing demand for cell therapy and serve more patients.

See Page 37 for more information on how CAR T-cell therapies are being made accessible.

**OUR AMBITION IS TO REACH 25,000+ PATIENTS BY 2025 WITH KITE CELL THERAPY**

We’re moving from establishing cell therapy as a viable approach in oncology to now delivering these revolutionary therapies to as many patients as possible.



Global Cumulative Commercial Patient Deliveries

## Developing Innovative Therapies to Control Inflammation

Gilead is researching new treatments with the goal of advancing care to help people living with a range of inflammatory and fibrotic diseases such as inflammatory bowel disease, rheumatoid arthritis and lupus.

In 2022, Gilead acquired MiroBio, a U.K.-based biotechnology company. MiroBio's I-ReStoRE platform (REceptor Selection and Targeting to Reinststate immune Equilibrium) has the potential to be used to develop best-in-class agonist antibodies targeting immune inhibitory receptors, a novel approach to the treatment of inflammatory diseases. This acquisition resulted in Gilead's first research facility outside of the U.S.

Gilead employees at Science Day  
Foster City, CA



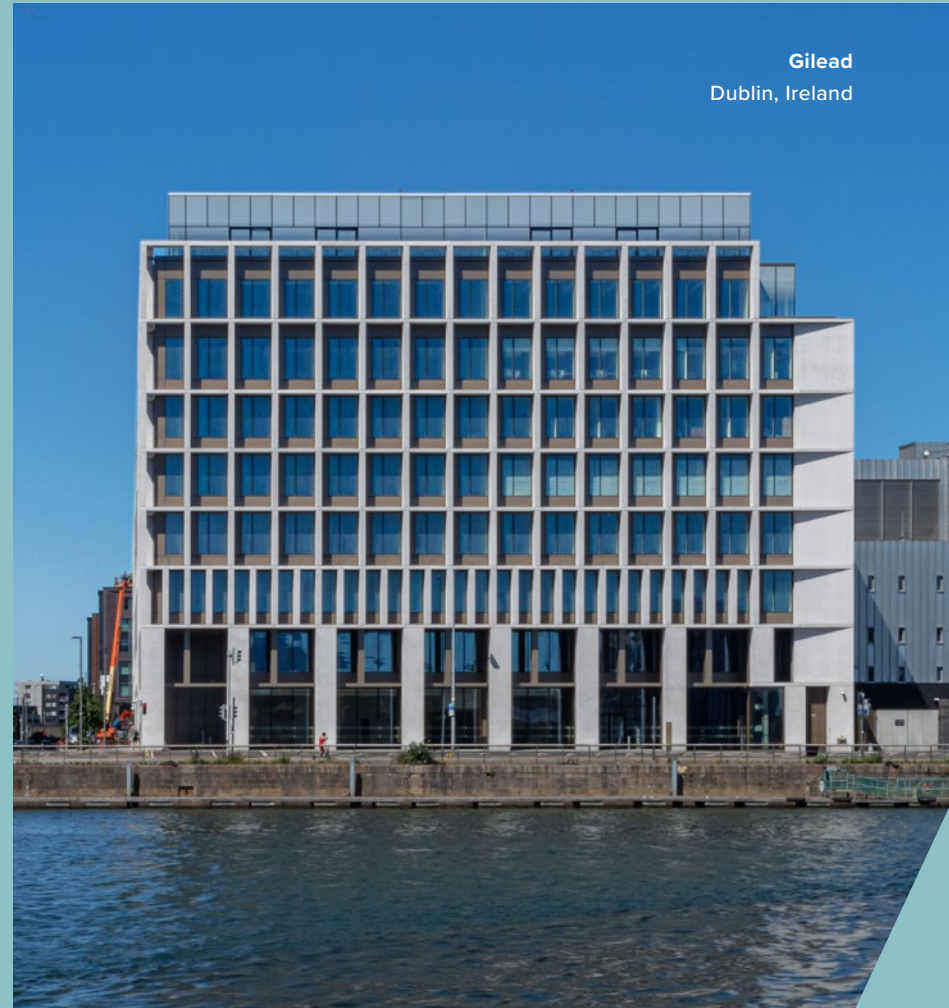


## BOLSTERING THE PEDIATRIC RESEARCH PIPELINE

When it comes to research and treatment for children with serious diseases, there continues to be a great need for scientific innovation and access. Studying pharmaceuticals for children presents unique challenges, including adapting research protocols to different developmental stages and recruiting a large enough number of children for trials. And because the market for pediatric therapies is smaller than for adults – especially for rare diseases – this research is not always financially viable for pharmaceutical companies.

Recognizing the need to adapt innovative new therapies for children, irrespective of the business case, Gilead launched a new Pediatric Center of Excellence in Dublin, Ireland. The center conducts pediatric clinical trials across multiple countries for treatments addressing HIV, HBV and COVID-19. This new center could play a critical role in addressing unmet needs for children, such as new formulations with appropriate dosing, new options if treatments are not available or no longer work and access to clinical trials.

Gilead  
Dublin, Ireland





**Rashad Burgess**  
Advancing Health and Black Equity

## HEALTH EQUITY

### **/// Bridging Gaps in the Social Determinants of Health**

At Gilead, we understand that making the world a healthier place for all people means going beyond the medicine to help remedy health inequities and other barriers to care. That's why we are continuing to invest heavily and partner with others in addressing the social determinants of health, especially those in historically marginalized communities.

### **/// Partnering to Achieve Health Equity**

We support and work with organizations across the globe that address stigma, discrimination and other barriers to wellbeing. Together, we have created unique programs to advance health equity by improving access to healthcare, raising awareness of the ongoing HIV and HCV epidemics and innovating in oncology. Our partnerships enabled us to quickly take action in response to the monkeypox virus (MPV) outbreak.

## Addressing Cancer

### INEQUITIES IN METASTATIC TRIPLE-NEGATIVE BREAST CANCER

In 2021, the FDA approved Gilead's Trodelvy as the first antibody-drug conjugate (ADC) shown to improve survival for patients living with metastatic triple-negative breast cancer (mTNBC). Historically, women with TNBC have had very few effective treatment options and faced a poor prognosis.

TNBC disproportionately impacts Black women, a population severely underrepresented in cancer research. According to a 2021 report led by researchers from Perelman School of Medicine at the University of Pennsylvania, Black women have nearly three times the risk of TNBC as compared to their white counterparts. Moreover, Black women who are diagnosed with triple-negative breast cancer are 28% more likely to die from the disease than white women with the same diagnosis, based on findings from a study published in 2021 in the journal JAMA Oncology.

The reasons for these outcomes are only partially understood, but this disproportionate impact appears to be due, at least in part, to historic mistrust of the healthcare system and other social determinants of health that increase both incidence rates and delays in diagnosis and treatment. Gilead is committed to advancing health equity for Black women affected by TNBC, and in 2022, awarded \$5.7 million in grants to 21 U.S. organizations for programs addressing gaps across the cancer care continuum including:

- /// *Addressing the role of social determinants of health in accessing screening, diagnosis and cancer care*
- /// *Creating sustainable solutions to promoting racial equity in breast cancer care*
- /// *Improving community, patient and provider communication*
- /// *Providing outreach and education about TNBC for patients, families and caregivers*
- /// *Supplying resources to help people navigate the TNBC healthcare journey*



BLACK WOMEN HAVE **NEARLY 3 TIMES** THE RISK OF TNBC COMPARED TO THEIR WHITE COUNTERPARTS, AND A **28% HIGHER MORTALITY RATE.**

## THE TOWARD HEALTH EQUITY ONCOLOGY GRANT™

Due to social, environmental and economic disparities, historically neglected and underrepresented communities are at increased risk of developing or dying from breast cancer. Toward Health Equity Oncology Grant was created to address these health inequities.

In 2023, Gilead awarded \$7.6 million in grants to 24 U.S.-based organizations addressing barriers to breast cancer care. These evidence-based programs focus on patient navigation and digital/mobile interventions such as patient navigator training, cultural competency training and services combating barriers, such as transportation.

The 2023 grantees were chosen by Gilead based on several criteria including their ability to create measurable and sustainable change toward health equity. The new grantees serve historically neglected and underrepresented communities including Hispanic, Jewish, LGBTQ+, Indigenous American and others, and will work to address access disparities in the treatment of breast cancer.



Metastatic breast cancer advocates for Living Beyond Breast Cancer

Gilead grantee

(Photo courtesy of Living Beyond Breast Cancer)

**SUPPORTING THE PATIENT JOURNEY WITH CAR T-CELL TREATMENT**

To support patient access to innovative CAR T-cell therapy, Kite is working with country health authorities, hospitals, patient and professional groups to ease care delivery, navigation and reduce time to access for patients. CAR T-cell therapy is only available at Authorized Treatment Centers (ATCs), known as Qualified Treatment Centers (QTCs) outside the U.S., that have gone through training and certification to administer cell therapy. Many patients need to travel to reach an ATC/QTC and stay nearby for significant periods of time, which creates financial and logistical barriers to care. For patients who have been prescribed CAR T-cell therapy treatment and meet financial criteria, Kite helps provide support such as transportation and housing assistance. Kite may help provide support such as grants to patient associations’ support programs that help patients with their initial travel to centers for CAR T-cell therapy evaluation.

**There are currently more than 350 ATCs/QTCs globally, with 120+ in the U.S. Gilead and Kite have invested in increasing the number of ATCs/QTCs to help more patients access cell therapy treatment at locations closer to their homes.**



**Apoyo Positivo**

Zeroing In grantee

*(Photo courtesy of Apoyo Positivo)***Addressing Virology: HIV**

Gilead has long been committed to supporting individuals at higher risk for and living with HIV.

**We are the number one global philanthropic funder of HIV programs based on the Funders Concerned About AIDS 2021 report.**

We continue to evolve our strategic initiatives and create new programs based on listening to and addressing the needs of different communities. Some of our strategic initiatives include:

**Zeroing In™** *(new in 2022)*

Knowing that the COVID-19 pandemic created barriers to healthcare access, caused financial instability and exacerbated health disparities, especially for individuals living with HIV, in 2022, we introduced the Zeroing In initiative to help end the HIV epidemic. Through this initiative, Gilead provided \$24 million in grants to support local communities most impacted by the HIV epidemic and pandemic. Grantees focus on advancing at least one of three focus areas: comprehensive HIV innovation programs, digital health innovations and community outreach and education.

## IMPACT 2022



\$24M

IN GRANTS

116

ORGANIZATIONS  
SUPPORTED

47

COUNTRIES  
SERVED

## Scientific Innovation / Health Equity / Access and Affordability



**Power Institute**  
COMPASS grantee  
*(Photo courtesy of Emory University)*

### **COMPASS Initiative®: Addressing HIV in the Southern U.S.**

The HIV epidemic in the U.S. has had a devastating impact in the South, which according to HIV.gov, accounted for 51% of all new HIV diagnoses in 2020. Many people living in the region also face numerous social disparities such as poverty, lack of insurance and lack of access to healthcare. Gilead created the COMPASS Initiative as a commitment to partnership in addressing HIV/AIDS in Southern states and committed more than \$100 million over 10 years to support organizations working to address the HIV/AIDS epidemic in the Southern United States. COMPASS focuses on reducing HIV-related health disparities, combating stigma, improving access to and quality of resources to support wellbeing, mental health, substance use treatment and trauma-informed care in the hardest hit areas, as well as working to increase local leadership and advocacy across the U.S. South.

#### IMPACT TO DATE

COMPASS  
INITIATIVE®

\$97M

IN GRANTS

346

ORGANIZATIONS  
SUPPORTED

4

COORDINATING  
CENTERS\*

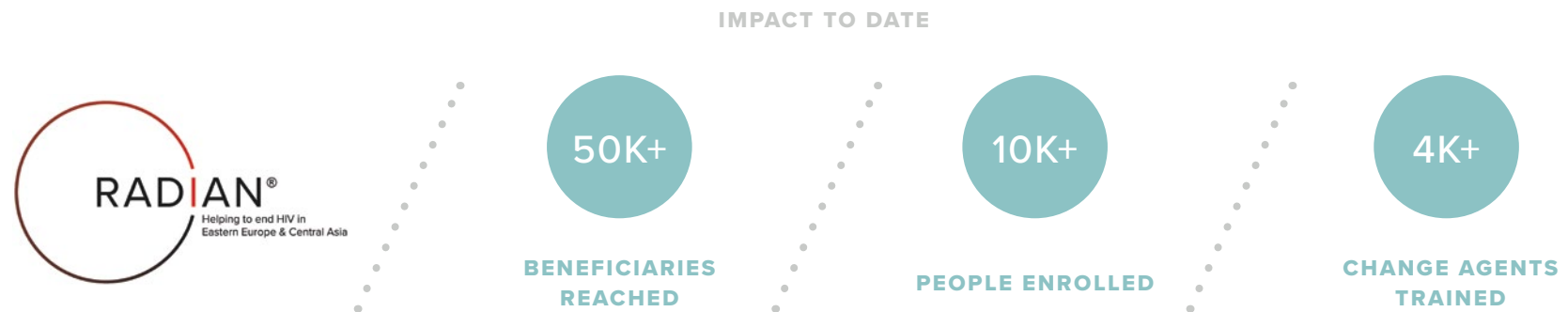
\*Emory University Rollins School of Public Health, University of Houston Graduate College of Social Work, Southern AIDS Coalition, Wake Forest University School of Divinity

**RADIAN®: Supporting Efforts to End HIV in Eastern Europe and Central Asia**

It is estimated that 1.7 million people in the Eastern Europe and Central Asia (EECA) region are living with HIV, and the rates continue to increase. In 2019, we partnered with the Elton John AIDS Foundation on a groundbreaking initiative called RADIAN. This initiative meaningfully addresses new HIV infections and deaths from AIDS-related illnesses in EECA through action, investment and resourcing to improve the quality of prevention and care for people at risk of or living with HIV in the region.

And, when crises emerge, Gilead consistently responds in situations where we can make meaningful impact. For example, Ukraine bears the second-highest number of HIV cases in EECA, according to UNAIDS. In 2022, in addition to the ongoing work of RADIAN inside the country, we collaborated to address the needs of Ukrainian refugees living with HIV who fled to neighboring countries including Czechia, Moldova, Poland and Romania.

Among the offerings are the RADIAN Model Cities program and the Unmet Need fund. The Model Cities program provides funding that supports innovative approaches to prevention and care that reduce the number of new HIV infections, improve the wellbeing of people living with HIV, help reduce the stigma and build on programs that provide HIV services. The Unmet Need fund supports local initiatives across the EECA region beyond the select Model Cities with a focus on prevention and care, education, community empowerment and novel partnerships.







### **Asia Pacific Rainbow Grant®: Improving Access**

As of 2022, Gilead awarded more than \$4.5 million through our regional Asia Pacific Rainbow Grant program to 112 community-led projects across 23 locations in Asia Pacific to help improve access to HIV prevention and treatment services. These grantee projects include:

- /// **MYANMAR YOUTH STARS** is a national network targeting young key populations who are at high risk of or vulnerable to contracting HIV. The funding supports advocacy work and awareness through capacity building, networking and collaboration to enhance integration approaches on HIV, and sexual and reproductive health and rights programs.
- /// **PROJECT LIVE, LET LIVE** from Shanghai QingAi provides psychological counseling in the field of HIV/AIDS, via different formats of activities on top of the current social support services, which helps to ease the stigma among people living with HIV.

#### IMPACT TO DATE



Project Live, Let Live from Shanghai QingAi

Asia Pacific Rainbow grantee

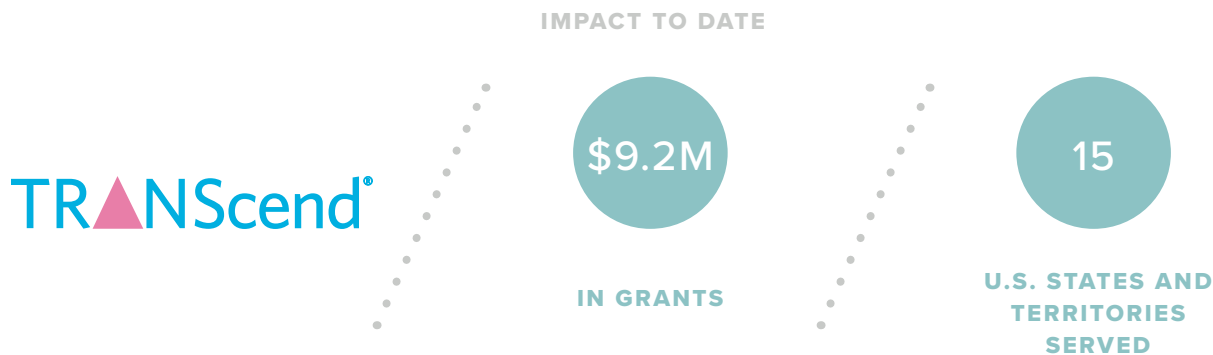
(Photo courtesy of Project Live, Let Live)

Scientific Innovation / Health Equity / Access and Affordability

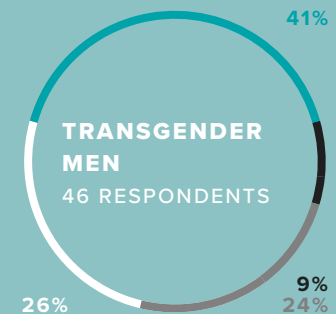
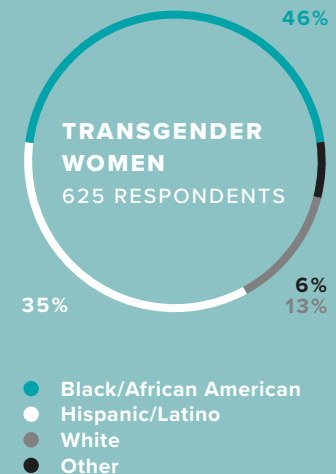
**TRANScend®: Improving the Safety, Health and Wellness of the Transgender Community**

Transgender and gender nonconforming individuals are disproportionately affected by the HIV epidemic with the percentage of Transgender people living with HIV nearly five times that of cisgender people. In response, Gilead created the TRANScend Community Impact Fund in 2019 and has donated \$9.2 million to 26 community organizations, the majority of which are Trans-led, to provide community-led solutions that improve the safety, health and wellness of the Transgender community. Focus areas include:

- GRANTMAKING ORGANIZATIONS.** *We support a philanthropic organization that provides grant funding to select grassroots organizations supporting the Transgender community and have total budgets less than \$250,000 per year.*
- CAPACITY-BUILDING ORGANIZATIONS.** *We support an intermediary organization that provides capacity building through training and technical assistance services for Transgender and nonbinary-led organizations.*
- DIRECT SERVICES ORGANIZATIONS.** *We support programs that provide health and social services for the Transgender communities that are critical for their health and wellbeing.*



**HIV DIAGNOSES IN THE TRANSGENDER COMMUNITY**



Source: HIV and Transgender People (cdc.gov). Study released in 2022, covering 2019 data.

**HIV Age Positively®****Improving the Quality of Life for Aging Populations**

There has been tremendous progress in improving the quality of life and lifespans for people living with HIV. Nearly 50% of people living with HIV in the U.S. are over the age of 50, and this number is expected to reach more than 70% by 2030.

With this success comes new challenges. By 2030, more than 80% of people living with HIV will have at least one age-related medical condition, an underexamined and underfunded public health issue demanding urgent attention.

This led us in 2019 to create HIV Age Positively, which supports programs focused on improving the quality of life and health of these aging populations. Gilead's HIV Age Positively program has awarded more than \$35.2 million in grants to support 42 organizations addressing stigma, loneliness and better coordination of care.

**Addressing Health Inequities in HIV Care for Black Americans**

Research shows that inequities drive higher rates of HIV infection and worse HIV clinical outcomes among Black Americans. The COVID-19 pandemic has exacerbated these health inequities, especially in the Southern United States. Gilead awarded a total of \$4.5 million in funding over a three-year period to Satcher Health Leadership Institute at Morehouse School of Medicine and the Center for Minority Health and Health Disparities Research and Education at Xavier University of Louisiana's College of Pharmacy. The funds are supporting their work to improve access to HIV care for Black communities in three cities: Atlanta, New Orleans and Baton Rouge, Louisiana.

## IMPACT TO DATE



**HIV+AGE**  
POSITIVELY

\$35.2M

IN GRANTS

## IMPACT TO DATE

\$4.5M

GRANT SUPPORT

2

UNIVERSITIES  
ENGAGED



### **FOCUS: Public Health Impact**

People struggling with substance use, disproportionately impacted people in migrant or vulnerable communities and people with no known risk factors living in a region with a high disease burden — these are who Gilead’s FOCUS program serves.

FOCUS’ 140+ partners across multiple settings provide equitable opportunities for all individuals to access routine testing, linkage to comprehensive prevention services, and linkage to care for HIV, viral hepatitis and more.

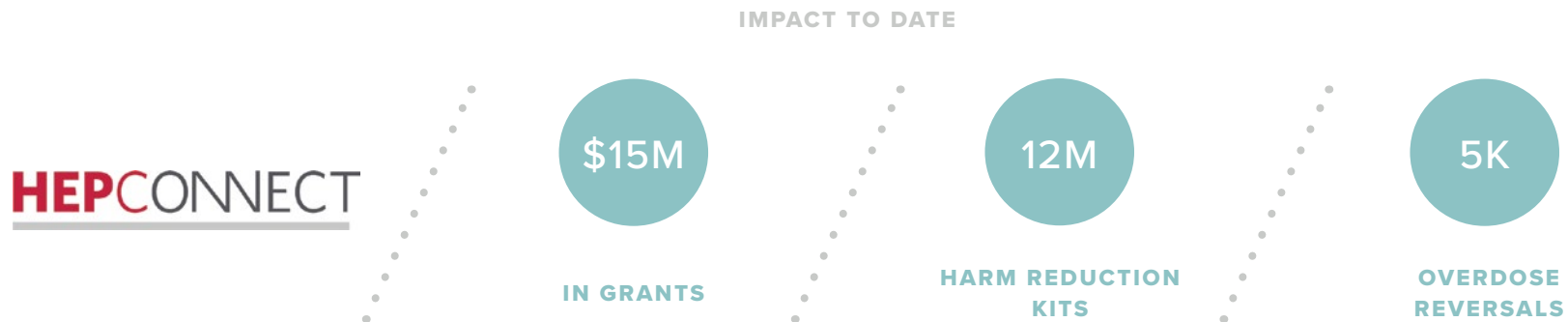
Since 2010, FOCUS has bolstered public health systems with locally informed, sustainable programs, performing more than 17 million tests across the U.S., Spain and Portugal, including:

- CHICAGO.** *In 2022, the Chicago Department of Public Health reported that FOCUS partners diagnosed 70% of people with acute HIV infection, a time when the risk of HIV transmission is at its highest. One hospital partner reported that two-thirds of all new HIV diagnoses were among Black MSM.*
- BATON ROUGE.** *Louisiana Office of Public Health 2022 data revealed FOCUS partners diagnosed 80% of all new HIV infections in Baton Rouge – where 84% were among Black residents. The success of these partnerships led local government to expand the FOCUS model to all city hospitals.*
- FLORIDA.** *FOCUS is at the center of Florida’s efforts to address HIV, HCV, syphilis and the opioid crisis in the state. Florida released its Integrated HIV Prevention and Care Plan to address these four public health epidemics with FOCUS at its foundation. This plan’s bold language calls for more than doubling the number of hospitals using the FOCUS model to 37 by 2026. The state is creatively integrating multiple funding streams to expand and sustain FOCUS projects statewide.*

## Addressing Virology: Hepatitis

### HepConnect: Combating HCV

Due to the years-long opioid crisis, which reached new heights in 2022, the U.S. experienced a surge in HCV cases between 2017 and 2020 (latest data available), particularly in greater Appalachia. Gilead created HepConnect, a five-year, multimillion-dollar initiative to help address the increase in HCV and support community partnerships in Indiana, Kentucky, North Carolina, Tennessee and West Virginia. The program has three focus areas: expand screening and provide links to access care, support harm reduction and community prevention programs and help activate a healthcare infrastructure for those communities with the greatest need.



## Addressing Virology: Monkeypox Virus (MPV)

### Responding to the MPV Public Health Emergency

The MPV outbreak was declared a public health emergency by the U.S. Department of Health and Human Services on Aug. 4, 2022. Gilead collaborated with GLAAD, the Human Rights Campaign, National Black Justice Coalition, National Center for Lesbian Rights and NMAC to respond to the outbreak, which disproportionately impacted the LGBTQ+ community, particularly MSM and those who are living with HIV. Gilead is providing up to \$5 million in global grant funding to support three areas of focus: a public education and vaccine hesitancy communications campaign, public policy response and a global outbreak emergency fund.

## ACCESS AND AFFORDABILITY

### Reaching Patients Worldwide

Gilead is committed to broad patient reach through pioneering access programs that touch all parts of the healthcare ecosystem. We have decades of experience navigating the complex access issues faced by the most vulnerable populations impacted by disease in every region. We have developed and supported programs for patients and healthcare providers, as well as addressing affordability through pricing structures and licensing agreements.

*In 2022, more than 20 million HIV treatments based on Gilead's innovation were made available in low- and lower-middle-income countries. In addition, Biktarvy is the most prescribed HIV treatment in the United States.*



mothers2mothers  
Zeroing In grantee  
(Photo courtesy of mothers2mothers)

## Supporting Patients and Healthcare Providers with Access

Patient access barriers take many forms. These can include challenges navigating the patient's treatment journey, understanding health insurance coverage and obtaining financial support. Gilead has programs that address these barriers and help patients receive access to Gilead treatments.

### Gilead Advancing Access® Program

Gilead's Advancing Access program helps patients in the U.S. understand their insurance coverage and identify financial support options to access Gilead's HIV treatment, HIV prevention and COVID-19 medication. The program offerings provide:

- Access to program specialists who can help answer insurance-related questions and provide information regarding coverage options.
- Coupon programs to help with copay support for eligible patients on HIV treatment, HIV prevention and for COVID-19 therapy in the outpatient setting.
- Gilead medicines at no cost for qualified patients who meet the program's eligibility criteria.
- Information and education about support that may be available through hospitals treating patients with our COVID-19 medicine.

## Addressing Affordability Through Pricing and Licensing

Gilead is committed to pricing our medicines based on three key pillars: Value, Access and Sustainability. We pledge to price our medicines to reflect the value they deliver to patients, healthcare systems and society. We are working to help make our treatments available to more people around the world who need them. Gilead offers tiered pricing discounts based on disease burden and per capita income in many countries.

### GLOBAL REMDESIVIR PRICING BASED ON RESOURCES

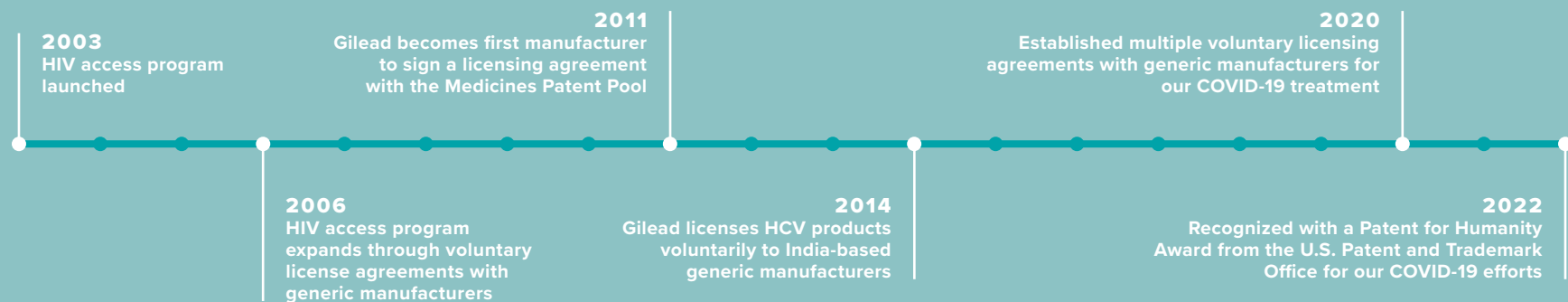
In the midst of the COVID-19 pandemic, we implemented a global pricing structure based on a country's level of access to resources. Gilead used a single government price for high-income countries, tiered pricing for middle-income countries and voluntary licensing for low- and lower-middle-income countries to ensure the broadest access possible to remdesivir.

## VOLUNTARY LICENSING AGREEMENTS EXPAND ACCESS TO COVID-19 TREATMENTS

A voluntary license in the pharmaceutical industry is an authorization given by a patent holder, like Gilead, to a generic company, allowing the generic company to produce a medicine. The aim is to broaden access to the treatment and make it more accessible for people in developing countries.

Gilead has signed non-exclusive voluntary licensing agreements with nine generic pharmaceutical manufacturers to expand the supply of remdesivir (which we sell under the brand name Veklury), our COVID-19 treatment. Veklury and generic remdesivir have been made available to more than 13 million patients around the world, including nearly 8 million people in low- and lower-middle-income countries through our voluntary licensing program. This represents 65% of total remdesivir access. As part of our commitment to enable broad patient access to remdesivir, the agreements allow licensees a right to set their own prices and receive a technology transfer from Gilead to help them scale up production quickly.

### ACCESS AND VOLUNTARY LICENSING TIMELINE





### **PARTNERING WITH DISTRIBUTORS TO BRING GILEAD'S INNOVATIVE MEDICINES AND SCIENTIFIC COMMUNICATION TO HCPS AND PATIENTS**

Gilead partners with distributors to extend our scientific innovation reach in both resource-constrained environments and established commercial hubs, working toward achieving global health equity. These business partners increase awareness of innovative treatment options and conduct medical education for healthcare providers that manage and treat patients.

### **SUPPORTING UNDERSERVED PATIENTS IN EMERGING MARKETS**

We are focused on supporting more underserved patients in emerging markets that could benefit from access to care, treatments and clinical trials. Gilead also works to strengthen health systems to overcome access barriers by raising awareness of the need for and driving commitment to implement diagnostic treatment and surveillance capacity. In the spirit of Gilead's scientific innovation, we also engage in collaborative research with international and local research leaders to target innovative therapies, inform drug delivery and help countries map their disease burdens.

### **OUR APPROACH TO ACCESS AND AFFORDABILITY**

- /// Tiered pricing, with discounts on medicines based on disease burden and national per-capita income.*
- /// Responsible generic licensing of our products to enable high-quality, low-cost versions of our HIV, viral hepatitis and COVID-19 medicines in low- and lower-middle-income countries; we were the first to license intellectual property to the Medicines Patent Pool.*
- /// Advocacy for public health initiatives and policies that maximize patient reach.*
- /// Strengthening health systems to bolster diagnostic treatment and surveillance capacity and capability.*
- /// Collaborative research that identifies unmet needs, targets innovative therapies, informs drug delivery and helps map disease burdens.*



### IMPROVING ACCESS TO VIRAL HEPATITIS CARE IN VIETNAM AND THE PHILIPPINES

Gilead is part of a four-year public-private academic institution collaboration initiative with the Partnership for Health Advancement in Vietnam (HAIVN), a collaboration between Brigham and Women's Hospital, Harvard Medical School and Beth Israel Deaconess Medical Center. This first-of-its-kind, multiyear initiative will help address barriers that limit viral hepatitis diagnosis and care at primary healthcare facilities in these two countries with high burdens of HBV and HCV. In Vietnam, nearly 7.8 million people have HBV and 900,000 have HCV, and in the Philippines, over 10 million people have HBV and 450,000 have HCV.

Gilead and HAIVN will work together with a multistakeholder coalition, involving national ministries of health, academic stakeholders such as the University of the Philippines Manila, provincial hospitals and primary healthcare centers. The coalition will support this program and generate evidence to support a shift from a resource challenged specialist approach to a primary healthcare model.

The pharmaceutical industry and academia have strong collaborations in drug discovery, however, the resulting innovations have not reached everyone who could benefit. This cooperation centers on last mile delivery, a unique partnership focused on service delivery innovation such that together we can reach all people who could benefit from better viral hepatitis care.

#### Dr. David Duong, MD, MPH

Director of Global Primary Care and Social Change at Harvard Medical School

HAIVN event in the Philippines

*(Photo courtesy of Joseph Bautista/UPM IPPAO)*



### THE INVESTMENT FUNDS FOR HEALTH IN AFRICA (IFHA)

Since 2021, Gilead has been an investor in the Investment Funds for Health in Africa (IFHA), an organization that supports small and medium sized enterprises, focused on healthcare in Africa. IFHA is a private equity fund that has invested in private healthcare companies in the areas of healthcare provision, health insurance services, and wholesale and distribution of medical equipment.

As part of the IFHA, Gilead is among the first to have supported a mobile health wallets program (CarePay) in Kenya, which connects patients to healthcare providers and payers through an app on their mobile devices. Using CarePay's smart health payment distribution platform M-TIBA, the platform has connected more than 4 million users and 1,200 healthcare providers and handled more than 715,000 treatment claims. M-TIBA is the preferred health payment platform for the government, retail and private health sector, and is a proven health payment integrator, revolutionizing the management of large-scale health program.



IFHA/CarePay's mobile health program  
(Photo courtesy of CarePay)

## SUPPORTING MOTHERS IN AFRICA WHO ARE LIVING WITH HIV

Gilead provided support to mothers2mothers (m2m), a non-governmental organization that works in Africa to provide integrated primary healthcare services to families with the greatest need. Through its Mentor Mother model, m2m employs local women in Africa who are living with HIV as community health workers, thereby improving the health of communities and providing employment for women living with HIV.

Gilead granted funding to support m2m's Minutes for Mentor Mothers cycling challenge fundraiser in the Western Cape, South Africa, in October 2022. Participants of the challenge, which included Gilead employees, cycled through the False Bay coastline, the hills of Jonkershoek Nature Reserve and the Cape of Good Hope. Participants were offered insights into how m2m is tackling the preventable health crisis facing the African continent and were able to visit the Ikhwezi Clinic, the first m2m site to deliver fully integrated primary healthcare services for HIV prevention and care and targeting non-communicable diseases such as diabetes, high blood pressure and cervical cancer. The challenge raised more than \$500,000 through the support of Gilead and the fundraising efforts of m2m supporters.

## EXPANDING ACCESS TO OUR HIV PREVENTION CLINICAL TRIALS

We are committed to understanding the needs of people who may benefit from PrEP and developing prevention options that give people choices. As part of our efforts to end the HIV epidemic, we are conducting our PURPOSE clinical trials in emerging markets most impacted by HIV to evaluate the safety and efficacy profile of lenacapavir as a potential PrEP option.

### Our PURPOSE 1 Clinical Trial:

*This Phase 3 study of twice-yearly injectable lenacapavir for PrEP in adolescent girls and young women is being conducted in South Africa and Uganda, where there is a high incidence of HIV and prevalence of people living with HIV. This study also includes pregnant and lactating women, which is unique for HIV prevention trials.*

### Our PURPOSE 2 Clinical Trial:

*This is a Phase 3 study of lenacapavir for PrEP in cisgender men, persons of Transgender experience and gender nonbinary individuals who have sex with partners assigned male at birth. Clinical trials are ongoing globally, including in Brazil, Peru, South Africa and Thailand where there is a high incidence of HIV or prevalence of people living with HIV.*

For more information about diversity in clinical trials, see Page 30.

### ENABLING ACCESS TO TRIPLE-NEGATIVE BREAST CANCER TREATMENT

Gilead has contracted with the international pharmacy, Clinigen, to enable access to Trodelvy, our treatment for certain patients with metastatic TNBC, for more patients around the world who may not otherwise have access. Through this program, patients and physicians across countries in Africa, Central and South America, and the Pacific Islands have greater access to Trodelvy.

### ACCESS TO ONCOLOGY MEDICINES (ATOM) COALITION

In 2022, Gilead joined the Access to Oncology Medicines Coalition, an industry wide coalition to reduce suffering and deaths caused by cancer in low- and lower-middle income countries through improved access to and use of essential cancer medicines.

By joining this coalition, Gilead is helping prioritize medicines on the WHO Essential Medicines List (EML) or those likely to be included in the future that treat cancers with the highest incidence-to-mortality in low- and lower-middle income countries (lung, colorectal, breast, cervical, prostate and childhood cancers).

“ Making strides against cancer in low- and middle-income countries will require not only innovative therapies but also bold strategies built on the power of partnerships and working across the continuum of care – starting from disease awareness to prevention, to diagnosis to treatment, all the way to disease management.

**Mike Boyd**

*Senior Vice President, Government Affairs and Policy*



## EXPANDING ACCESS TO TREATMENTS FOR VISCERAL LEISHMANIASIS

Gilead's AmBisome® (liposomal amphotericin B) was granted marketing authorization in a number of low- and middle-income countries in 2022. AmBisome is a treatment for visceral leishmaniasis (VL), the second-deadliest parasitic disease after malaria, and is recommended by WHO as a first-line treatment for VL.



Vial of AmBisome

## PREVENTING, CONTROLLING AND ELIMINATING NEGLECTED TROPICAL DISEASES

In 2022, Gilead signed onto the Kigali Declaration on neglected tropical diseases (NTDs). This high-level political declaration is an important milestone for WHO's 2030 road map, which includes global targets to prevent, control and eliminate 20 diseases and disease groups by 2030. To help control NTDs and address their root causes, Gilead will:

- /// Continue product donations to the VL elimination program led by the WHO
- /// Support and invest in innovative global initiatives that will address health equity
- /// Spearhead and contribute to a broad stakeholder dialogue driving pharmaceutical sector engagement and investment in tackling environmental issues causing NTDs, such as climate change and lack of access to clean water

# 3

## EMPOWERING PEOPLE AND COMMUNITIES

**//** As a student at Morehouse College, a historically Black university, I learned of opportunities at Gilead. First as an intern and now an employee, the company has not only helped me in my career but enabled me to do good in the world. It all came full circle when I went back to Morehouse as a recent graduate to raise awareness about the social determinants of health in the Black community and recruit more students to start their careers at Gilead.

**Roderick Mack**

*Financial Assistant, Finance*





David Meresman, Diana Gama, Nell Clement  
Legal

## EMPOWERING PEOPLE AND COMMUNITIES

Solving the world's health challenges requires people who care deeply about making a positive impact in the world, reflect the diversity of the communities we serve and are empowered to contribute their unique perspectives. Our success as a company is indeed made possible by our unique culture and more than 17,000 employees.

We are committed to creating an environment where all our employees can be their whole selves, enabling them to do their best work. By encouraging employees to share their bold ideas, we foster an inclusive culture where innovation and people can thrive.

Gilead, along with our employees and the Gilead Foundation, invests substantially in the communities where our employees live and work. Together, we establish and lead education equity programs to address the social determinants of health that extend well beyond our therapeutic areas.

**Together, we will create a healthier world for all people.**



**//** Gilead's employees work hard to bring new possibilities to millions of patients around the world, and as we've grown as a company, we are continuing to prioritize our efforts around inclusion and diversity. We have clear metrics in place to measure our progress, which are essential for directing our efforts along the way.

**Jyoti Mehra**

*Executive Vice President, Human Resources*



## ENGAGING AND EMPOWERING EMPLOYEES

At Gilead, everyone has an opportunity to contribute to an inclusive culture: a philosophy that empowers individuals to take risks, collaborate and bring forward their bold ideas to further our mission and commitments. And to ensure we are providing employees with what they need to excel at their positions and maintain a healthy work-life balance, we employ a variety of mechanisms to gather their input and insights. These include a periodic employee sentiment survey, frequent pulse surveys, annual performance reviews, quarterly check-ins and other tactics to garner employee feedback.

### **/ Equipping People Leaders to Empower Their Teams**

Gilead's world-class culture is focused on innovation that is fueled by inclusion and leverages the diversity of all employees united in their vision to create a healthier world for all people.

## OUR LEADERSHIP COMMITMENTS

### **I AM BOLD**

**in aspiration and agile in execution.**

*Embracing the courage to aim high, explore new ideas and take risks, learn from challenges, adapt quickly and encourage outspoken dialogue.*

### **I CARE**

**and make time for people.**

*Showing empathy and compassion, demonstrating respect, creating space for feedback and supporting each other to achieve something bigger than ourselves.*

### **I LISTEN**

**speak openly and explain the why.**

*Listening carefully, speaking up to embrace opportunities for mutual improvement and providing the reasons behind our decisions.*

### **I TRUST**

**others and myself to make sound decisions.**

*Moving forward together by empowering individuals and teams to make decisions and take on new opportunities and responsibilities.*

### **I OWN**

**the impact of my words and actions.**

*Exemplifying Gilead's Core Values by acknowledging one's own motivations and missteps, disagreeing respectfully and providing constructive and thoughtful feedback.*

Recognizing the outsized impact that people leaders have as they engage with their direct reports, we developed new People Leader Accountabilities in 2022. The Accountabilities provide a consistent and transparent understanding of the expectations of leaders, regardless of the size of their teams.

## ACCOUNTABILITY

## WHAT IT MEANS

## WHY IT MATTERS

## HOW IT IMPACTS

### Create Inclusion

*People leaders create an inclusive environment by knowing the business value of diverse teams, modeling inclusion and embedding the value of diversity in the way they manage their teams.*

*Employees feel valued, respected, trusted and psychologically safe to offer ideas, take risks, voice contrary opinions and break down silos resulting in higher innovation, collaboration and performance overall.*

*In the U.S., more than half of our workforce is women, and more than 60% identify as ethnically diverse.*

### Develop Talent

*People leaders understand the skills, experience, aspirations and potential of their employees and coach them on current performance and future potential. They ensure employees are receiving the feedback and insight needed to grow, develop and realize their purpose.*

*Employees feel supported in their aspirations to develop. Agnostic of whether talent remains in the same department or not, talent is ready to fulfill organizational needs.*

*Our 2022 Pulse Survey, which measures employee confidence, including intent to stay, how energized they feel by their jobs, and whether they would recommend the company to others, has risen to 78% overall, near our goal of 80%.*

### Empower Teams

*People leaders connect the team to the organization by aligning goals, purpose, organizational objectives and holding to account. They provide the support needed to remove barriers and connect their teams to the broader ecosystem.*

*Employees feel supported and empowered to act, make decisions and collaborate across their ecosystem to make the impact they aspire to.*

*According to our 2022 Pulse Survey, more employees feel they can voice a contrary opinion.*

## INCLUSION AND DIVERSITY

### /// Mission Critical

Inclusion is a principle that permeates every aspect of our business. It is essential to enabling our purpose to create a healthier world. Our long-standing efforts to foster an inclusive culture and diverse workforce are already paying dividends at Gilead. And, based on a 2022 pulse survey measuring workforce perceptions of equal opportunity at Gilead, employees are acknowledging our progress.

Relative to many of our peers in the pharmaceutical/biopharmaceutical sector, Gilead's employee base is quite diverse. And while we are always aspiring to do better, as evidenced by our five-year representation goals, we feel we've made significant strides. In U.S., for example, more than half of our workforce is women, and more than 60% identify as ethnically diverse. A majority of our Gilead Leadership Team identify as ethnically or racially diverse, and a majority are women. Similarly, nearly half our Board of Directors identify as ethnically or racially diverse, and a third are women.

This diversity from the top and throughout our organization is a driver for innovation and reflection of our Core Values. Gilead's overall inclusion and diversity aspirations are:

- /// Be the **employer of choice** for diverse talent.
- /// Foster an **inclusive culture** where differences are leveraged to innovate and enable our mission.
- /// Be respected for **equitable and socially responsible** practices.



Jennifer Mesich  
Managed Markets



**Jesse Garcia**  
Advancing Health and Black Equity

## **Global Inclusion and Diversity Council**

In 2020, Gilead established a multipronged Inclusion and Diversity Council to draw perspectives from every level of the organization and develop a strategy that truly embeds inclusion and diversity across the organization. Chaired by our CEO, the council is responsible for governance, tracking progress and helping further our culture of inclusion. The council includes members of the Gilead Leadership Team, employee resource group (ERG) executive sponsors and ERG leads.

## **Defining Inclusion and Diversity at Gilead**

At Gilead, our Inclusion and Diversity work intersects with every aspect of our business because we understand that our differences are among our greatest sources of strengths. These include visible and non-visible attributes, such as race, gender, gender identity, age, ethnicity, people with disabilities, appearance, thinking styles, beliefs, nationality, veteran status, sexual orientation and education, among others. While our Inclusion and Diversity team is dedicated to strategizing and implementing company initiatives, every employee plays a role in creating and fostering a work environment where our differences are valued, and people feel involved, respected and connected.

## **// Pursuing Aggressive Multiyear Diversity Goals**

In 2020, we set representation goals for 2025. Leaders are required to review our progress quarterly and execute Inclusion and Diversity strategies that focus on attracting, developing and retaining people of diverse backgrounds and advancing our inclusive culture. Their compensation packages are impacted by performance against those goals. As part of our efforts, we track against clearly defined interim goals that are set at the beginning of each year. In 2022, we saw tangible progress in the representation of Black, Hispanic/Latino and women employees. The end-of-year 2022 data shows that we continue to maintain more than 50% female representation, we exceeded our goal for Hispanic representation, and we fell slightly short on our Black representation goal. We are prioritizing these areas in 2023, with a strong focus on the overall employee experience.

**50%+ OF GLOBAL EMPLOYEES ARE WOMEN AND 60%+ OF U.S. EMPLOYEES IDENTIFY AS RACIALLY OR ETHNICALLY DIVERSE.**

**// The renewed urgency for diverse workforces across corporate America has created intense competition for Black and Hispanic/Latino talent. While we have been successful at recruiting these cohorts to our company, we see increased competition to attract this talent away from Gilead. We must ensure we are doubling down on our efforts to retain diverse employees in the face of these headwinds by ensuring we are building an inclusive environment with equitable practices for all.**

**Perika Sampson**

*Global Head of Inclusion and Diversity*



**PROGRESSING TOWARD OUR 2025 INCLUSION AND DIVERSITY GOALS**

Representation goals for women are global, and representation goals for Black and Hispanic/Latino employees are U.S. only. Progress against results encompasses recruitment, advancement and retention. There is competition for talent in our industry for diverse candidates, especially at the executive level. So, while our efforts to recruit more Black and Hispanic/Latino executives have been successful, retaining them is an area for improvement.

**TOTAL WORKFORCE****GOAL**                      **2022 STATUS**

Maintain female representation at 50%

50%+

Increase Black representation to 10%

↑ 0.75%

Increase Hispanic/Latino representation to 15%

↑ 1.25%

**EXECUTIVES (VP+)****GOAL**                      **2022 STATUS**

Increase female representation to 39%

↑ 2%

Increase Black representation to 12%

↓ 0.3%

Increase Hispanic/Latino representation to 6%

↓ 0.3%

**PEOPLE MANAGERS****GOAL**                      **2022 STATUS**

Increase female representation to 50%

↑ 1.1%

Increase Black representation to 9%

↑ 0.2%

Increase Hispanic/Latino representation to 11%

↑ 0.5%

## ERGs: Supporting Employees From All Backgrounds

Employee Resource Groups (ERGs) are an integral part of our Inclusion and Diversity efforts and are open to all our employees around the world, regardless of background. These employee-led groups foster a sense of belonging and inclusion that sparks innovation and accelerates employee development.

Nearly 60% of our employees belong to at least one of our six ERGs, demonstrating the impact and important role of these groups at Gilead. In 2022, each ERG committed to drive actions across five pillars: Recruiting, Professional Development, Culture, Business Impact and Community.



**NEARLY 60% OF OUR EMPLOYEES BELONG TO AT LEAST ONE OF OUR SIX ERGs.**



Juneteenth and Pride flags  
Foster City, CA





Gilead Asian Interest Network

**GILEAD ASIAN INTEREST NETWORK (GAIN)**, *bringing awareness to the diverse cultures that represent Asian employees across Gilead and encourage cultural understanding, while also highlighting the voices and strengths of its members by identifying networking, career development and mentorship opportunities.*



Gilead Leadership Organization of Black Employees

**GILEAD LEADERSHIP ORGANIZATION OF BLACK EMPLOYEES (GLOBE)**, *empowers employees and cultivates leadership among Black employees, creating opportunities where all people are valued.*



**GILEAD VETERANS ENGAGEMENT TEAM (GVET)**, *supporting U.S. veterans, U.S. active-duty military and their families by providing employment opportunities, professional development, team building and joint service to our communities.*



LATINOS AT GILEAD SCIENCES

**GILEADOS**, *embracing and sharing the multifaceted Latino culture within their professional communities, with the goal of enhancing recruitment and retention of diverse talent across Gilead.*



**PRIDE ALLIANCE**, *celebrating diverse identities and empowering LGBTQ+ employees and allies to be their authentic selves.*



WOMEN AT GILEAD

**WOMEN AT GILEAD**, *helping ensure every woman in the workplace is given ample professional opportunities to thrive within our organization.*

## // Advancing Black Leadership

Gilead introduced the multiyear strategy, in partnership with our GLOBE ERG and other leaders, after considering the leadership accountability, investment and business partnership required to make the most impact at Gilead and in our communities. The strategy outlines a set of commitments to expand access to opportunities across the company and use Gilead's platform to address racial injustice. Our internal and external commitments include:

### // PROGRESSING MULTIYEAR DIVERSITY GOALS.

*Increasing transparency of employee and executive representation for underrepresented groups.*

### // DEVELOPING INTERNAL AND EXTERNAL TALENT PIPELINES. *Expanding an ecosystem to support talented professionals of diverse backgrounds by investing in development and internal career mobility.*

### // FOCUSING ON PEOPLE MANAGERS. *Clarifying expectations of all people managers, holding them to account through an annual people goal and investing in people manager development.*



Keecia Scott  
Head of Procurement Programs and  
GLOBE global leadership team

## **Blueprint for Change: Seeking Black and Hispanic/Latino Employees**

Gilead's Blueprint for Change initiative focuses on increasing Black and Hispanic/Latino representation in our workforce by building relationships with and hiring diverse talent from universities and institutions that traditionally serve these populations. We have established two programs under this banner, one aimed at candidates with less than four years of professional experience and a second for mid-career, experienced professionals. Other diversity-focused recruiting initiatives include investing in professional development, internal career mobility and expanding our early pipeline for diverse talent.

## **OneTen Initiative**

In 2022, Gilead continued its partnership with the OneTen Initiative, a coalition of U.S. companies with the goal of hiring 1 million Black Americans into family-sustaining jobs with opportunities for advancement over the next 10 years. Gilead has committed to hiring and promoting Black Americans without a four-year degree by taking a skills-first approach and focusing on competencies. The initiative complements our efforts to ensure greater inclusivity in our talent practices.

### **EXPANDING DIVERSITY IN CLINICAL TRIALS**

***In 2022, Gilead committed \$14 million to the Robert A. Winn Diversity in Clinical Trials Award program. This initiative, established by the Bristol Myers Squibb Foundation, was created to increase diversity in clinical trials and transform the clinical research landscape. Our contribution will support 10 Clinical Investigator Pathway Program Awards and 10 Career Development Awards per year for four years. Investing in the training and development of clinical trial scientists aligns with our aspirations to drive Inclusion and Diversity throughout our value chain.***

See Page 30 for information on our in-house efforts to advance diversity in clinical research.

## CONNECTING WITH WOMEN OF COLOR

Women of Color in Pharma is a networked group that brings together women of color in the pharmaceutical industry in a nurturing and safe environment to promote personal and professional development. At the group's annual conference in 2022, Gilead hosted a session titled "Power Moves and Career Pivots" focused on evaluating new opportunities and making the right moves. Gilead also sponsored an event for conference attendees that allowed them to network with diverse women representing companies across the industry.



Jas Sidhu, Avneet Virdee  
Commercial

Gilead Science Day – Foster City, CA



## SCIENCE DAY

Gilead's first Science Day was held at our Foster City headquarters in September 2022, giving employees a firsthand look at the innovative research that's currently in the pipeline for inflammation, oncology and virology.



Beatrice Capobianco, Yildiz Bicuri Yukselci  
 Business Conduct (Capobianco), Commercial Product Strategy (Bicuri Yukselci)

## Executing on Pay Equity

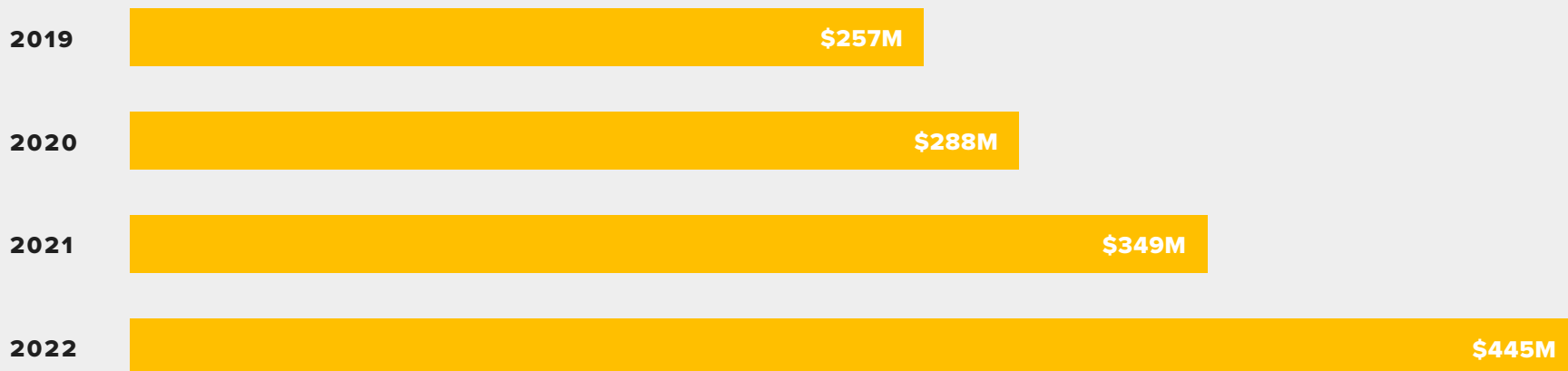
Gilead is a pay-for-performance company committed to pay equity. Our employee salaries are based on market-based ranges and are assessed annually via performance and career development reviews. All compensation decisions are made without regard to personal characteristics such as gender, race, color, national or ethnic origin, age, disability, sexual orientation, gender identity or expression, genetic information, religion or veteran status. We also conduct an annual pay equity review of employee compensation to ensure that our pay practices are gender neutral. In 2022, Gilead's salary ratio for women to men globally was 99.92:100.



## **Forging an Inclusive Supply Chain**

We are committed to creating and fostering an inclusive and high-performing supplier base by engaging with businesses owned by women, minorities, U.S. veterans, people with disabilities and members of the LGBTQ+ community. Gilead builds relationships with suppliers that meet our criteria for Inclusion and Diversity, among other important elements of responsible sourcing. We have set Board-level objectives for supplier diversity spend, created inclusion targets for our supply chain, increased spend with existing diverse suppliers and challenged ourselves to increase overall spend with diverse suppliers. We are committed to spending \$1 billion with diverse suppliers from 2021 through 2025, prioritizing partnerships with Black-owned businesses.

### **ANNUAL SUPPLIER DIVERSITY SPENDING**





Snapshot of Gilead's summer 2022 intern cohort  
Foster City, CA

## RECRUITMENT AND RETENTION

### Attracting and Keeping Top Talent

Gilead strives to be an employer of choice for the most innovative minds in the business. To that end, we invest in our people in a multitude of ways, including nurturing early talent, offering postdoctoral fellowship programs, providing ongoing development opportunities, offering competitive rewards and comprehensive benefits, and advancing employee wellbeing.

### Investing in Early Talent

Our Early Talent program is designed with purpose-driven students and new professionals at the core. Our goal is to enable their professional development by providing opportunities to contribute to best-in-class science, play a role in transformative business developments and work alongside some of the brightest minds across our industry.

Our summer internships average 10 to 12 weeks and are hosted at our corporate headquarters, as well as several other Gilead sites. Our fellowships and rotational programs are advertised throughout the year and are available across specific business units. These programs provide deep-dive learning experiences within specific business functions.

## Supporting Emerging Scientists

We know that to remain at the forefront of scientific discovery, we must support and train future generations of research scientists. Our Postdoctoral Fellowship program offers scientific research training to recent Ph.D. graduates seeking experience in drug discovery and development at a company dedicated to bringing forward medicines for people living with life-threatening diseases. Through this three-year program, our postdoctoral fellows have the chance to:

- *Contribute to Gilead's world-class research across our therapeutic areas of focus.*
- *Perform cutting-edge research in understanding the basic molecular and cellular mechanisms for diseases to enable both high-impact publications and potential translation into medicine.*
- *Train and collaborate with accomplished scientists and mentors across different disciplines, with access to state-of-the-art technology and resources.*
- *Learn broad concepts and knowledge relevant for basic research and drug development.*



Xinyuan Chang  
Biology



## **/// Fostering a Culture of Continuous Growth**

At Gilead, our employees are always asking “what’s next?” Just as we are continuously innovating and driving change to meet the needs of our patients, we also pursue opportunities to help our people grow in their current roles and take the next step in their personal and professional lives.

Gilead’s Learning and Development program advances our culture of continuous growth, helping our people develop the skills and tools to grow their careers and deepen their engagement with Gilead’s culture.

## **/// Rewarding Employees and Promoting Their Wellbeing**

Our competitive benefits and compensation packages are designed to attract, develop and retain the most talented workforce in the industry. The benefits we provide vary for each of our global locations and typically include offerings such as healthcare, income protection, retirement savings plans and time off. We reassess the Total Rewards package annually to ensure that we continue offering the right mix of benefits to attract and retain great talent.

## **FINANCIAL COMPENSATION**

We offer competitive compensation and rewards programs to reflect and recognize employee contributions. Financial benefits at Gilead include:

- /// Retirement savings with matching contributions available in many countries based on local market practice and regulations.**
- /// Employee Stock Purchase Program that allows eligible Gilead employees to purchase Gilead stock at a 15% discount, consistent with Internal Revenue Service requirements.**
- /// Personalized financial advisors who provide free one-on-one financial coaching, in areas such as managing student loans, paying down debt and planning for retirement.**
- /// Support for education expenses and student loan repayment in the U.S.**



**BEGINNING IN 2022, EMPLOYEES ELIGIBLE FOR OUR 401(K) PLAN HAVE AN OPTION TO DIRECT FUNDS TO AN ESG-FOCUSED INVESTMENT VEHICLE.**

## HEALTH AND WELLBEING

We are committed to providing comprehensive benefits that support the health and wellbeing of employees and their families. Benefits offered in the United States include:

- /// ***Paid family time off and paid parental time off.***
- /// ***Comprehensive medical plans that cover both physical and mental healthcare.***
- /// ***Flexible work options to support our employees in their lives and careers.***
- /// ***Paid vacation days and holidays, including a global December shutdown between Christmas and the New Year, and a Fourth of July holiday week shutdown.***
- /// ***Concierge health services for employees or family members that belong to LGBTQ+ communities.***
- /// ***Financial, legal, pre-retirement, elder care and child care consultations and clinical counseling through our behavioral health and work-life services programs.***
- /// ***Family planning resources such as adoption and surrogacy assistance, elective egg freezing and a breast milk delivery service.***
- /// ***Global wellbeing reimbursement for expenses ranging from gym memberships to life coaching, up to \$500 per year, increasing to \$1,000 in 2023.***



Gilead Wellbeing Center  
Foster City, CA

## THRIVING ON CAMPUS IN FOSTER CITY

At our global headquarters, we've created indoor and outdoor spaces to support the holistic wellbeing of employees. On-site amenities include:

- /// *Day care services provided by Bright Horizons*
- /// *Commuter bus and carpool programs*
- /// *EV charging stations*
- /// *Cafes and catering services*
- /// *Break rooms*
- /// *Mothers' rooms*
- /// *Bicycling resources (lockers, repair stations and showers)*
- /// *Dry cleaning services*

Employees in Foster City also benefit from our 61,000-square foot Wellbeing Center that includes a gym, health clinic, group exercise classes, meditation gardens, juice bars and more. For more information about our facilities, including the sustainability features of our Wellbeing Center, see Page 96.



Alexander D'Ull, Eileen Beltran, Rachna Kiri  
Legal

## WORKPLACE SAFETY

### Providing a Safe and Secure Environment

Gilead believes a safe and secure workplace promotes employee health, wellness and productivity, and inspires innovation.

Our workplace safety, training and security program is designed to prevent occupational injuries and illnesses and promote a culture of reporting. To ensure continued adherence to the program's policies, we provide employees with annual refresher courses, as well as tailored training sessions. We also investigate and catalog incidents and near-misses worldwide.

In 2022, excluding COVID-19 probable workplace transmission cases, the most frequent work-related injuries and illnesses resulted from musculoskeletal extremity strains that were caused by ergonomic hazards. The individuals affected by the most common injuries fully recovered within six months.

<sup>1</sup>The data provided on fatalities, high-consequence work-related injuries and rate of recordable work-related injuries is provided to meet Global Reporting Initiative (GRI) reporting requirements.

<sup>2</sup>The rate data provided on fatalities, lost time and days away conforms to OSHA (200K hours) or alternative (1M hours) reporting requirements.

<sup>3</sup>Beginning in 2020, OSHA regulations added COVID-19 as a recordable illness. As a result, our 2020 - 2022 workplace incident data includes cases of probable workplace transmissions of COVID-19.

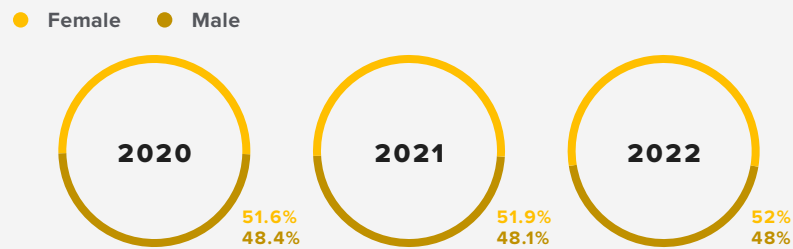
### HEALTH AND SAFETY DATA (FTES AND NON-FTES)

	2020	2021	2022
Number <sup>1,2</sup> of fatalities as a result of work-related injury	0	0	0
Rate <sup>1,2</sup> of fatalities as a result of work-related injury	0	0	0
Number <sup>1,2</sup> of high-consequence work-related injuries	5	3	2
Rate <sup>1,2</sup> of high-consequence work-related injuries (per 200K hours)	0.04	0.02	0.01
Rate <sup>1,2</sup> of high-consequence work-related injuries (per 1M hours)	0.18	0.10	0.06
Total number <sup>1,2,3</sup> of recordable work-related injuries	49	69	201
Annual total hours worked	28,490,149	29,442,710	33,275,244
Rate <sup>1,2</sup> of recordable work-related injuries (per 200K hours)	0.34	0.47	1.21
Rate <sup>1,2</sup> of recordable work-related injuries (per 1M hours)	1.72	2.34	6.04
Lost Time Rate <sup>1,2</sup> (per 200K hours)	0.10	0.19	0.88
Lost Time Rate <sup>1,2</sup> (per 1M hours)	0.49	0.95	4.39
Days Away, Restricted or Transfer Rate <sup>1,2</sup> (per 200K hours)	0.23	0.30	1.01
Days Away, Restricted or Transfer Rate <sup>1,2</sup> (per 1M hours)	1.16	1.49	5.05

## EMPLOYEE DATA

### Gilead's Talented Workforce, by the Numbers

#### TOTAL GILEAD U.S. POPULATION



	2020	2021	2022
White	40.5%	39.8%	38.4%
Asian	38.7%	37.7%	37.2%
Hispanic/Latino	11.3%	11.6%	12.8%
Black	5.8%	7.1%	7.7%
Other**	3.7%	3.8%	3.7%

#### EMPLOYEES GLOBALLY

	2020	2021	2022
Gilead	10,491	11,519	12,872
Kite	2,722	2,842	4,189

	2018	2019	2020	2021	2022
Hires	1,997	2,208	2,467	2,916	4,415
New hire rate	19.2%	18.8%	18.1%	20.3%	25.9%
Voluntary turnovers	937	925	818	1,530	1,140
Voluntary turnover rate	9%	8.2%	6.5%	11%	7.2%

### GILEAD 2022 U.S. WORKFORCE DEMOGRAPHICS\*

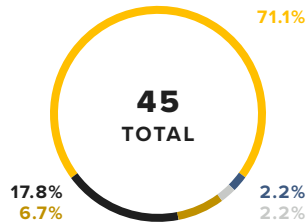
#### EXECUTIVES\*\*\*

#### FIRST-/MID-LEVEL MANAGERS

#### PROFESSIONALS

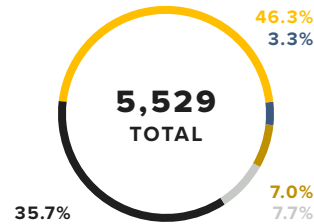
#### GILEAD U.S. POPULATION\*\*\*\*

Race/Ethnicity



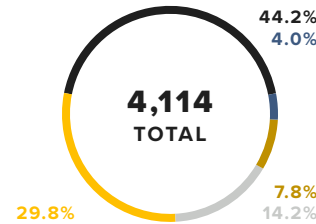
- White (32)
- Black or African American (3)
- Hispanic/Latino (1)
- Asian (8)
- Other\*\* (1)

Race/Ethnicity



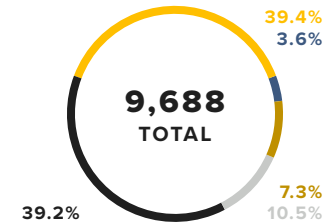
- White (2,558)
- Black or African American (387)
- Hispanic/Latino (428)
- Asian (1,972)
- Other\*\* (184)

Race/Ethnicity



- White (1,225)
- Black or African American (320)
- Hispanic/Latino (584)
- Asian (1,818)
- Other\*\* (167)

Race/Ethnicity



- White (3,815)
- Black or African American (710)
- Hispanic/Latino (1,013)
- Asian (3,798)
- Other\*\* (352)

Gender



Gender



Gender



Gender



\* Data based on U.S. definitions/demographics as of 2023 EEO-filing (based on December 31, 2022) data and includes Kite.  
 \*\* Other category includes two or more races, Native Hawaiian or Pacific Islander and American Indian or Alaskan Native categories.  
 \*\*\* Executives compose less than 2% of Gilead's U.S. population and make up governance bodies that comprise SVP levels and above.  
 \*\*\*\* Gilead's total U.S. workforce in 2022 was 10,707. 9,688 are at the professional, managerial and executive levels.

## GLOBAL PARENTAL LEAVE DATA

	FEMALES	MALES	TOTAL
Number of employees entitled to parental leave in 2022*	9,883	8,928	18,811
Number of employees who took parental leave in 2022	513	371	884
Number of employees who returned to work after leave ended in 2022	499	369	868
Number of employees retained 12 months after returning to work following a period of parental leave in 2021	380	285	665
Number of employees who took parental leave in 2021	436	335	771
2022 return-to-work rate**	97.30%	99.50%	98.20%
2021 return-to-work rate**	98.60%	100%	99.20%
2021 retention rate	87.20%	85.10%	86.30%

\* Employees entitled to parental leave means those employees who are covered by organizational policies, agreements or contracts that contain parental leave entitlements.

\*\* To determine who returned to work after parental leave ended and were still employed 12 months later, an organization must consult records from the prior reporting periods.

## GILEAD FOUNDATION FOCUS AREAS

**Giving Together**

Matching employee donations to the causes they care about most.

**Creating Possible Fund™**

Seeding innovative approaches to complex social issues, with an emphasis on achieving health equity through education equity.

**Community Donations**

Contributing to the local communities where we live and work.

## THE LARGER GILEAD COMMUNITY

### **Lifting Local Communities, Addressing Education Equity**

Gilead collaborates with communities and partners around the world to improve health equity and fulfill our responsibilities as a corporate citizen. One of the principal ways we do this is through the Gilead Foundation.

#### **THE GILEAD FOUNDATION**

Funded entirely by Gilead Sciences, the Gilead Foundation, a 501(c)(3) organization, was recapitalized in 2022 with an \$85 million donation. This builds on the \$200 million endowment announced in 2021, to help create impact in the community and society by encouraging a culture of giving, engaging in local communities and exploring innovative approaches to addressing complex social issues.





Samaritan House volunteer  
Samaritan House, Gilead Foundation grantee  
*(Photo courtesy of Samaritan House)*

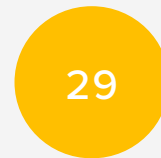
## THE GILEAD FOUNDATION 2022 IMPACT AT-A-GLANCE

**\$19.6M+**  
TOTAL DONATIONS GLOBALLY

**\$20M**  
CREATING POSSIBLE FUND



CAUSES  
SUPPORTED



COUNTRIES



DONATED



EMPLOYEE  
DONORS



EMPLOYEE  
VOLUNTEERS



EMPLOYEE HOURS  
VOLUNTEERED

### Giving Together

The Gilead Foundation's Giving Together program encourages a culture of giving by matching employee contributions to eligible organizations. In collaboration with Gilead's employee resource groups and through our volunteer reward programs, we also host special two-to-one matching campaigns.

### Community Donations

Through our Community Donations program, we help build stronger communities through three focus areas that are aligned with community needs and supported by historical funding and input from employees and community members:

- /// **STEM EDUCATION:** *We are building a pipeline of diverse talent for future innovation by supporting the delivery of equitable K-12 science education and experiences.*
- /// **SOCIAL SERVICES:** *Through donations to safety net organizations to provide food, shelter, safety, healthcare and connection, we support community services as a valued neighbor and employer.*
- /// **SUSTAINABILITY:** *We contribute to regional public-private nonprofit partnerships and coalitions to grow responsibly and steward resources.*



Lupita Ascencio,  
Stephanie Servano  
Quality Assurance

## NOTABLE COMMUNITY DONATIONS AND SUPPORT IN 2022

### Enhancing STEM Education in San Mateo and Foster City:

*We donated \$500,000 to school districts in San Mateo County and Foster City to provide more opportunities for students to access science, technology, engineering and math education. These efforts will help build a pipeline of diverse talent for future innovation.*

### Equity Express Bus to Support the Health and Wellbeing of Farmworkers:

*We provided \$350,000 total, including \$250,000 to Life Science Cares Bay Area to support the Equity Express Bus, a mobile resource center that provides healthcare and education services and Wi-Fi access to farmworker communities along the coast in Half Moon Bay, California. Gilead also donated \$100,000 to Ayudando Latinos A Soñar, or ALAS, a Latino-centered nonprofit organization. ALAS created the Equity Express Bus to provide much-needed resources to this community and create systemic change.*

### Supporting Humanitarian Efforts in Ukraine:

*We know the world is constantly changing and that unexpected needs arise. We host special campaigns in response to evolving social needs. One of our special campaigns in 2022 was supporting the humanitarian efforts in Ukraine. Our Gilead employees donated more than \$860,000, and we supported this cause by donating an additional \$3 million with funds going to USA for UNHCR (UN refugee agency), UNICEF USA and International Medical Corps.*

### Helping to Provide Critical Needs to San Mateo County Residents:

*Gilead Foundation donated \$500,000 to Samaritan House, a nonprofit that brings hope, dignity and empowerment to San Mateo County residents experiencing poverty by providing a broad range of social service support. Gilead's funding helped support an estimated 15,000+ economically disadvantaged San Mateo County residents gain access to critical needs, such as shelter, nutritious food and healthcare.*



ALAS Farmworker Equity Express  
Mobile Resource Bus  
Gilead Foundation grantee  
(Photo courtesy of ALAS)



Chris Chatmon

Director and CEO, Kingmakers of Oakland  
 Gilead Foundation Creating Possible Fund grantee  
 (Photo courtesy of Kingmakers of Oakland)

### Launching the Creating Possible Fund

In 2022, the Gilead Foundation launched the Creating Possible Fund to support high-impact strategies that advance health through education equity, including building a pipeline of Black healthcare leaders. According to a National Academies of Sciences report, extensive studies have shown a link between the highest level of education a person has achieved and their health indicators, such as access to health services, life expectancy and death from disease.

The Creating Possible Fund awarded a total of \$20 million to 13 inaugural grantees in 2022 who are working to help increase social connections for underserved students, improve the school and learning environment, and create systems of support for students in the United States. These inaugural grantees include:

- /// **BROWN UNIVERSITY (ANNENBERG INSTITUTE FOR SCHOOL REFORM)**  
 – Providence, Rhode Island
- /// **FRESH LIFELINES FOR YOUTH/PEER POINT** – Milpitas, California
- /// **KINGMAKERS OF OAKLAND** – Oakland, California
- /// **KQED** – San Francisco, California
- /// **MOREHOUSE COLLEGE, CENTER FOR EXCELLENCE IN EDUCATION** – Atlanta, Georgia
- /// **OAKLAND FUND FOR PUBLIC INNOVATION** – Oakland, California
- /// **PULSE OF PERSEVERANCE** – Chicago, Illinois
- /// **REPRESENT JUSTICE** – Los Angeles, California
- /// **SOUTHERN POVERTY LAW CENTER** – Montgomery, Alabama
- /// **ST. JOHN'S COMMUNITY HEALTH/COMPTON UNIFIED SCHOOL DISTRICT**  
 – Los Angeles, California
- /// **THE TREVOR PROJECT** – West Hollywood, California
- /// **XAVIER UNIVERSITY OF LOUISIANA** – New Orleans, Louisiana
- /// **YELLOW** – Virginia Beach, Virginia

## DRIVING AN EARLY AGENDA TO INCREASE BLACK HEALTHCARE PROFESSIONALS

Pulse of Perseverance is a 501(c)(3) organization dedicated to empowering and inspiring Black youth to work toward their goals by giving them a blueprint and resources for success. The organization was founded by three successful Black doctors to encourage young men and women in underrepresented communities to aspire to something greater in their personal and professional lives. As one of the inaugural beneficiaries of the Creating Possible Fund, Pulse of Perseverance is revolutionizing mentorship for underserved youth by providing them resources for success, including creating a new app that will give them access to, and provide sustainable relationships with, strong Black leaders in the healthcare field.



Dr. Pierre Johnson, Dr. Maxime Madhere, Dr. Joseph W. Semien Jr.  
Co-Founders, Pulse of Perseverance  
Gilead Foundation Creating Possible Fund grantee  
*(Photo courtesy of Pulse of Perseverance)*



### TAKING HEALTH EQUITY ON THE ROAD

Education is among the most powerful tools for advancing health equity. In 2022, Gilead staged an education equity roadshow at 11 historically Black colleges and universities (HBCUs).

The roadshow focused on addressing the social determinants of health, providing support and resources to help Black students navigate career opportunities, and offering education and awareness on sexual health and breast cancer. The roadshow visited nine cities and included five unique campus activations:

- /// *“Classroom takeover” recruitment sessions with Gilead executives.*
- /// *Career-focused “lunch and learn” sessions.*
- /// *Pop-up events for students to learn about Gilead’s health equity initiatives.*
- /// *Gilead oncology experts to drive awareness and education of breast cancer.*
- /// *Community liaisons educating students on sexual health.*

Phillip D. Adams, Vice President Institutional Advancement, Xavier University of Louisiana  
Tiffany West, Advancing Health and Black Equity

# 4

## SUSTAINING OUR SHARED PLANET

**//** Advancing sustainability within and beyond Gilead gives me deep satisfaction, because my personal passions and professional commitments are wholly aligned. As a company, we've made big strides in recent years. But real change comes from the collective actions from every individual on this planet. That's the behavior that I want my three young children to emulate and the message I'd like the students I've mentored to internalize. Sustainability is my profession, but it's everybody's job.

**Nicole Kho**

*Director, Sustainability*



## SUSTAINING OUR SHARED PLANET

The health of our planet and its people are inextricably linked. Climate change and poor air quality resulting from burning fossil fuels can adversely impact human health. Given Gilead's vision to make the world a healthier place for all people, we feel an obligation to be part of the solution. Our strategy is to set ambitious environmental targets and put programs in place to address the four focus areas that guide our comprehensive approach to sustainability: **Carbon, Water, Waste and Product.**

We have set bold science-based greenhouse gas emissions reduction targets for our own operations and for our value chain. And we're engaging with suppliers to achieve them. We're taking measures to reduce our energy and water use, drive waste and inefficiencies from our manufacturing processes and operations, and to embrace green buildings.

Gilead's efforts also reach beyond the impacts associated with our company. We are collaborating with universities, industry associations, local communities and others to advance sustainability.

Our aim is to embed sustainability into our culture so that it is integral to everything we do. If we do this well, we will be successful in our mission to deliver innovative medicines while doing what is right for people and the planet.



Gilead  
Foster City, CA



## SETTING AMBITIOUS SUSTAINABILITY TARGETS

To realize our vision of a low-carbon future, hold ourselves accountable and track our progress along the way, we set ambitious science-based emissions reduction targets in 2021 for our own operations (Scope 1 and Scope 2) and for our supply chain (Scope 3). After a comprehensive review process, we received validation for these targets from the Science Based Targets initiative (SBTi). With our SBTi-validated goals, we have taken our place alongside leading companies in the fight against climate change. We have also committed to transitioning our operations in line with a net-zero pathway by 2030, reducing Scope 1 and 2 emissions where technologically and financially feasible and addressing residual emissions.

Beyond emissions goals, we have set a range of targets across our four sustainability focus areas. Due to the collection and reporting cycles for our environmental data, we will be reporting 2022 progress against these goals on our website in Q3 2023 and in our next ESG report.



Gilead  
Cork, Ireland

## SUSTAINABILITY GOALS FOR A HEALTHIER WORLD



## CARBON

- /// Reduce Scope 1 and 2 GHG emissions by 46% by 2030<sup>1</sup>
- /// Reduce Scope 3 GHG emissions by 15% by 2030<sup>1</sup>
- /// Transition 100% of fleet vehicles to electric or low emissions vehicles and increase charging infrastructure by 2030
- /// 100% renewable electricity in operations by 2025 (RE100)
- /// Achieve carbon net-zero operational GHG emissions by 2030



## WATER

- /// Achieve water neutrality in water-stressed regions by 2030
- /// Reduce potable water use at owned facilities by 30% by 2030<sup>1</sup>



## WASTE

- /// Reduce total waste generation by 20% by 2030<sup>1</sup> (non hazardous only, excludes construction and demolition waste)
- /// Achieve zero waste to landfill status at owned facilities by 2030; Foster City to achieve by 2025 (may exclude leased facilities)
- /// Eliminate single-use plastics by 2025 (excludes manufacturing and R&D operations)



## PRODUCT

- /// 100% product packaging widely recyclable or reusable, including elimination of all unnecessary plastics<sup>2,3</sup>
- /// Use 30% post-consumer recycled content in all plastic packaging by 2025<sup>2,3</sup>
- /// Use 70% recycled content paper from sustainability managed forests by 2025<sup>2,3</sup>

<sup>1</sup>Compared to 2019 baseline<sup>2</sup>Excludes primary packaging<sup>3</sup>Where quality and safety permit



Wind turbine  
Gilead  
Cork, Ireland

## ENVIRONMENTAL ACTION

### /// Making Good on Our Commitments

With new targets set in 2021, our efforts in 2022 centered on a range of new and ongoing initiatives across our four sustainability focus areas through a concerted, company wide effort.

### ENERGY EFFICIENCY

Using energy more efficiently is an important tool for reducing our carbon footprint and delivering business benefits, including cost savings. In 2022, we completed energy and water assessments across the enterprise and acted upon the results by implementing a variety of efficiency initiatives around the world. We focused primarily on optimizing our HVAC systems, our largest source of electricity and natural gas consumption. We've already begun to reap the benefits with an annualized savings/avoidance of 17.9 million kWh. This is enough to power nearly 1,700 single-family homes, based on information from the U.S. Energy Information Administration.

## 2022 Energy Efficiency Measures

Gilead realized significant energy and cost savings throughout our enterprise.

### ENERGY MANAGEMENT EXCELLENCE

*In 2022, our Business and Technology Park in Cork, Ireland, received ISO 50001 certification for its energy management system, indicating the facility has the systems and practices in place to make a positive impact through efficient energy management.*

<sup>1</sup>Total annual energy savings/avoidance

#### METHODS KEY

- Dewpoint Controls: Helps air conditioning systems run more efficiently and enhances indoor comfort.*
- Building Management System (BMS) Optimization: Controls and monitors systems like HVAC and lighting.*
- Retro Commissioning (RCx): Fine-tuning existing buildings and systems to make them operate optimally.*
- Mothball: Placing a building in unoccupied mode when not utilized.*
- Fume Hood Use with Lab Scientist: Campaign to work with scientists to close their fume hood sashes when not in use to save energy.*
- HHW Controls Optimization: Adjusts hot water temperature based on end-use demand.*
- Temperature Setbacks: Adjusting building temperatures based on periods of low or no occupancy.*

# 17.9M kWh

Total energy savings/avoidance

#### CORK, IRELAND

↓ 815,091 kWh<sup>1</sup>

HVAC Dewpoint control  
Retro-Commissioning  
BMS Optimization

#### FREDERICK, MD

↓ 4,933,250 kWh<sup>1</sup>

HVAC BMS Optimization  
HHW Controls Optimization

#### EL SEGUNDO, CA

↓ 1,851,414 kWh<sup>1</sup>

HVAC BMS Optimization  
Temperature setbacks

#### LA VERNE, CA

↓ 862,596 kWh<sup>1</sup>

Retro-Commissioning  
HVAC Dewpoint control  
Other system upgrades

#### FOSTER CITY, CA

↓ 6,111,514 kWh<sup>1</sup>

BMS Optimization  
Retro-Commissioning  
Mothball  
Fume Hood Campaign

#### OCEANSIDE, CA

↓ 39,660 kWh<sup>1</sup>

Temperature setbacks

#### SANTA MONICA, CA

↓ 3,311,689 kWh<sup>1</sup>

HVAC BMS Optimization  
HHW Controls Optimization  
Drought Tolerant Landscaping

## RENEWABLE ENERGY

In support of our greenhouse gas emissions reduction goals, Gilead has taken steps to source more of its power from renewable sources.

We're members of two initiatives created by the Climate Group, a nonprofit organization working with businesses and governments globally to address climate change. Our membership in the organization's RE100 initiative means that Gilead has committed to – and is currently working toward – obtaining all the electricity used in our operations from renewable sources by 2025. As part of Climate Group's EV100 initiative, we are transitioning our owned and leased fleets to electric vehicles (EV) and installing EV charging infrastructure.

Going into 2022, four solar installations at Gilead's owned facilities had the capacity to generate up to 9.5 million kWh per year of renewable energy. In 2022, we incorporated an additional solar array into our operations at our Cork, Ireland, manufacturing facility that will generate 584 MWh of electricity annually and avoid 248 metric tons in greenhouse gas emissions. At Gilead's Brasília, Brazil, facility, we replaced a traditional electric water heater with one that is solar powered. In addition to lowering the facility's greenhouse gas emissions, the cost of the equipment and installation is projected to be recovered in energy cost savings in less than three years.

Kite has also matched its electricity emissions footprint with purchases of renewable energy certificates (RECs) and sourcing renewable energy through green tariffs. In 2022, we purchased 30,700 MWh of renewable electricity generated in the U.S. and Europe.



Solar panel installation  
Gilead  
Cork, Ireland



Electric vehicle charging station  
Gilead  
Foster City, CA

### ELECTRIC AND LOW-EMISSIONS VEHICLES

Worldwide, Gilead has a fleet of approximately 3,130 vehicles, offering a significant opportunity to reduce our emissions footprint by transitioning to electric and other low-emissions vehicles. We have set a goal to have this transition complete by 2030, where technically and economically feasible.

In 2022, we kicked off this initiative in earnest. As part of an initial EV100 pilot program, we will replace approximately 10% of internal combustion engine (ICE) vehicles with pure EVs to be deployed in the U.S. by the second half of 2023. To support this investment and our long-term goal, we are also working to increase the EV charging station infrastructure at all facilities to accommodate our electrified fleet.

### INVESTING IN EVs AROUND THE WORLD

Gilead has a 2030 target to transition 100% of fleet vehicles to electric or low-emissions vehicles where technically and economically feasible and increase charging infrastructure at Gilead locations. We have set the foundation for reaching that goal with policies and programs across our global footprint.

- Countries in scope where Gilead has facilities
- Countries where Gilead has low-emissions/EV car policies in place
- Countries with EV only policies



## GREEN BUILDINGS

The ongoing expansion of Gilead office, lab and manufacturing facilities around the world, coupled with Gilead's responsible growth strategy, enables us to deliver on the goal to simultaneously reduce our greenhouse gas emissions. This is achieved, in part, by designing, constructing and operating the facilities that meet high levels of sustainability performance. In the past seven years, the number of facilities with green-building certifications achieved by Gilead has increased from zero to 20, with 18 projects certified in the last three years.

In 2022, three more Gilead facilities received Leadership in Energy and Environmental Design (LEED) certification. Through sustainable design, construction and operations, buildings with LEED certification are designed to have lower carbon, energy, water and waste footprints; prioritize safer and more locally sourced materials; and deliver lower exposure to toxins than equivalent standard buildings.

### IN 2022, THREE NEW GILEAD PROJECTS ACHIEVED LEED CERTIFICATION



**LEED Certified Platinum**  
**WELLBEING CENTER**  
**FOSTER CITY, CA**



**LEED Certified Silver**  
**CELL THERAPY**  
**MANUFACTURING FACILITY**  
**FREDERICK, MD**



**LEED Certified Silver**  
**OFFICE EXPANSION,**  
**RALEIGH, NC**



## WELLBEING FOR OUR PEOPLE AND THE PLANET

Encompassing more than 60,000 square feet, Gilead's Wellbeing Center at our Foster City campus opened in February 2022. This facility is a remarkable on-site amenity for our employees and a state-of-the-art example of sustainable design and construction.

Employees enjoy the health and wellness benefits of indoor and outdoor fitness areas, a health services center and flexible community space.

The Wellbeing Center was certified LEED Platinum for new construction in December 2022, the highest level of certification under the LEED program. Some of its cutting-edge sustainability features include:

- *An expandable rooftop solar array*
- *Water reclamation/reuse system*
- *Low-flow plumbing fixtures*
- *Radiant heating and cooling systems*
- *Building materials that contribute to a healthy interior*
- *Landscaping that features a tree-shaded parking lot and an irrigation system that can accommodate both potable and treated reclaimed water*



Gilead Wellbeing Center  
Foster City, CA

LEED Platinum achieved / WELL Gold (targeting) / Award of Merit – Health Care, ENR California 2022 Best Projects / Honor Award, ACEC California 2023 Engineering Excellence Awards





Gilead  
Foster City, CA

## WATER CONSERVATION

Developing and manufacturing pharmaceutical products requires a significant amount of water. Gilead's approach is to first reduce the amount of water we use in facilities that have high consumption and then pursue ways to recycle and reuse it. In relation to our water consumption that takes place in water-stressed regions, we have set a target to achieve water neutrality by 2030. Water neutrality entails reducing our water usage as much as possible and investing in projects that increase supplies of fresh water to offset the water that we must use.

In 2022, our Edmonton, Alberta, Canada, facility completed a wastewater diversion project that has reduced our consumption of clean city water by 2,555 cubic meters per year, representing a 4.4% reduction in our potable water withdrawal. The project entails reusing water rejected from our high purity water system to the cooling tower systems at a process manufacturing facility.

***The grounds at our headquarters campus in Foster City are maintained with a xeriscaping plan – landscaping designed to require little to no irrigation. In 2022, we converted almost 2.2 acres of turf landscape to xeriscape, which will help decrease the amount of potable water used for irrigation.***



## WASTE REDUCTION AND DIVERSION FROM LANDFILL

Gilead is targeting significant waste reduction in our manufacturing and operations. In 2022, we identified a baseline against which to set new waste and single-use plastics reduction targets.

In 2022, 47% of the targeted single-use plastics were eliminated from Gilead sites (excluding manufacturing and R&D operations) to support our commitment to achieve 100% elimination of targeted single-use plastics by 2025. Currently, we are working to replace all compostable plastic cups, food containers, utensils and other items with reusable and compostable, fiber-based options.

We are also exploring ways to reduce the amount of single-use plastics used to contain and ship our pharmaceutical products. This is particularly challenging in the pharmaceutical/biopharmaceutical industry, as single-use plastics help product quality demands and reduce the risk of contamination. Also, we aim to replace secondary and tertiary plastic packaging used to package our products with equivalents that are widely recyclable or reusable and, where possible, to eliminate unnecessary plastics altogether. We will continue to innovate to help address the growing global issue of plastics pollution.



Gilead  
Foster City, CA



Shamema Nasrin  
Drug Metabolism

## SUSTAINABLE RESEARCH & DEVELOPMENT

Gilead is committed to making the research and development of our pharmaceuticals as sustainable as possible. Laboratories have traditionally been resource-intensive environments. To ensure that our labs are as environmentally sustainable as possible, Gilead has partnered with the nonprofit group My Green Lab®. This organization, run by scientists, for scientists, seeks to fundamentally and permanently improve the sustainability of scientific research. Gilead has five labs that have successfully completed the rigorous My Green Lab sustainability certification program. Four research and development laboratories received the following certifications in 2022:

- /// **BIOMARKER SCIENCES, FOSTER CITY, CA: Green Level (highest level)**
- /// **ANALYTICAL OPERATIONS, FOSTER CITY, CA: Gold Level**
- /// **BIOLOGY, SEATTLE, WA: Gold Level**
- /// **MEDICAL CHEMISTRY, SEATTLE, WA: Gold Level**

Gilead is also dedicated to ensuring its individual products are made in ways that are less resource-intensive and safer for the environment. One example of this approach is with Gilead's drug, Trodelvy. Producing this treatment requires the use of chromatography, a process for separating components of a mixture. Gilead has enhanced the manufacturing process and in doing so, has reduced the usage of silicates and solvents significantly, thereby reducing our environment footprint.

## GREEN TEAMS SPOTLIGHT: OCEANSIDE

Gilead employees further our sustainability efforts and develop innovative solutions that lower our environmental footprint by participating in Green Teams at our sites around the world. They collaborate and advocate for responsible, healthy practices that support local communities and extend our stewardship of the environment.

In 2022, the Green Teams at our Gilead and Kite facility in Oceanside, California, and several of our ERGs, collaborated with communities to create awareness of environmental issues and engage in some hands-on work.

On Earth Day, we joined with local organizations to stage a fun, interactive exposition to celebrate our shared planet. Local businesses and other groups were encouraged to host booths for the event, each featuring an educational “green” game. We also partnered with the hiking and camping communities to stage a natural area cleanup. Additionally, the Green Teams participated in a trash audit to gain baseline metrics.



Gilead employees  
Oceanside, CA

## GILEAD PARK AND AMPHITHEATER

In 2022, Gilead completed work on an on-campus park and outdoor event space at our Foster City headquarters based on principles from The Sustainable SITES Initiative. SITES includes a rating system that guides, evaluates and certifies a project's sustainability in the planning, design, construction and management of landscapes and other outdoor spaces. The Gilead Park achieved a GOLD rating from SITES in 2023. It is the largest certified SITES project and the first SITES v2 Gold project in the San Francisco Bay Area. In addition, Gilead is the first pharmaceutical/biotech company to achieve SITES v2 certification.

This new addition provides employees access to nature during breaks, a sense of wellbeing with opportunities for active and passive recreation and a beautiful place for gatherings and special events. The amphitheater features some innovative sustainability benefits, and the park is a model for protecting biodiversity.



Gilead Park  
Foster City, CA

### A SHOWCASE FOR BIODIVERSITY

Gilead recognizes the importance of protecting and preserving natural areas and habitats. Our work in reducing our overall environmental footprint underscores this conviction. The Gilead Park accentuates this by showcasing a myriad of features designed to promote biodiversity, increase the resilience of ecological systems and enrich human experience and health.

The Gilead Park landscape draws from local plant communities to create a diverse array of flora, including more than 20 species of trees and 115 different types of shrubs. Grasslands, riparian planting, coastal scrub and woodland communities include plants that are hardy, conserve water and adapt to local conditions of high groundwater, salty soils and dehydrating winds. This site is home to a wide variety of birds and pollinators.

## SUSTAINABILITY BENEFITS: GILEAD PARK AND AMPHITHEATER

/// *Bioretention areas were designed into the park to slow and treat on-site stormwater runoff, reduce the risk of flooding, provide habitat and improve air quality.*

/// *Park turf areas are planted with water-conserving natural turf grass, and plants were chosen to minimize water requirements.*

/// *The park irrigation system includes smart controls to optimize water usage and is designed to accommodate a future shift to reclaimed/recycled water.*

### STORMWATER PROTECTION



### WATER CONSERVATION



### ENERGY AND EMISSIONS



### MATERIALS



/// *EV charging stations in the park charge electric vehicles with 100% renewable energy.*

/// *100% of the park's utility needs are provided by an on-site solar array.*

/// *Landscape maintenance operations employ rechargeable, zero-emission equipment.*

/// *Material selection was based on minimizing waste and utilizing renewable resources.*

/// *More than 30% of project materials were locally sourced.*

/// *More than 63% of paving materials are light in color to reduce the heat island effect.*

/// *Steel used has a minimum recycled content of 25%.*

Gilead Amphitheater  
Foster City, CA

## ADVANCING SUSTAINABILITY BEYOND GILEAD

Sustainability is a collective effort, one that requires all of us to act and each of us to acknowledge responsibility in accordance with our power to effect change. At Gilead, we use our influence and implement standards and practices that encourage others to contribute to sustainability efforts.

### ENGAGING SUPPLIERS TO REACH OUR CARBON GOALS

The vast majority of the emissions footprint associated with our company falls outside of our operational control. Known as Scope 3, these are the greenhouse gases emitted by our suppliers and through other value chain activities. Because our purchased goods and services comprise more than 80% of these Scope 3 emissions, we have made our suppliers a central component of attaining our goals. Our meaningful engagement with key suppliers will go a long way toward reducing our Scope 3 emissions 15% by 2030 (using 2019 as a baseline).

In 2022, we surveyed 111 suppliers representing 59% of the greenhouse gas emissions related to our modeled Scope 3 purchased goods and services. We are currently in the process of analyzing supplier responses to our emissions survey, which we use to assess how advanced suppliers are in understanding and reducing their emissions. While we engaged with more suppliers in 2022 than in 2021, the suppliers engaged in 2022 represent a lower percentage of our Scope 3 emissions than the suppliers we engaged the prior year. This is due to a variation in the group of targeted suppliers and their emissions profiles between the two years. Among those surveyed, we have identified specific suppliers to further engage with, and our focus is to work with them to incorporate low-carbon transitions and reduction plans into their operations.



James O'Regan  
Facilities Operations

## GILEAD SCIENTISTS GREENING CHEMISTRY

Gilead scientists hold leadership roles on the Pharmaceutical Roundtable of the American Chemical Society's Green Chemistry Institute. The mission of the Roundtable is to catalyze and enable the implementation of green and sustainable chemistry throughout the global pharmaceutical industry.

Philippa Payne, Associate Director in Gilead's Outsourced Manufacturing organization in Alberta, Canada, co-chairs the Roundtable, and five of her colleagues from Gilead's process development department also sit on Roundtable sub teams:

- /// **VANGELIS AKTOUDIANAKIS**, Associate Scientist, is a member of the Chemistry in Water sub team
- /// **WILLARD LEW**, Director, is a member of the Grants team
- /// **ASTRID PARSONS**, Research Scientist, is a member of the API Best Practices sub team
- /// **PHILIPPA PAYNE**, Associate Director, is a member of the Peptides team
- /// **HO-YAN SUN**, Senior Research Scientist, is a member of the Awards and Grants team
- /// **JONATHAN TRIPP**, Senior Research Scientist, co-leads the Supply Chain sub team

In 2022, Philippa co-authored a paper in the prestigious Elsevier journal, Current Research in Green and Sustainable Chemistry. The paper, entitled "Manufacturing mass intensity: 15 Years of Process Mass Intensity and development of the metric into plant cleaning and beyond," proposed expanding upon Process Mass Intensity (PMI), an important industry sustainability metric, to include additional resource requirements such as equipment cleaning and waste treatment, which are integral to any pharmaceutical manufacturing process.



Philippa Payne  
Outsourced Manufacturing



## COLLABORATING WITH OTHERS ON IMPORTANT SUSTAINABILITY TOPICS

At Gilead, we believe in sharing our knowledge of sustainability with others that can benefit. In 2022, we collaborated with a professional engineering association, as well as multiple universities. Gilead also directly sponsors students and initiatives at institutions of higher learning.



*Gilead partnered with the **International Society for Pharmaceutical Engineering (ISPE) Foundation** on two outreach efforts related to sustainability. In 2022, Gilead served as the founding sponsor of the ISPE Foundation's **Technology Without Borders Program**, which will ensure ISPE's **Guidance Documents** and related trainings are translated and made accessible in countries where language or socio-economic barriers limit access to critical pharmaceutical industry knowledge. The focus of this initiative is in large part driven by the desire to make accessible best practices supporting sustainable design principles and advanced engineering strategies that have guided pharmaceutical industry infrastructure builds and operations in developed countries.*

*Gilead also partners with ISPE to sponsor the **ISPE Foundation Diversity Internship Program**, a 12-week internship that gives college students typically underrepresented or underserved in the pharmaceutical industry the opportunity to spend their summer performing hands-on work alongside Gilead's Corporate Operations organization.*

*(Continued on next page)*



At **California Polytechnic State University (Cal Poly)** in San Luis Obispo, California, Gilead is providing scholarships for low-income students and students studying sustainability science. Additionally, Gilead's Director of Sustainability has served on Cal Poly's Natural Resources & Environmental Studies Advisory Council engaging with faculty and students on sustainability issues facing the pharmaceutical industry.



At **Cornell University**, Gilead is mentoring a cohort of MHA students on capstone projects that are focused on ESG, health equity and how climate change relates to public health.



At **North Carolina State University**, Gilead is sponsoring ESG-related project teams as part of the partnership between Gilead Sciences and the school's Supply Chain Research Cooperative (SCRC). The goal of these partnerships is anchored in inspiring the next generation of biopharma leaders to understand the role of sustainability leadership and the linkage between environmental stewardship and business performance.

## ENABLING SUSTAINABILITY IN THE BAY AREA

Gilead and the Gilead Foundation are deeply involved in promoting sustainability in our headquarters city of Foster City and the broader Bay Area.

In December 2022, the Gilead Foundation granted \$500,000 to help finance green building measures in Foster City's Recreation Center Replacement Project. The grant is intended for building the new center to achieve LEED certification, additional energy efficiency features and other green attributes. In addition to the direct environmental benefits this approach affords, it will also serve to educate everyone who walks through its doors on key sustainability concepts.

Our Senior Vice President of Corporate Operations, Joydeep Ganguly, chairs the Bay Area Council Climate Change Mitigation Task Force, which reports into the Water & Climate Resilience Committee. Gilead also sits on Foster City's Citizens Sustainability Advisory Committee (CSAC), serving as its representative of a local major employer. The CSAC advises City Council on sustainability issues facing Foster City regarding Environmental, Economic, or Social sustainability, and provides comments on proposed programs and initiatives.



Gilead commuter bus program  
Foster City, CA

**// At Gilead, sustainability is woven into the fabric of our being. We believe there's a sustainable way to execute every business practice, and that mindset motivates all our actions – from embedding green principles into 100% of our 2022 building projects to making the conscious choice each day whether to walk, bike, shuttle or drive an EV to work. Our approach not only guides what we do within Gilead, but it also influences and inspires others to join us, including as partners in our communities and our efforts to advance sustainable operations across the pharmaceutical industry.**

**Joydeep Ganguly**

*Senior Vice President of Corporate Operations*





## REPORTING INDEX

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Gilead  
Foster City, CA

## ABOUT THIS REPORT

Gilead's inaugural ESG Impact Report is an annual publication highlighting Gilead's ESG performance and data. This report references the Global Reporting Initiative (GRI) Standards 2021, as outlined in the GRI table beginning on Page 125, and aligns with the Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Standard 2018 and the Task Force on Climate-related Financial Disclosures (TCFD). We also align our data collection, measurement and reporting activities with industry-leading ESG-related performance frameworks, including the United Nations Global Compact (UNGC), United Nations Sustainable Development Goals (UN SDGs) and CDP Climate.

The scope of this report includes all entities listed in Gilead's 2022 Annual Report on Form 10-K and focuses primarily on our fiscal year ending December 31, 2022. Unless otherwise noted, quantitative and qualitative data aligns with our fiscal year. Some qualitative information from both before and shortly after our fiscal year is also included. At the time of publication, quantitative environmental data covers our fiscal year ending December 31, 2021, due to data collection and external assurance cycles. Fiscal year 2022 environmental data will be posted on Gilead.com as soon as it is available, typically in second quarter 2023.

The content featured in this report focuses on ESG topics material to Gilead's business operations. The phrase "materiality" as used in the context of this report and our materiality review process is different than the definition used in the context of our filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.



Christopher Swank  
Medicinal Chemistry

## OUR APPROACH TO ESG

We take a precautionary approach to managing social and environmental activities to minimize potential harm. Our objectives are to advance scientific innovation, health equity and the access and affordability of our treatments, reduce our climate and other environmental impacts, improve our communities, foster an inclusive workplace and attract and retain top-tier employees, mitigate supply-chain risks and prepare for future regulatory changes.

Our Corporate Responsibility Committee shepherds our ESG vision and builds accountability for driving positive social and environmental change across our company and supply chain. Composed of leaders from Public and Government Affairs, Human Resources, Legal, the CFO organization, Commercial and Manufacturing, the committee is responsible for reviewing and making decisions on ESG-related strategies, stakeholder engagement, reporting, risk mitigation and other relevant activities. The Nominating and Corporate Governance Committee of our Board reviews and oversees our ESG program.



Nicolette Dy, Adriana Eisner  
Sales and Marketing (Dy), Strategy and Operations (Eisner)

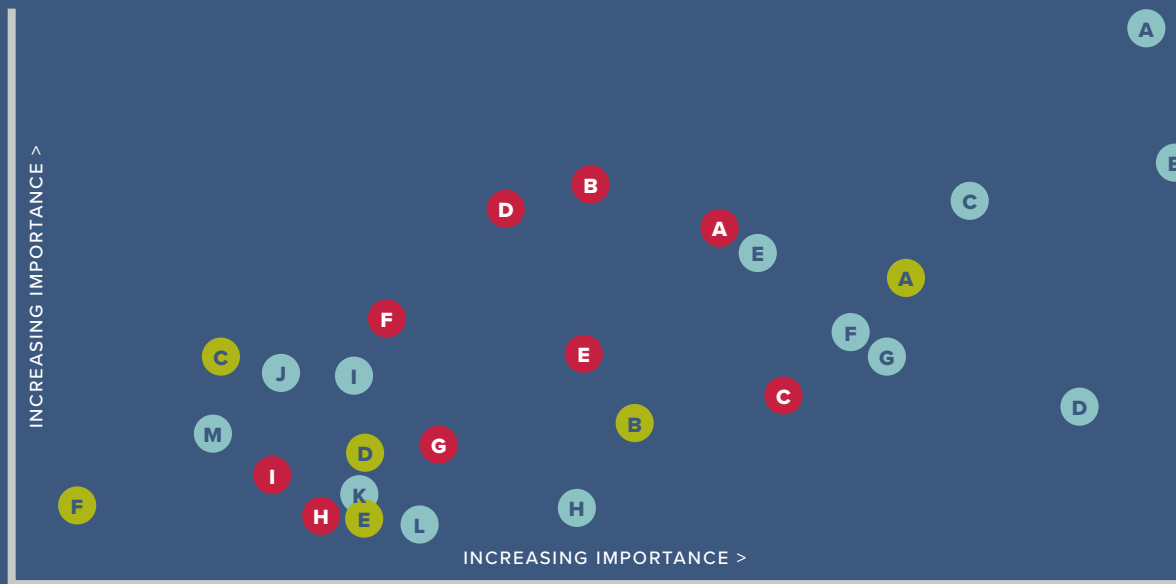
**MATERIALITY**

Through our ESG Materiality Assessment, business leaders from across the company selected material topics for our ESG program based on the level of Gilead’s internal or external influence, our relative impact, peer evaluations and due diligence.

We are assessing relevant and meaningful disclosures to measure progress and plan to enhance our coverage of these topics, including the management approach for each, in future reporting.

**MATERIAL TOPICS**

**STAKEHOLDER PERSPECTIVE**  
(DEGREE OF STAKEHOLDER CONCERN)



**GILEAD PERSPECTIVE**  
(IMPACT ON BUSINESS)

**ENVIRONMENTAL**

- A Climate change and energy
- B Manufacturing and supply chain management
- C Pollution and effluents
- D Waste and packaging
- E Materials sourcing and use
- F Water stewardship

**SOCIAL**

- A Access and availability of medicines
- B Affordability and pricing
- C Employee recruitment, development and retention
- D R&D for unmet medical needs
- E Public health
- F Employee engagement and culture
- G Diversity and inclusion
- H Philanthropy and community relations
- I Employee wellness
- J Occupational health and safety
- K Health education and prevention
- L Health system strengthening
- M Fair working conditions

**GOVERNANCE**

- A Corporate governance
- B Product quality and safety
- C Innovation technologies
- D Corruption and bribery
- E Intellectual property
- F Clinical trial conduct
- G Data privacy and security
- H Tax and fair contribution to society
- I Counterfeit and illicit trade



**ESG MANAGEMENT, STAKEHOLDER ENGAGEMENT AND MATERIALITY**

Gilead continuously monitors our operations to reduce potential or actual negative material impacts, both internal and external. Business leaders with direct oversight over each topic area are responsible for managing these impacts, and internal and external stakeholders conduct annual evaluations to identify strengths and areas for improvement.

**INTERNAL STAKEHOLDERS**

To review ESG-related topics, we assembled a team of internal stakeholders from across Gilead, representing Corporate Sustainability, Public Affairs, Global Patient Solutions, Pharmaceutical Development and Manufacturing, Global Value and Access, Research, Environmental Health and Safety, Facilities, Human Resources, Legal, Tax, Investor Relations and Regulatory Affairs.

**EXTERNAL STAKEHOLDERS**

**INVESTORS AND RISK ASSESSORS**

- /// *Bankers and insurers*
- /// *CSR ratings and indicies*
- /// *Institutional investors and analysts*
- /// *Stockholders*

**RULE-MAKERS AND WATCHDOGS**

- /// *Global NGOs*
- /// *Regulators*
- /// *Academic institutions*
- /// *Industry associations*
- /// *Media*

**PEERS AND BUSINESS PARTNERS**

- /// *Partners*
- /// *Peers*
- /// *Suppliers*
- /// *Generic drug manufacturers*

**CUSTOMER AND COMMUNITY**

- /// *Healthcare providers*
- /// *Insurance providers*
- /// *Patients*
- /// *Communities*



## **Our Approach to Tax**

Our global tax strategy is in line with Gilead's general framework of maintaining a low risk tolerance level in the countries in which we operate. Our strategy focuses on:

- ▮ ***Ensuring there are appropriate levels of governance, risk management and accountability***
- ▮ ***Complying with tax laws in a responsible manner***
- ▮ ***Having open and constructive conversations with stakeholders, including governments and tax authorities***

This strategy guides our approach to tax compliance. We are committed to paying our fair share of tax, and we seek to comply with all applicable laws, rules and regulations in meeting our tax compliance and reporting responsibilities. Accordingly, we pay a variety of taxes, including, corporate income taxes, customs duties, excise taxes, stamp duties, employment and other business taxes in these jurisdictions, as required by local law. We also withhold and pay employee taxes and indirect taxes, such as the Value Added Tax.

This strategy also guides our approach to tax planning. We analyze the potential tax implications to ensure clarity of business tax consequences in locations we operate in order to ensure compliance and business alignment.

## **TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT**

Our management establishes and maintains robust internal controls that govern our tax policies and financial reporting procedures, including management of associated risks. Under this system, key tax processes are reviewed by our internal and external auditors for adherence. Our Chief Financial Officer and Board Audit Committee receive updates on at least a quarterly basis.

Despite our strong governance, a level of risk associated with tax compliance naturally exists because tax law is inherently complex and can result in a variety of interpretations with respect to how our operations are taxed.

Our tax processes and procedures are designed to mitigate such material tax risks. Among other processes and procedures, transactions between our affiliated companies are guided by the arm's length standard as set out by the Organisation for Economic Co-operation and Development (OECD) guidelines for international tax matters. All material tax planning proposals are discussed with and approved by our executive management, Chief Financial Officer, and the Board Audit Committee. Where appropriate, we seek high-quality external advice on tax consequences of business transactions.

## STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX

We engage with tax authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. Our tax positions and filings are subject to review and audit by tax authorities in jurisdictions where we conduct business. In the course of such a review, we strive to be transparent with tax authorities, providing relevant facts and documentation to support our tax positions and to resolve disputes constructively and in a timely manner on current, future and past tax risks.

Where appropriate, we also seek to proactively engage with tax authorities on their interpretation of local tax laws and their application to our specific facts and circumstances.

New tax laws and regulations often bring uncertainty in their interpretation and application, and inconsistent treatment of a transaction by different jurisdictions brings the risk that the same income may be taxed by two or more tax authorities. In those situations, we also seek to work with tax authorities in a transparent manner to mitigate or, if possible, prevent double-taxation of our economic profits, in compliance with tax treaties and applicable national legislation.

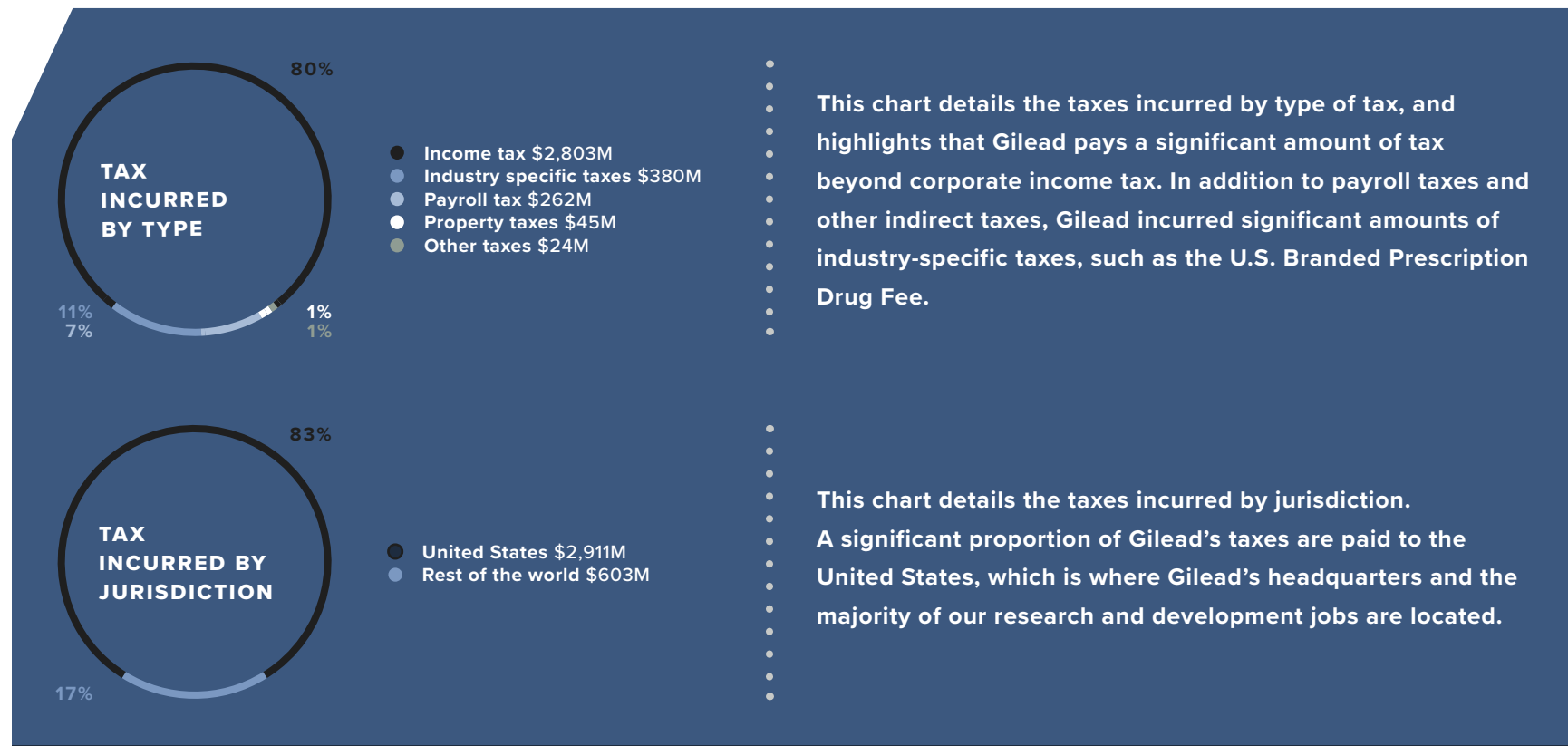
We monitor proposals and changes to tax incentives and regulations in the countries in which we operate in order to assess their impact on our business. From time to time, Gilead may collaborate with taxpayer advocacy groups to ensure Gilead's views are considered during the public discourse. We also support initiatives to increase public trust and transparency in national and international tax regimes.



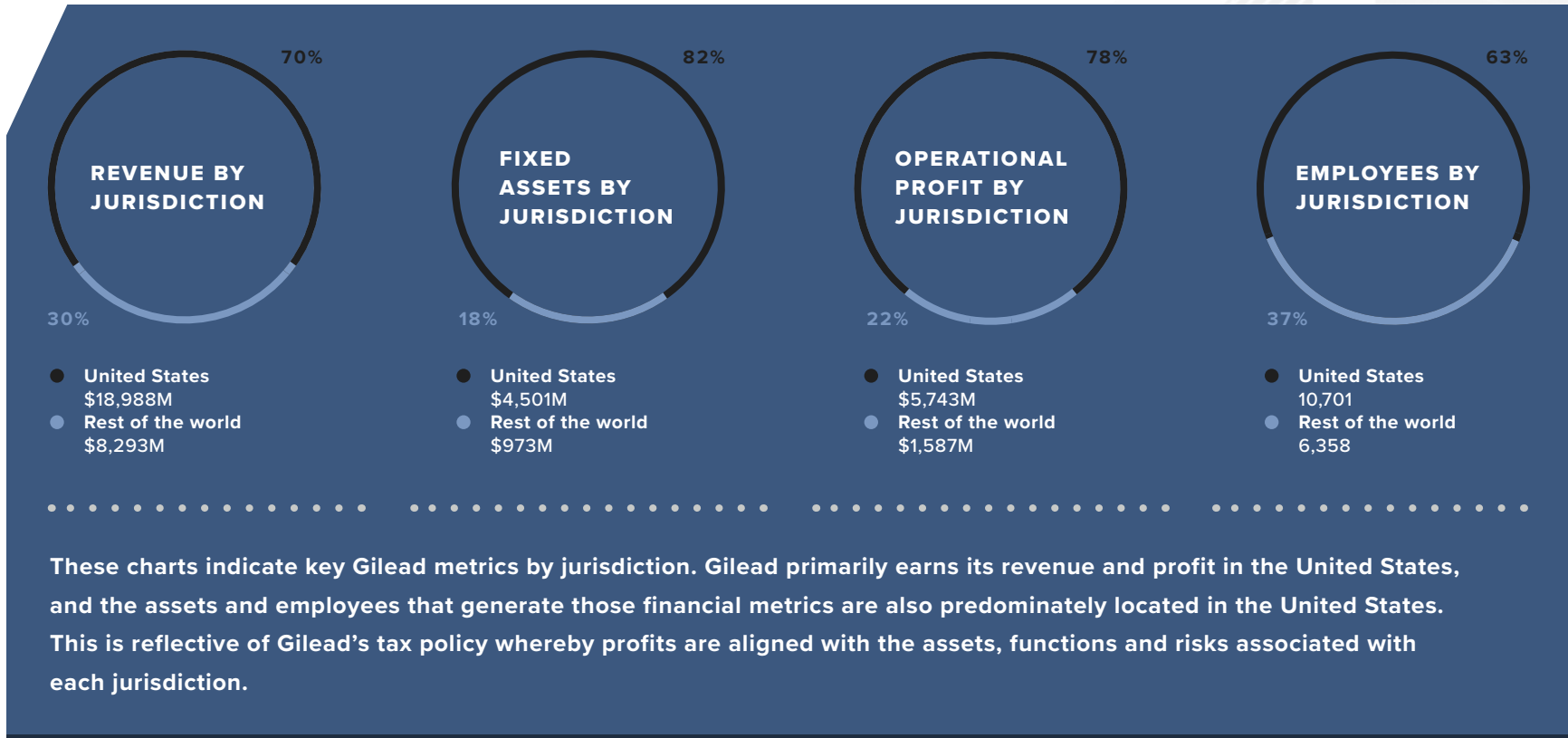
Shiva Zaboli, Hatef Mehrabian  
Pathobiology

## 2022 TAX AND JURISDICTIONAL DATA

The following charts have been prepared to provide transparency and insight into Gilead's tax profile. All numbers and figures follow Gilead's accounting policy as outlined in our 2022 Annual Report on Form 10-K (Note 1: Organization and Summary of Significant Accounting Policies). All tax jurisdictional data is determined based on the activities of Gilead's subsidiaries that are tax resident in said jurisdiction.



The above charts detail the \$3.5 billion in taxes that Gilead incurred in 2022.



## Aligning with the United Nations Sustainable Development Goals (UN SDGs)

Gilead supports all of the 17 UN SDGs. Our business activities are most aligned with the UN SDGs listed below.



### Good Health and Well-Being

We deliver innovative therapies that offer new hope for patients and make our therapies broadly available to people living with, or at risk from, life-threatening conditions. We go beyond the medicine and help remedy health inequities and other barriers to care. Our ambitions have led us to a cure for hepatitis C and to transforming the treatment and prevention of HIV. We continue to set our sights on curing more viral diseases and certain cancers and inflammatory diseases.



### Quality Education

We educate and train healthcare providers on advanced therapies, including in resource-limited countries.



### Gender Equality

We cultivate an inclusive and diverse workforce that celebrates differences in race, age, gender, sexual orientation, gender identity and thinking style.



### Clean Water and Sanitation

We have committed to achieve water neutrality in water-stressed regions by 2030 and to reduce potable water use at owned facilities by 30% by 2030.



### Affordable and Clean Energy

We generate and purchase renewable energy to offset grid-supplied energy at some of our worldwide facilities. We have committed to 100% renewable electricity in our operations by 2025 and to transitioning our vehicle fleet to electric or low-emissions vehicles by 2030 where technologically and financially feasible.



### Industry, Innovation and Infrastructure

We leverage science and innovation to develop industry-leading therapeutics for areas of unmet medical need.



### Reduced Inequalities

We formed a Diversity Council in 2018 to enhance our Inclusion and Diversity initiatives worldwide.



### Responsible Consumption and Production

We have committed to the following: By 2030, reduce total solid waste generated by 20% compared to 2019, including elimination of single-use plastics (excluding R&D operations) and achieve zero-waste status through diversion programs. By 2025, ensure 100% of our product packaging used is widely recyclable or reusable, including eliminating all unnecessary plastics, where quality and safety permits. By 2025, increase secondary and tertiary product package composition to 30% post-consumer recycled plastic content and 70% recycled content paper from sustainability managed forests.



### Climate Action

We have committed to reducing absolute GHG emissions across our direct operations (Scope 1 and 2) by 46%, and across our value chain (Scope 3) by 15%, by 2030, from a 2019 base year. We have committed to 100% renewable electricity in our operations by 2025 and to transitioning our vehicle fleet to electric or low-emissions vehicles by 2030 where technologically and financially feasible.



### Partnerships for the Goals

We forge internal and external partnerships to improve patient care, strengthen health systems and reduce social and environmental impacts.

## DATA TABLES

### Environment

The tables below present our environmental performance data for 2019-2021. We will publish 2022 environmental data on our website when it becomes available.

ENERGY CONSUMPTION MEGAWATT HOUR (MWh)	2019	2020	2021
<b>Total Energy Consumption from Renewable Sources*</b>	<b>89,900</b>	<b>100,616</b>	<b>97,220</b>
Purchased Electricity	89,793	100,430	92,717
Mobile Fuels	56	9	336
On-site Solar	51	177	4,167
<b>Total Energy Consumption from Nonrenewable Sources</b>	<b>358,802</b>	<b>338,561</b>	<b>371,425</b>
Distillate Fuel Oil	394	181	118
Mobile Fuels	79,539	44,156	57,012
Natural Gas	185,116	200,491	211,478
Other Stationary	8	5	6
Purchased Electricity	93,745	93,546	102,672
Purchased Heat/Steam/Cooling	—	182	139
<b>Total Combined Energy Consumption</b>	<b>448,702</b>	<b>439,177</b>	<b>468,645</b>
Data Coverage (as a percentage of global full-time employees)	100%	100%	100%

\*This figure includes renewable energy purchased through the grid and renewable energy procured from other sources.

#### Restatement of Environmental Data

Some environmental data from previous years has been restated due to acquisitions and some changes in methodology. All reporting year data goes through third-party limited assurance. Base year data goes through updated limited assurance when it hits a 5% variance.



<b>ENERGY INTENSITY</b> KILOWATT HOURS PER SQUARE FOOT (kWh/SQ.FT.)	2019	2020	2021
Total Energy Consumption from Renewable Sources	12.5	12.5	11.9
Total Energy Consumption from Non-renewable Sources	49.7	42.1	45.3
<b>Total Combined Energy Consumption</b>	<b>62.2</b>	<b>54.6</b>	<b>57.1</b>
<b>SCOPE 1 AND 2 GHG EMISSIONS</b> METRIC TONS CO <sub>2</sub> e (MT CO <sub>2</sub> e)	2019	2020	2021
Scope 1	54,116	48,249	54,584
Mobile	19,577	10,930	14,120
Refrigerants	872	917	2,090
Stationary	33,666	36,401	38,374
Scope 2 (market-based)	33,203	31,990	34,127
Electricity	33,203	31,923	34,081
Heat/Steam/Cooling	—	67	45
Scope 2 (location-based)	55,248	53,087	56,754
<b>Scope 1 and 2 (market-based)</b>	<b>87,319</b>	<b>80,238</b>	<b>88,711</b>
Scope 1 and 2 Percent Change from 2019	N/A	-8%	2%
Data Coverage (as a percentage of global full-time employees)	100%	100%	100%
<b>GHG EMISSIONS INTENSITY</b> (SCOPE 1 AND 2) KILOGRAMS CO <sub>2</sub> e PER SQUARE FOOT (kg CO <sub>2</sub> e/SQ. FT.)	2019	2020	2021
Scope 1	7.50	5.99	6.65
Scope 2 (market-based)	4.60	3.97	4.16
Scope 2 (location-based)	7.66	6.60	6.92

SCOPE 3 GHG EMISSIONS METRIC TONS CO <sub>2</sub> e (MT CO <sub>2</sub> e)	2019	2020	2021
Purchased Goods and Services <sup>2</sup>	790,350	854,653	811,826
Capital Goods <sup>2</sup>	144,577	129,302	84,328
Fuel- and Energy-Related Activities <sup>1,3</sup>	14,821	14,474	17,120
Upstream Transport and Distribution <sup>1,2</sup>	52,149	68,917	58,485
Waste <sup>1,3</sup>	5,166	4,464	4,728
Business Travel (required only) <sup>1,2,3</sup>	44,560	6,914	7,897
Employee Commuting <sup>1</sup>	23,656	7,565	15,023
Upstream Leased Assets <sup>4</sup>	N/A	N/A	N/A
Downstream Transport and Distribution <sup>1</sup>	159	157	213
Processing of Sold Products <sup>4</sup>	N/A	N/A	N/A
Use of Sold Products <sup>4</sup>	N/A	N/A	N/A
End of Life Treatment of Sold Products <sup>1</sup>	13	13	13
Downstream Leased Assets <sup>4</sup>	N/A	N/A	N/A
Franchises <sup>4</sup>	N/A	N/A	N/A
Investments <sup>1</sup>	1,060	2,870	2,477

#### Scope 3 Footnotes

1. Scope 3 emissions based on primary data

2. Scope 3 emissions based on spend data

3. Scope 3 verified emissions (FERA, waste, business air travel)

4. N/A: These categories are not applicable to Gilead.

*Upstream leased assets: all leased assets are reported in Gilead's Scope 1 and 2 emissions.*

*Processing of sold products: Gilead products are not subject to further processing after they are sold.*

*Use of sold products: The use of Gilead's therapeutic products does not cause GHG emissions.*

*Downstream leased assets: Gilead does not sublet sites.*

*Franchises: Gilead does not have franchises.*

<b>NON-HAZARDOUS WASTE DISPOSAL</b> METRIC TONS (MT)	2019	2020	2021
Landfill	6,217	4,503	3,665
Composting	2,710	2,521	2,074
Recycling	4,811	4,122	3,774
Incineration	27	30	113
Incineration with Energy Recovery	—	79	1
Reuse	—	1	42
Other	—	0	—
<b>Total Non-hazardous Waste</b>	<b>13,764</b>	<b>11,257</b>	<b>9,669</b>
Data Coverage (as a percentage of global full time employees)	78%	72%	74%
<b>HAZARDOUS WASTE DISPOSAL</b> METRIC TONS (MT)	2019	2020	2021
Deep Well Injection	1,680	2,042	1,604
Incineration	1,028	1,020	817
Incineration with Energy Recovery	886	1,006	958
Landfill	0	195	1,354
Neutralization	—	1	—
Other	5	3	0
Recovery	4	19	14
Recycling	57	33	366
<b>Total Hazardous Waste</b>	<b>3,659</b>	<b>4,319</b>	<b>5,112</b>

<b>WATER USAGE</b> MEGALITERS (ML)	2019	2020	2021
Indoor Water Use	576	577	696
Irrigation Water	58	19	55
Fire/Life Safety Water	0.3	0.7	0.4
<b>Total Water Usage</b>	<b>634</b>	<b>597</b>	<b>752</b>
Data Coverage (as a percentage of global full time employees)	80%	66%	67%

<b>FLOOR AREA</b> SQUARE FEET (SQ. FT.)	2019	2020	2021
<b>Total Area of Facilities Under Operational Control</b>	<b>7.21M</b>	<b>8.05M</b>	<b>8.20M</b>

## GRI INDEX

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>GENERAL DISCLOSURES</b>	
<b>2-1</b> Organizational details	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, About Gilead: Creating Possible, Pages 6-10</i></li> <li>/// <i><u>Gilead 2022 Form 10-K, Item 1. Business</u></i></li> </ul>
<b>2-2</b> Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>/// <i><u>Gilead 2022 Form 10-K, Exhibit 21.1. Subsidiaries of Gilead Sciences, Inc.</u></i></li> </ul>
<b>2-3</b> Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, About This Report, Page 110; <a href="mailto:public_affairs@gilead.com">public_affairs@gilead.com</a></i></li> </ul>
<b>2-4</b> Restatements of information	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Environmental Data Tables, Page 120</i></li> </ul>
<b>2-5</b> External assurance	<ul style="list-style-type: none"> <li>/// <i><u>Gilead Website, Sustainability Performance</u></i></li> </ul>
<b>2-6</b> Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, About Gilead: Creating Possible, Page 6; ESG at Gilead, Page 12; Empowering People and Communities, Page 70; Sustaining Our Shared Planet, Pages 88, 103</i></li> <li>/// <i><u>Gilead 2022 Form 10-K, Item 1. Business; Item 1A. Risk Factors</u></i></li> <li>/// <i><u>Gilead Supplier Code of Conduct</u></i></li> </ul>
<b>2-7</b> Employees	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 63, 77-78</i></li> </ul>
<b>2-8</b> Workers who are not employees	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 77</i></li> </ul>
<b>2-9</b> Governance structure and composition	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Pages 15-16</i></li> <li>/// <i><u>Gilead Website, Governance</u></i></li> <li>/// <i><u>Gilead 2023 Proxy Statement, Corporate Governance, Page 14</u></i></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>2-10</b> Nomination and selection of the highest governance body	/// <a href="#">Gilead 2023 Proxy Statement, Corporate Governance, Page 14</a>
<b>2-11</b> Chair of the highest governance body	/// <a href="#">Gilead 2023 Proxy Statement, Corporate Governance, Page 14</a>
<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	/// <a href="#">Gilead Nominating and Corporate Governance Committee Charter</a>
<b>2-13</b> Delegation of responsibility for managing impacts	/// <a href="#">Gilead 2022 ESG Impact Report, ESG at Gilead, Pages 12, 16</a>
<b>2-14</b> Role of the highest governance body in sustainability reporting	/// <a href="#">Gilead's Board of Directors signs off on Gilead's ESG material topics; the CEO and Chairman of the Board signs off on the Gilead ESG Impact Report.</a>
<b>2-15</b> Conflicts of interest	/// <a href="#">Gilead 2023 Proxy Statement, Conflicts of Interest, Page 38</a> /// <a href="#">Gilead Code of Ethics, Page 14</a> /// <a href="#">Gilead Anti-Bribery and Anti-Corruption Policy</a>
<b>2-16</b> Communication of critical concerns	/// <a href="#">Gilead Stockholder Communications with the Board</a> /// <a href="#">Gilead Code of Ethics, Page 25</a>
<b>2-17</b> Collective knowledge of the highest governance body	/// <a href="#">Gilead 2023 Proxy Statement, Director Skills, Experience and Background, Pages 16-17</a>
<b>2-18</b> Evaluation of the performance of the highest governance body	/// <a href="#">Gilead 2023 Proxy Statement, Director Skills, Board Evaluations, Page 31</a>
<b>2-19</b> Remuneration policies	/// <a href="#">Gilead 2023 Proxy Statement, Compensation of Non-Employee Board Members, Page 38</a> /// <a href="#">Gilead 2023 Proxy Statement, Executive Compensation, Pages 46-83</a>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>2-20</b> Process to determine remuneration	<ul style="list-style-type: none"> <li>■ <a href="#">Gilead 2023 Proxy Statement, Compensation of Non-Employee Board Members, Page 38</a></li> <li>■ <a href="#">Gilead 2023 Proxy Statement, Executive Compensation, Pages 46-83</a></li> </ul>
<b>2-21</b> Annual total compensation ratio	<ul style="list-style-type: none"> <li>■ <a href="#">Gilead 2023 Proxy Statement, CEO Pay Ratio, Page 79</a></li> </ul>
<b>2-22</b> Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>■ <a href="#">Gilead 2022 ESG Impact Report, Letter From the Chairman and CEO, Page 4; ESG at Gilead, Page 12; Reporting Appendix, Pages 110-113, 118</a></li> </ul>
<b>2-23</b> Policy commitments	<ul style="list-style-type: none"> <li>■ Partially reported. The Gilead Code of Ethics is approved by our Board of Directors. All employees are required to read and abide by our Code of Ethics. In future reports, we plan to provide more robust information on our policy commitments.</li> <li>■ See also: <a href="#">Gilead Website, Policies</a></li> <li>■ See also: <a href="#">Gilead Website, Governance Documents</a></li> </ul>
<b>2-24</b> Embedding policy commitments	<ul style="list-style-type: none"> <li>■ Partially reported. The Gilead Code of Ethics is approved by our Board of Directors. All employees are required to read and abide by our Code of Ethics. In future reports, we plan to provide more robust information on our policy commitments.</li> <li>■ See also: <a href="#">Gilead Website, Policies</a></li> <li>■ See also: <a href="#">Gilead Website, Governance Documents</a></li> </ul>
<b>2-25</b> Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>■ <a href="#">Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 87-108</a></li> <li>■ <a href="#">Gilead Website, Consumer Product Safety</a></li> <li>■ <a href="#">Gilead 2022 Form 10-K, Item 1A. Risk Factors</a></li> <li>■ <a href="#">Gilead Website, Report an Adverse Event</a></li> <li>■ <a href="#">Gilead Website, Company Statements:</a> <ul style="list-style-type: none"> <li>■ <a href="#">Gilead Announces Actions to Remove Counterfeit HIV Medications from U.S. Supply Chain</a></li> <li>■ <a href="#">Gilead Implements Contract Pharmacy Integrity Initiative for Branded Hepatitis C Products</a></li> <li>■ <a href="#">Gilead Continues Efforts to Halt the Distribution of Counterfeit HIV Medications and Protect Patient Safety</a></li> <li>■ <a href="#">Gilead Sciences Commends Convictions in Counterfeiting Scheme, Pledges Continued Commitment to Protect Patients</a></li> </ul> </li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>2-26</b> Mechanisms for seeking advice and raising concerns	/// <a href="#">Gilead Code of Ethics, Page 25</a>
<b>2-27</b> Compliance with laws and regulations	/// <a href="#">Gilead 2022 Form 10-K, Commitments and Contingencies, Legal Proceedings, Page 81</a>
<b>2-28</b> Membership associations	/// <i>Gilead is a member of many industry associations, including the following: PhRMA, BIO, IFPMA, American Chemical Society's Green Chemistry Institute Roundtable, Pharmaceutical Product Stewardship Work Group, Supplier Diversity Pharmaceutical Forum and Western Regional Minority Supplier Development Council</i>
<b>2-29</b> Approach to stakeholder engagement	/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17; Innovating for Unmet Needs, Pages 34-53; Empowering People and Communities, Pages 70, 80-86; Sustaining Our Shared Planet, Pages 87, 103-107; Reporting Index, Page 113</i>
<b>2-30</b> Collective bargaining agreements	/// <i>All Gilead employees in Austria, Belgium, Brazil, France, Italy and Spain (6% of worldwide workforce) were subject to collective bargaining agreements in 2022.</i>

## MATERIAL TOPICS

<b>3-1</b> Process to determine material topics	/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 15; Reporting Index, Pages 110-113</i>
<b>3-2</b> List of material topics	/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 15; Reporting Index, Page 112</i>

## ECONOMIC PERFORMANCE

<b>3-3</b> Management of material topics	/// <a href="#">Gilead 2022 Form 10-K</a>
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DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>201-1</b> Direct economic value generated and distributed	/// <a href="#">Gilead 2022 Form 10-K, Item 8. Financial Statements and Supplementary Data</a>
<b>201-2</b> Financial implications and other risks and opportunities due to climate change	/// <a href="#">Gilead 2022 CDP Climate Response</a> /// <a href="#">Gilead 2022 TCFD Response</a>
<b>201-3</b> Defined benefit plan obligations and other retirement plans	/// <a href="#">Gilead 2022 Form 10-K, Deferred Compensation, Page 90</a>
<b>201-4</b> Financial assistance received from government	
<b>INDIRECT ECONOMIC IMPACTS</b>	
<b>3-3</b> Management of material topics	/// <a href="#">Gilead 2022 ESG Impact Report, Innovating for Unmet Needs, Pages 34-55; Empowering People and Communities, Pages 70, 80-86</a>
<b>203-1</b> Infrastructure investments and services supported	/// <a href="#">Gilead 2022 ESG Impact Report, Innovating for Unmet Needs, Pages 34-55; Empowering People and Communities, Pages 70, 80-86</a>
<b>203-2</b> Significant indirect economic impacts	/// <a href="#">Gilead 2022 ESG Impact Report, Innovating for Unmet Needs, Pages 34-55; Empowering People and Communities, Pages 70, 80-86</a>
<b>PROCUREMENT PRACTICES</b>	
<b>3-3</b> Management of material topics	/// <a href="#">Gilead 2022 ESG Impact Report, ESG at Gilead, Page 12; Empowering People and Communities, Page 70</a> /// <a href="#">Gilead Supplier Code of Conduct</a> /// <a href="#">Gilead Website, Supplier Information</a>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>204-1</b> Proportion of spending on local suppliers	<i>/// Gilead spent 16% of its annual procurement spend in California on local suppliers. Gilead's most significant location of operation is its headquarters in Foster City, California, and we have a large presence in California. In this instance, we define "local" as any supplier that has identified its company headquarters as located in the state of California.</i>
<b>ANTI-CORRUPTION</b>	
<b>3-3</b> Management of material topics	<i>/// <u>Gilead Anti-Bribery and Anti-Corruption Policy</u></i>
<b>205-1</b> Operations assessed for risks related to corruption	<i>/// Gilead performs internal and external audits to monitor for compliance with regulatory and company policies. In 2022, Gilead performed 31 audits in 18 countries for financial or U.S. Foreign Corrupt Practices Act (FCPA) compliance. Gilead does not disclose significant risks related to corruption identified through FCPA compliance audits (specific legal prohibitions).</i>
<b>205-2</b> Communication and training about anti-corruption policies and procedures	<i>/// In 2022, ABAC trainings were provided to our Audit Committee, which is a subset of our Board, and regional business partners and distributors located in Europe, Asia, Africa, North America and South America.</i>
<b>205-3</b> Confirmed incidents of corruption and actions taken	<i>/// In 2022, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.</i>
<b>ANTI-COMPETITIVE BEHAVIOR</b>	
<b>3-3</b> Management of material topics	<i>/// <u>Gilead Code of Ethics, Page 16</u></i>
<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<i>/// In 2022, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.</i>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>TAX</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Pages 114-117</i>
<b>207-1</b> Approach to tax	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Pages 114-117</i>
<b>207-2</b> Tax governance, control, and risk management	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 114</i>
<b>207-3</b> Stakeholder engagement and management of concerns related to tax	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 115</i>
<b>207-4</b> Country-by-country reporting	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 117</i>
<b>ENERGY</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 87-94</i> /// <i>Task Force on Climate-Related Financial Disclosures (TCFD) Summary Report</i> /// <i>Gilead 2022 CDP Climate Response</i> /// <i>Gilead Website, Sustainability</i>
<b>302-1</b> Energy consumption within the organization	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Pages 120-121</i>
<b>302-2</b> Energy consumption outside of the organization	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Pages 120-121</i>
<b>302-3</b> Energy intensity	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 121</i>
<b>302-4</b> Reduction of energy consumption	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 88-94</i>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>WATER AND EFFLUENTS</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 90, 97, 112, 118</i>
<b>303-1</b> Interactions with water as a shared resource	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Page 97</i>
<b>303-5</b> Water consumption	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 124</i>
<b>BIODIVERSITY</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Page 101</i>
<b>304-3</b> Habitats protected or restored	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Page 101</i>
<b>EMISSIONS</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 87-94, 103</i> /// <i>Task Force on Climate-Related Financial Disclosures (TCFD) Summary Report</i> /// <i>Gilead 2022 CDP Climate Response</i> /// <i>Gilead Website, Sustainability</i>
<b>305-1</b> Direct (Scope 1) GHG emissions	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 121</i>
<b>305-2</b> Energy indirect (Scope 2) GHG emissions	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 121</i>
<b>305-3</b> Other indirect (Scope 3) GHG emissions	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 122</i>
<b>305-4</b> GHG emissions intensity	/// <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 121</i>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>WASTE</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 90, 98; Reporting Index, Page 123</i></li> </ul>
<b>306-1</b> Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 90, 98; Reporting Index, Page 123</i></li> </ul>
<b>306-2</b> Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Pages 90, 98; Reporting Index, Page 123</i></li> </ul>
<b>306-3</b> Waste generated	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 123</i></li> </ul>
<b>306-4</b> Waste diverted from disposal	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 123</i></li> </ul>
<b>306-5</b> Waste directed to disposal	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, Reporting Index, Page 123</i></li> </ul>
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>█ <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17; Sustaining Our Shared Planet, Page 103</i></li> <li>█ <i><u>Supplier Code of Conduct</u></i></li> <li>█ <i><u>Gilead Website, Sustainability</u></i></li> </ul>
<b>308-1</b> New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>█ <i>Partially reported. In 2022, we made progress toward our 2025 goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our Supplier Code of Conduct (SCOC). By the end of the year, 52% of our addressable spend had signed the SCOC.</i></li> <li>█ <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17; Sustaining Our Shared Planet, Page 103</i>
<b>EMPLOYMENT</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities (entire section)</i>
<b>401-1</b> New employee hires and employee turnover	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 77</i>
<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 73-74</i>
<b>401-3</b> Parental leave	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 79</i>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 76</i>
<b>403-3</b> Occupational health services	/// <i>Partially reported. Gilead employees have access to licensed occupational health services (OHS) during working hours, and we are able to arrange transportation to OHS locations. OHS providers converse in the official country language. OHS and Gilead comply with privacy laws and local requirements for protecting personal health information.</i>
<b>403-5</b> Worker training on occupational health and safety	/// <i>Partially reported. Gilead uses hazards exposure assessments to identify general and specific OHS trainings. We ensure that training content aligns with regulatory standards and that trainers meet local competency requirements. Trainings are provided free of charge and during paid working hours.</i>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>403-6</b> Promotion of worker health	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 73-75</i>
<b>403-9</b> Work-related injuries	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 76</i>
<b>403-10</b> Work-related ill health	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 76</i>
<b>TRAINING AND EDUCATION</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 71-73</i>
<b>404-1</b> Average hours of training per year per employee	/// <i>Gilead's employees participate in an average of 4.2 hours of professional training per year. We do not currently track our investments in training specifically by gender or employee category (information is not available).</i>
<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 71-73</i>
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 58</i>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	
<b>3-3</b> Management of material topics	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 60-70</i>
<b>405-1</b> Diversity of governance bodies and employees	/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Page 77</i> /// <i>Gilead 2023 Proxy Statement, Board Overview, Page 15-18</i>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>405-2</b> Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li>/// <i>Gilead's salary ratio for women to men globally is 99.92:100. At this time, we are not in a position to report on pay parity for each employee category by significant locations of operations.</i></li> </ul>
<b>NON-DISCRIMINATION</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 60-70</i></li> </ul>
<b>406-1</b> Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>/// <i>Gilead tracks all incidents of discrimination and corrective actions taken; however we do not publicly report on this due to employee privacy concerns and any pending legal or regulatory actions (information is subject to specific confidentiality constraints).</i></li> </ul>
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i><u>Supplier Code of Conduct</u></i></li> <li>/// <i><u>Gilead Website, Supplier Information</u></i></li> </ul>
<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>/// <i>Partially reported.</i></li> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>
<b>CHILD LABOR</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i><u>Supplier Code of Conduct</u></i></li> <li>/// <i><u>Gilead Website, Supplier Information</u></i></li> </ul>
<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>/// <i>Partially reported.</i></li> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>



DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>FORCED OR COMPULSORY LABOR</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <a href="#">Supplier Code of Conduct</a></li> <li>/// <a href="#">Gilead Website, Supplier Information</a></li> </ul>
<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>/// <i>Partially reported.</i></li> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>
<b>LOCAL COMMUNITIES</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Empowering People and Communities, Pages 80-86; Sustaining Our Shared Planet, Pages 105-107</i></li> </ul>
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, Sustaining Our Shared Planet, Page 107</i></li> </ul>
<b>SUPPLIER SOCIAL ASSESSMENT</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17; Sustaining Our Shared Planet, Page 103</i></li> <li>/// <a href="#">Supplier Code of Conduct</a></li> <li>/// <a href="#">Gilead Website, Sustainability</a></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>414-1</b> New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>/// <i>Partially reported. In 2022, we made progress toward our 2025 goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our Supplier Code of Conduct (SCOC). By the end of the year, 52% of our addressable spend had signed the SCOC.</i></li> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>
<b>414-2</b> Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>/// <i>Partially reported.</i></li> <li>/// <i>Gilead 2022 ESG Impact Report, ESG at Gilead, Page 17</i></li> </ul>
<b>PUBLIC POLICY</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i><u>Gilead Website, Public Policy Engagement</u></i></li> </ul>
<b>415-1</b> Political contributions	<ul style="list-style-type: none"> <li>/// <i><u>Gilead Website, Public Policy Engagement</u></i></li> </ul>
<b>CUSTOMER HEALTH AND SAFETY</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>/// <i><u>Gilead Website, Report an Adverse Event</u></i></li> <li>/// <i>See also GRI 2-25</i></li> </ul>
<b>416-1</b> Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> <li>/// <i>These assessments are included in the downloadable Prescribing Information and Patient Information documents on our website.</i></li> <li>/// <i><u>Gilead Website, Medicines</u></i></li> <li>/// <i><u>Gilead Website, Consumer Product Safety</u></i></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>MARKETING AND LABELING</b>	
<b>3-3</b> Management of material topics	/// See GRI 417-1.
<b>417-1</b> Requirements for product and service information and labeling	/// Partially reported. Instructions for the safe use of our medicines are included in the downloadable Prescribing Information and Patient Information documents on our website. /// <a href="#">Gilead Website, Consumer Product Safety</a>
<b>417-2</b> Incidents of noncompliance concerning product and service information and labeling	/// Gilead did not receive from any government body any warnings, fines or penalties in 2022 related to our marketing or labeling practices.
<b>417-3</b> Incidents of noncompliance concerning marketing communications	/// Gilead did not receive from any government body any warnings, fines or penalties in 2022 related to our marketing or labeling practices.
<b>CUSTOMER PRIVACY</b>	
<b>3-3</b> Management of material topics	/// <a href="#">Gilead Website, Privacy Statement</a>
<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	/// Gilead did not have any substantiated complaints concerning losses of customer data in 2022.

## SASB INDEX

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>SAFETY OF CLINICAL TRIAL PARTICIPANTS</b>				
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	N/A	HC-BP-210a.1	<p><b>Informed Consent:</b> A document given to those considering enrolling in a clinical trial by the research team. It describes the rights of a study participant and provides details about the trial, such as its purpose, duration, required procedures and key contacts. Risks and potential benefits are explained in the informed consent document.</p> <p><b>Institutional Review Board/Ethics Committee (IRB/EC):</b> A committee at hospitals and medical institutions whose purpose is to protect the rights and welfare of study participants recruited to take part in research activities at their locations. In accordance with the Food and Drug Administration (FDA) and the European Medicines Agency (EMA) regulations, an IRB/EC has the authority to approve, require modifications to or disapprove research trials.</p> <p><b>Data Safety Monitoring Board:</b> A group of qualified individuals that monitor the clinical study to ensure the safety of trial participants, as well as the validity and integrity of the study data. For more information, see our <a href="#">Guide to Clinical Trials</a>.</p>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Quantitative	Number	HC-BP-210a.2	Not reported
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries <sup>2</sup>	Quantitative	Reporting currency	HC-BP-210a.3	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in <u><i>Gilead's Form 10-K, Legal Proceedings, Page 85.</i></u>

## ACCESS TO MEDICINES

Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	N/A	HC-BP-240a.1	Gilead 2022 ESG Impact Report, Access and Affordability, Pages 46-54
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ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	N/A	HC-BP-240a.2	Gilead has three products on the WHO List of Prequalified Medicinal Products including Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate. In 2020, Gilead submitted remdesivir for WHO pre-qualification; progress is currently suspended.

### AFFORDABILITY & PRICING

Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Quantitative	Number	HC-BP-240b.1	Not reported
Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Quantitative	Percentage	HC-BP-240b.2	Not reported

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Quantitative	Percentage	HC-BP-240b.3	Not reported
<b>DRUG SAFETY</b>				
List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	N/A	HC-BP-250a.1	Gilead collects Adverse Events from all sources globally and assesses those data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide in accordance with applicable safety regulations. Furthermore, Gilead has robust and comprehensive processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure, as applicable, to agencies, physicians and patients.
<a href="#"><u>FDA Adverse Event Reporting System (FAERS)</u></a>				
Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Quantitative	Number	HC-BP-250a.2	Not reported

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
Number of recalls issued, total units recalled	Quantitative	Number	HC-BP-250a.3	Not reported
Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tons	HC-BP-250a.4	Not reported
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative	Number	HC-BP-250a.5	Not reported

## COUNTERFEIT DRUGS

Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	N/A	HC-BP-260a.1	See Gilead's full response to SASB Counterfeit Drugs. <a href="#">(HC-BP-260a.1 – HC-BP-260a.3)</a>
Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion and Analysis	N/A	HC-BP-260a.2	See Gilead's full response to SASB Counterfeit Drugs. <a href="#">(HC-BP-260a.1 – HC-BP-260a.3)</a>



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	See Gilead's full response to SASB Counterfeit Drugs. ( <a href="#">HC-BP-260a.1</a> – <a href="#">HC-BP-260a.3</a> )

## ETHICAL MARKETING

Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Reporting currency	HC-BP-270a.1	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in <a href="#">Gilead's Form 10-K, Legal Proceedings, Page 85</a> .
Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	N/A	HC-BP-270a.2	We promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company.

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>EMPLOYEE RECRUITMENT, DEVELOPMENT AND RETENTION</b>				
Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Discussion and Analysis	N/A	HC-BP-330a.1	Not reported
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	Rate	HC-BP-330a.2	Not reported
<b>SUPPLY CHAIN MANAGEMENT</b>				
Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Quantitative	Percentage	HC-BP-430a.1	Not reported

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>BUSINESS ETHICS</b>				
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Reporting currency	HC-BP-510a.1	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in <i>Gilead's Form 10-K, Legal Proceedings, Page 85.</i>
Description of code of ethics governing interactions with healthcare professionals	Discussion and Analysis	N/A	HC-BP-510a.2	We work with healthcare professionals, patient organizations, payer bodies and others in the healthcare community for the right reasons, in a transparent and ethical way. We comply with the laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company (collectively, "Industry Standards") in the promotion of prescription medicines.

*(Continued on next page)*

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
				<p>Our expectations:</p> <ul style="list-style-type: none"> <li>■ <i>Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions.</i></li> <li>■ <i>Promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the Industry Standards.</i></li> <li>■ <i>Ensure that all information and materials are accurate, fair, balanced, not misleading and shared appropriately.</i></li> <li>■ <i>Do not provide anything of value to inappropriately influence a decision to approve, reimburse, prescribe, purchase or recommend a Gilead product.</i></li> <li>■ <i>Read, understand and follow the applicable Gilead Business Conduct Manuals and related policies required for you to perform your role.</i></li> </ul> <p>For more information, see our <a href="#">Code of Ethics</a>.</p>
Number of patients treated	Quantitative	Number	HC-BP-000.B	Not reported
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	Number	HC-BP-000.B	(1) A list of our primary revenue-generating products approved in the U.S. was included in <a href="#">Gilead's Form 10-K, Pages 3-4</a> . (2) A detailed list of our R&D pipeline can be found on the <a href="#">Pipeline page</a> of our company website.



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