



ON THE COVER:

**Darcie Green** / Executive Director, Latinas Contra Cancer (Gilead grantee)

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CREA  
INNOVA  
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EMPOWE  
SUSTAI  
REPOR

# FORWARD-LOOKING STATEMENTS

Statements in this 2023 Environmental Social Governance Impact 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 that could cause actual results to differ materially. These risks and uncertainties are identified in Gilead's disclosure documents filed with the U.S. Securities and Exchange Commission, and there may be other factors of which Gilead is not currently aware that may affect matters discussed in the forward-looking statements. The reader is cautioned that forward-looking statements are not guarantees of future performance and is cautioned not to place undue reliance on these forward-looking statements. All forward-looking statements are based on information currently available to Gilead or as of the dates indicated in the statements, and Gilead assumes no obligation to update any such forward-looking statements. This report is intended for stakeholder use only, and is not for promotional use. For information about Gilead products referenced in the report, please view the full Prescribing Information available on [Gilead.com](https://www.gilead.com). Please note that any investigational products or uses discussed within the report are not approved by the U.S. Food and Drug Administration, and their safety and efficacy have not been established.



Shruti Mishra  
Biology



Daniel O'Day  
Chairman and Chief Executive Officer

# LETTER FROM CHAIRMAN AND CEO

## To All Stakeholders:

Thank you for your interest in Gilead and our Environmental, Social and Governance (ESG) commitments. Here at Gilead, we live by these commitments every day in service of our vision: **to make the world a healthier place for all people.**

Just as Gilead is known for its scientific leadership, we are equally focused on our sense of responsibility to our society and future generations. That responsibility includes a strong emphasis on access and health equity. Gilead's unique approach to ESG has been widely recognized by organizations such as the Dow Jones Sustainability Index and CNBC's JUST Capital.

In this year's report, you will see examples of our impact across four pillars:

- **Innovating Scientific Solutions**
- **Advancing Health Equity and Access**
- **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 2023, we successfully delivered against our ESG commitments, with examples including:

- **Advancing clinical trials investigating a twice yearly injectable to prevent HIV transmission. These Phase 3 trials have placed a strong emphasis on reflecting the diverse populations most impacted by HIV. We anticipate results from the PURPOSE study in the second half of 2024.**
- **Bringing our transformative therapy, Trodelvy® (sacituzumab govitecan-hziy), to thousands of people with cancer. Trodelvy is now approved for two types of metastatic breast cancer and has accelerated approval in the U.S. for metastatic urothelial cancer (mUC), which is a type of bladder cancer. Multiple studies are underway to explore Trodelvy's potential in other forms of cancer, such as lung cancer and different stages of disease.**
- **Further reducing the median delivery time for our industry-leading CAR T-cell therapy. Every day matters for patients receiving this treatment as their disease can progress rapidly. Our industry-leading 14-day turnaround time in the U.S., combined with our 96% manufacturing success rate, will allow us to continue to expand the reach of our CAR T therapy to even more patients.**
- **Expanding our efforts to increase access and remove barriers to care. Our voluntary licensing programs provided access to HIV treatments based on Gilead's innovation to more than 20 million people in low income and lower-middle income countries. Gilead ranked No. 1 among philanthropic funders of HIV-related programs by Funders Concerned**

**About AIDS, and we donated nearly \$300 million to multiple programs and partner efforts aligned with our mission.**

- **Making significant progress toward ambitious climate targets, which include a commitment to a 46% reduction in greenhouse gas emissions by 2030 and to achieve water neutrality in water-stressed regions by 2030. You can see details of our 2023 progress on climate targets in the full report.**

All our progress is thanks to the mission-driven efforts of Gilead's 18,000 employees across the world. Working with our many partners, our employees drive the kinds of achievement for patients and communities that once seemed impossible. Our focus on creating new possibilities, at the intersection of innovation, access and health equity, inspires us every day.

As we look ahead to a new era of growth and impact for Gilead, our commitment to ESG principles will continue to guide every aspect of our work. We look forward to sharing our progress along the way.

**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 a biotech employer and partner of choice
- Deliver shareholder value in a sustainable, responsible manner

#### STRATEGIC PRIORITIES

- 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

Ashley Gildea / Commercial Group, UK



**CREATING  
POSSIBLE**

# ABOUT GILEAD: CREATING POSSIBLE

For nearly four decades, Gilead has pursued and achieved bold scientific breakthroughs, advancing innovative medicines aimed at preventing, treating and curing some of the world's most devastating diseases. Our ability to translate science into once-impossible advances has led to the development of numerous life-changing therapies. Today, Gilead has a robust portfolio and pipeline spanning virology, oncology and inflammation.

While we are pleased our work has improved the health of millions of people worldwide, we will never be satisfied with the status quo. The coming years signal a new era for Gilead, marked by innovation, growth and, most importantly, impact.

Driven by our vision to create a healthier world for all people, this new era starts, as always, with the individuals our medicines are intended to treat, as we focus on areas of great unmet medical need, often for historically underserved populations. This focus led us to a cure for the hepatitis C virus, the extension of our leading HIV prevention and treatment portfolio, and acceleration of cutting-edge treatments for cancer.



Discovery Path  
Gilead campus, Foster City, California



## GLOBAL FOOTPRINT

**Gilead is based in Foster City, California, with key global locations across six continents. For more information visit [Gilead.com](https://www.gilead.com).**



Even the most transformative science only matters if it's available to the people who need it most. That's why we're partnering with communities, universities and advocacy groups around the world to remove barriers to care, improve health equity and increase access to healthcare and related services.

Of course, achieving the impossible is only made possible thanks to the more than 18,000 people of Gilead. They drive value for the company and the communities and people we serve. Gilead continues to evolve our culture, advancing inclusion and diversity and prioritizing employee engagement, to help us realize our goal of being the biotech employer of choice.

Our approach, values and commitment to creating a healthier world for everyone has never been more critical.

#### OUR MEDICINES

We currently offer more than 30 therapies globally and are rapidly growing our portfolio through internal research and development, as well as collaborations with academic and industry partners. For a complete list of our medicines, visit [Medicines at Gilead.com](#).

#### OUR PIPELINE

We have the strongest and most diversified pipeline in our history and are on track to achieve our ambition of delivering 10+ transformative therapies by 2030. For information on our robust pipeline, visit [Pipeline at Gilead.com](#).

#### GILEAD AT A GLANCE

**36** years  
in business

**18K+** employees  
globally

**\$27.1B**  
2023 total revenue

**\$5.7B**  
2023 R&D expenses

**GILD**  
(Nasdaq)

## ESG AT GILEAD

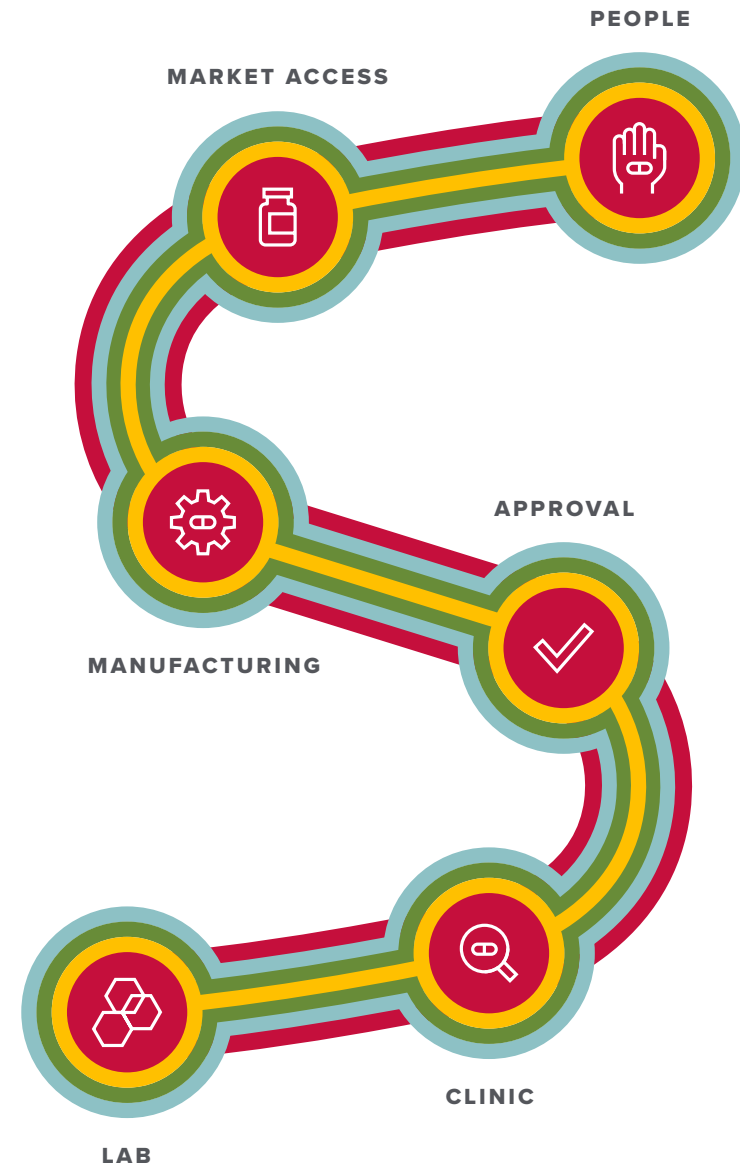
Since our earliest days as a small biotech startup, Gilead has partnered with patient communities and other stakeholders to develop groundbreaking therapies specifically for underserved populations. **ESG runs throughout our entire value chain and is a practice Gilead has been doing for more than three and a half decades.**

For Gilead, ESG is not a nice-to-have but instead something that is embedded into our value chain and core business operations. We have taken a thoughtful and deliberate approach to ensure that our decisions lead with corporate responsibility and sustainability principles.

ESG at Gilead is about centering the work all 18,000 employees do, from the lab all the way to people and communities, into four key pillars:

- Scientific Innovation
- Health Equity and Access
- People
- Sustainability

Every node on our value chain has a part to play in upholding these four pillars and, by integrating these commitments into business practices, we ensure that every employee is living our values.



## GOVERNING ESG AT GILEAD: ACTIVE BOARD INVOLVEMENT

Our Nominating and Corporate Governance Committee of the Gilead Board of Directors has primary oversight of our ESG program as part of its charter. 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.

To further demonstrate Gilead's robust oversight of our corporate responsibility and sustainability efforts, the majority of our Board members have ESG experience. Our management-led Corporate Responsibility Committee meets quarterly and is tasked with managing ESG issues and, in consultation with senior leadership, driving forward our ESG goals and strategy.

All of our ESG activities are guided by the Gilead Code of Ethics, which focuses on the most important principles and expectations about how we should work with our customers, third parties, business partners and each other.

## ESG AND RESPONSIBLE, SUSTAINABLE SHAREHOLDER VALUE

ESG acts as a vehicle to demonstrate Gilead's ambition and accomplishments in creating a healthier world for all people. Our commitments to health equity, access and sustainability are quantified within an ESG framework and are also part of a larger narrative that inspires employees at work every day. ESG at Gilead helps measure the impact of our work on both a global and individual scale.



Deborah H. Telman

“At Gilead, we’re Creating Possible at the intersection of innovation, access and health equity. Priorities like clinical trial diversity are what’s driving our success and allowing us to redefine the “S” in ESG. By going beyond the medicines, we’re one step closer to creating a healthier world for everyone.”

**Deborah H. Telman** / Executive Vice President,  
Corporate Affairs and General Counsel

## ESG IN OUR SUPPLY CHAIN

Gilead's supply chain consists of hundreds of direct suppliers and thousands of indirect suppliers in various geographies. We expect our suppliers and business partners to share our commitment to ethics and compliance, and to read, understand and follow the [Gilead Supplier Code of Conduct](#). And we collaborate with them to address issues, build capacity and achieve shared goals, such as continually enhancing diversity and reducing greenhouse gas (GHG) emissions.

## ENHANCING OUR CODE

Gilead recently updated our Supplier Code of Conduct to address the following key ESG-related topics more comprehensively:

- **Freedom of association**
- **Greenhouse gas emissions and energy consumption**
- **Pollution prevention and waste management**
- **Resource efficiency**
- **Biodiversity**
- **Supply chain due diligence**

The updated Code is now included in our standard purchase order terms and conditions. By the end of 2023, we were more than halfway to our 2025 goal of 90% (based on spend) of our direct and indirect suppliers having attested to our Supplier Code of Conduct.

## SUPPLIER EXCELLENCE

Supplier Excellence is one of our core strategic procurement pillars and serves as an important lever in establishing effective engagements and consistent standards with Gilead suppliers and service providers. In support of this pillar, in 2023, we established a comprehensive framework to guide the entire supplier engagement life cycle. This framework is designed to drive enhanced performance and responsible sourcing, mitigate risks, ensure compliance, and foster supplier development, collaboration and innovation.

We implemented a systematic, multifactor methodology in early 2024 to segment our existing suppliers as part of ongoing refinement of our Supplier Excellence framework. This segmentation process further enables us to conduct thorough diligence, ESG, risk and performance management assessments for our key suppliers, facilitating more informed decision-making and strategic planning.

We are dedicated to integrating Gilead's ESG commitments and practices into every aspect of our relationships with suppliers and service providers, including initiatives focused on supplier inclusion and decarbonization.

To learn more about our supplier programs and standards for conducting business with Gilead, visit our [Supplier Information website](#).

## SUPPLIER INCLUSION

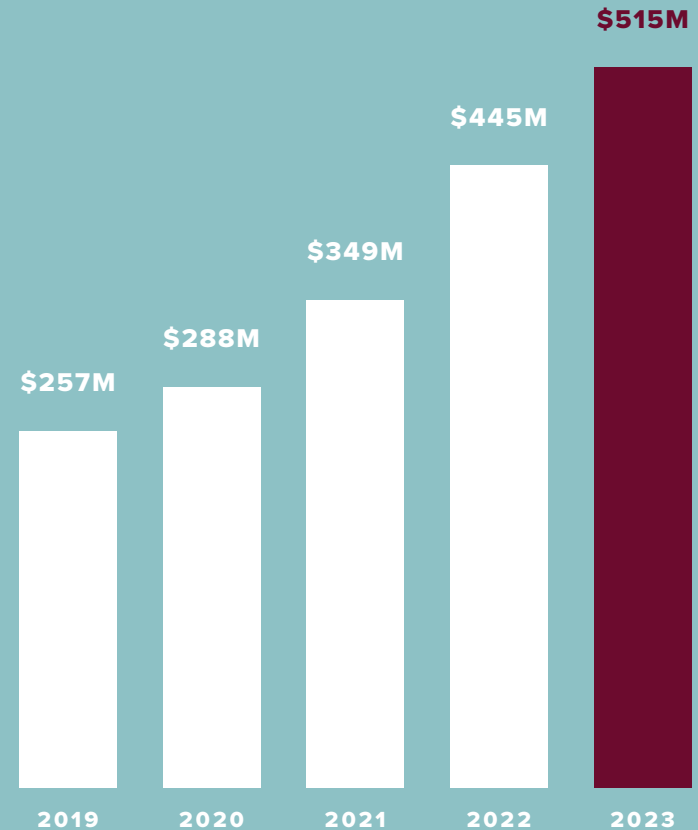
We are committed to creating and fostering an inclusive and high-performing supplier base by engaging with businesses owned by women, minorities, U.S. veterans, people with disabilities, members of the LGBTQ+ community, as well as small businesses.

In 2021, we pledged to spend \$1 billion with diverse suppliers from 2021 through 2025. We exceeded that goal by spending over \$1 billion between 2021-2023 and more than doubled spending with Black-owned businesses during the same period. To learn more about the broader economic externalities resulting from Gilead and our suppliers, see [Page 75](#).

## SUPPLIER DECARBONIZATION

We view our suppliers as extensions of our business and, as such, part of our Scope 3 GHG footprint. As an example of ongoing endeavors to further enable supply chain decarbonization, in December 2023, we revised our competitive bidding standards to require all suppliers responding to disclose their GHG management practices. See [Page 84](#) to learn more about how we're engaging with key suppliers on gathering footprint data and GHG reduction targets and plans.

### ANNUAL SUPPLIER INCLUSION SPENDING WITH DIVERSE TIER 1 AND 2 SUPPLIERS GLOBALLY



## 2023 ESG MILESTONES AND ACHIEVEMENTS

## Environmental

**CDP CLIMATE**

Improved score to A-, representing leadership in climate disclosure

**OPTIMIZED INFRASTRUCTURE**

15.8M kWh/yr and 24,700 KL/yr energy and water savings

**NET ZERO LAB**

First all-electric lab building online at HQ

**AMERICA'S GREENEST COMPANIES**

Received 5-star (highest) rating from Newsweek

## Social

**RANKED NO. 1 FUNDER**

by Funders Concerned About AIDS; HIV-Related Programs, for second consecutive year

**JUST 100**

Ranked fifth for pharma/biotech in top socially responsible U.S. companies

**EQUALITY 100**

Received score of 100 on Human Rights Campaign Corporate Equality Index for six consecutive years

**95%+ EMPLOYEE RETENTION RATE**

Including 96% of our highest performers

## Governance

**DJSI WORLD**

Admitted for third consecutive year, and admitted to DJSI North America

**POLITICAL TRANSPARENCY**

Ranked in top tier of pharma companies on Zicklin Political Accountability Scorecard

**NATIONAL ASSOCIATION OF CORPORATE DIRECTORS**

Gilead Board member, Kevin E. Lofton, named a top 100 influential leader

**MANSFIELD CERTIFICATION**

Earned for inclusivity, access and diversity in leadership at Gilead legal department

## IMPACT BY THE NUMBERS

## Accessing Gilead's Innovation Through Voluntary Licensing

**20M**

HIV and HBV treatments made available in 2023

**2.6M**

Sofosbuvir-based HCV treatments made available since 2013

**8.1M**

Individuals treated to date with remdesivir for COVID-19

## Advancing Health Equity and Access

**758K**

Educational touch points with healthcare providers in 2023

**17.9M**

HIV and viral hepatitis tests conducted through FOCUS\* since 2010

**20**

Diversity in clinical trial awards funded since 2022

## Living Our Values

**\$270M**

Donated globally in 2023

**10,600**

Employee volunteer hours in 2023

**\$515M**

Spend with diverse suppliers in 2023

\*See Page 30



# INNOVATING SCIENTIFIC SOLUTIONS

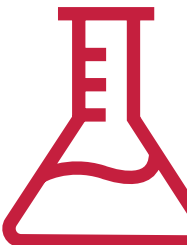


# INNOVATING SCIENTIFIC SOLUTIONS

Nowhere is the “S” in ESG more central to our work than in developing medicines that change lives. But the conditions our therapies prevent, treat and cure don’t live in the lab – they impact real people living in diverse communities around the globe. The most innovative science only makes a difference if it can be effectively used by the individuals who need it. That’s why we look well beyond just the efficacy of our medicines. We’re also keenly focused on pioneering dosage regimens and delivery methods that can help break down the barriers that make it hard for people to adhere to their prescribed treatment.

We are, and always have been, a mission-focused, patient-centered company. The needs and realities of patients, their families and their communities power our work to address some of today’s most intractable challenges.

Yuanyuan Zhang  
Biology



## TAILORING SCIENCE TO INDIVIDUAL NEEDS

At the heart of our drug discovery and development strategy is a focus on both the medical and social needs of people with certain risk factors or living with HIV, viral hepatitis, cancer or inflammatory conditions.

**Gilead's portfolio is unique.** The medicines we develop are used for conditions that are exacerbated by social determinants of health.\*

**Learn more about how Gilead is making our medicines more accessible through health equity initiatives, partnerships, voluntary licensing and philanthropy starting on Page 28.**

\*According to the Centers for Disease Control and Prevention (CDC): Social determinants of health (SDOH) are the nonmedical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live and age, and the wider set of forces and systems shaping the conditions of daily life. These forces and systems include economic policies and systems, development agendas, social norms, social policies, racism, climate change and political systems. CDC has adopted this SDOH definition from the World Health Organization.

### AIMING TO TRANSFORM LIVES THROUGH HIV PREVENTION AND TREATMENT

Gilead helped transform HIV from a devastating, fatal disease to one that can be prevented and treated. 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 transmission.

Gilead continues to work to transform the treatment and prevention of HIV with the goal of helping to end the HIV epidemic for everyone, everywhere. Our leading portfolio of HIV treatment and prevention therapies has reached millions of people around the world, and we are proud to have helped contribute to the 59% drop in new HIV transmissions since 1995.

Still, nearly one-quarter of people living with HIV (PLWH) globally — more than 9 million individuals — are not virally suppressed, and hundreds of thousands die annually of HIV-related illnesses. Additionally, approximately 1.3 million people become newly diagnosed with HIV every year.

Stigma, social circumstances and challenges maintaining adherence to therapeutic regimens contribute to these problems. 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 PLWH hide their condition for fear of being persecuted, or worse.

## INTRODUCING MILESTONES IN THE TREATMENT AND PREVENTION OF HIV

Recognizing the potential of scientific innovation to treat and prevent HIV, Gilead has developed therapies with a goal of changing the trajectory of the disease, and we remain dedicated to the goal of elimination.

### **Biktarvy®**

Today, once-daily **Biktarvy® (bictegravir 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 2022, the European Commission authorized a low-dose form of Biktarvy (bictegravir 30 mg/emtricitabine 120 mg/tenofovir alafenamide 15 mg) to treat HIV in virologically suppressed children. In March 2024, the U.S. FDA approved a new, expanded indication for Biktarvy to treat people living with HIV who have suppressed viral loads with known or suspected M184V/I resistance, a common form of treatment resistance.

### **Sunlenca®**

In 2022, Gilead received FDA approval and was granted marketing authorization by the European Commission for **Sunlenca (lenacapavir injection 463.5 mg/1.5 mL; lenacapavir tablets 300 mg)** injection, in combination with other antiretroviral(s), for the treatment of HIV in heavily treatment-experienced adults with multidrug resistant HIV failing their current antiretroviral regimen due to resistance, intolerance or safety considerations. Sunlenca offers a new, twice-yearly treatment option for heavily treatment-experienced adults with multidrug resistant HIV-1.

### **Descovy for PrEP®**

In 2012, Gilead introduced **Truvada® (emtricitabine 200 mg/tenofovir disoproxil fumarate 300 mg)**, the first preventative (preexposure prophylaxis [PrEP]) therapy for HIV-negative individuals to lower the chances of contracting HIV through sex. In 2019, the FDA approved **Descovy® (emtricitabine 200 mg/tenofovir alafenamide 25 mg)** for PrEP for HIV-negative individuals at risk of acquiring HIV through sex. Descovy for PrEP is not for use in people assigned female at birth who are at risk of getting HIV from vaginal sex, as the clinical studies to evaluate the effectiveness of this use are still ongoing.

Gilead is currently evaluating lenacapavir as an investigational, twice-yearly injection to prevent the acquisition of HIV. If approved, lenacapavir could offer a potential long-acting option that may help address the differing needs of individuals who may benefit from PrEP. The safety and efficacy of lenacapavir for HIV prevention has not been established.



## CENTERING THE PATIENT WITHIN HIV RESEARCH AND DEVELOPMENT EFFORTS

Gilead scientists understand we can assist more people in adhering to HIV therapies by considering real-world circumstances that individuals face and incorporating these insights into our research and development. For example, replacing multiple pill regimens with a single tablet or adapting therapies to be taken over the long term reflect key advancements made in HIV treatment. Looking ahead, we will continue investing in therapies that fit into the real-world lives of PLWH, allowing them to have agency and manage or prevent HIV on their own terms, regardless of factors that may otherwise challenge their ability to adhere to treatment or prevention regimens.

### SPEEDING TOWARD A CURE

**Discovering a cure for HIV is highly aspirational yet well within the realm of possible. Gilead has a comprehensive cure development program and is advancing with speed and conviction.**

### STRIVING FOR ADDITIONAL HIV SOLUTIONS

**Our R&D strategy is focused on developing and delivering a full complement of dosing options, particularly long-acting oral and injectable formulations that can potentially meet the unique needs for different people.**

#### FOUR DOSING OPTIONS CURRENTLY BEING STUDIED



Daily

Weekly

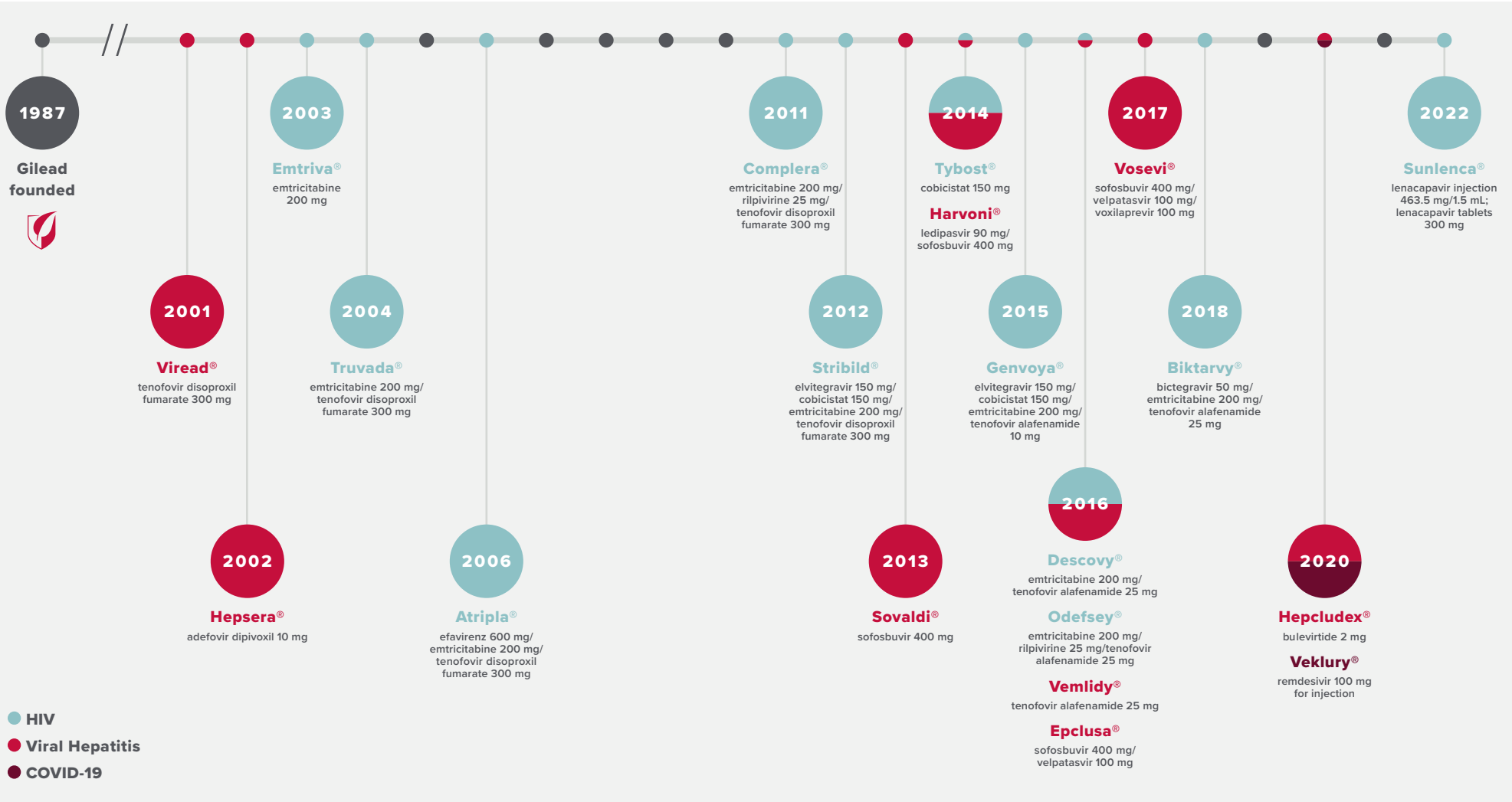


Every  
3 months

Every  
6 months

To learn more about our patient-centric clinical trials, [click here](#).

**GILEAD'S PROUD LEGACY OF INNOVATION IN VIROLOGY**  
FIRST GLOBAL PRODUCT LAUNCHES



## CURING HEPATITIS C

A decade ago, individuals living with hepatitis C (HCV) had limited treatment options, often with harsh side effects that required at least 48 weeks of treatment. In late 2013, Gilead received FDA approval for its first curative therapy for HCV. With this groundbreaking treatment, many people living with HCV could be cured, often in as little as eight to 12 weeks. In transforming HCV treatment, Gilead transformed millions of lives.

Our curative therapies have been approved for children, adults, people who live with liver disease or have been previously treated with other HCV treatments. We also have a treatment that can cure all six genotypes of HCV, which simplifies treatment protocols, particularly in settings with limited resources.

In the 10 years since that first approval, more than 5 million people worldwide have been treated with one of Gilead's HCV medicines, which are now approved in more than 100 countries. Today, 95% or more of people treated for HCV are cured. According to the World Health Organization (WHO), more than 10 million people worldwide have been cured of HCV by Gilead medicines and those that followed.

Gilead is an active partner in pursuing the WHO goal of eliminating HCV by 2030. With an estimated 50 million people globally still living with HCV, including 2 million to 4 million individuals in the U.S. who have yet to be diagnosed or treated, it is an ambitious goal. But curing HCV was also considered ambitious when we developed those first treatments.

**Bruce Kreter**  
Global HCV Medical Affairs



**Setting Our Sights on Eliminating Hepatitis C as We Mark 10 Years of Curative Therapies**

## SUPPORTING HCV ELIMINATION EFFORTS

**Spain** could become the second European country, following Iceland, to achieve the WHO’s goal to eliminate viral hepatitis by 2030. It has been 10 years since Gilead’s sofosbuvir-based treatments were launched in Spain. Our employees have supported patients and the scientific community over the last decade, improving public health within Spain by supporting testing and awareness projects, educating healthcare providers or by facilitating access to curative HCV therapies.

We also partner with the Spanish Association for the Study of the Liver (AEEL) to review funding requests to support hepatitis C and D epidemiological and microelimination projects, and over the past six years, have supported 61 scientific projects.

Looking ahead, we will continue our ambitious strategy at a country level, collaborating with healthcare professionals, institutions and communities. We will continue to drive and support innovative projects, both in hospitals with initiatives like HCV screening in Emergency Services or Microbiology 360 — and in healthcare centers throughout the country — focusing on addiction centers and prisons.

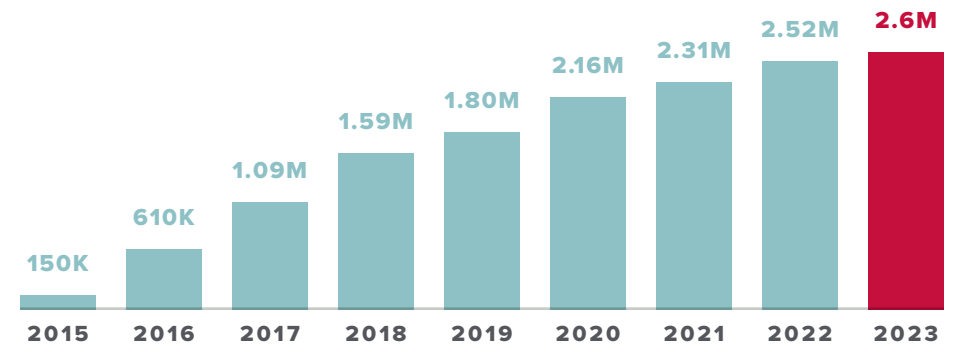
Gilead’s impact on Spain’s hepatitis C elimination efforts include:

- **100K** individuals treated with sofosbuvir-based regimens
- **95%** cure rate
- **140** elimination projects supported

**Iceland** was uniquely positioned to tackle HCV, given its relatively small population, coupled with its status as an island nation. The strategy was “treatment as prevention,” and the approach was to diagnose and treat the estimated 1,000 individuals living in Iceland with HCV to reduce community viral load. Gilead donated direct-acting antivirals to support efforts to eliminate the disease.

**Egypt** saw roughly 10% of its population living with HCV in 2013, likely from the use of unsterilized needles during a multidecade public health campaign that launched in the 1950s. Gilead was the first innovator to partner with the Egyptian Ministry of Health to facilitate access to HCV curative therapies. In 2023, Egypt’s Ministry of Health declared that they achieved the WHO’s viral hepatitis elimination targets.

**Since 2015, Gilead’s HCV Voluntary License enabled treatment for >2.6M people in low- and lower-middle income countries.**



## GILEAD'S CONTINUED INVESTMENT IN LIVER DISEASE

While we pursue the global elimination of HCV, we continue to develop and study treatments for hepatitis B (HBV) and hepatitis D (HDV). Already, Gilead therapies have helped transform chronic HBV into a long-term manageable condition with **Vemlidy® (tenofovir alafenamide 25 mg)** for individuals living with HBV. We are continuing to pursue a functional cure for HBV, with two potential therapies in the pipeline.

Chronic HDV is the most severe form of viral hepatitis, with mortality rates as high as 50% within five years in people with cirrhosis. Often underdiagnosed, it is estimated that at least 12 million people are currently living with HDV.

While there is currently no approved treatment for HDV in the U.S., in July 2020, the European Medicines Agency (EMA) authorized **Hepcludex® (bulevirtide 2 mg)** for treatment of chronic HDV in adults with compensated liver disease. In June 2023, Gilead reported data that reinforced the clinical utility of bulevirtide as monotherapy for the treatment of chronic HDV.

In March 2024, Gilead finalized our acquisition of CymaBay, a San Francisco Bay Area company, whose investigational drug seladelpar, has the potential to address a significant unmet need in Primary Biliary Cholangitis (PBC).

PBC is a rare and progressive inflammatory liver disease that predominantly affects women. Today the treatment options for PBC are extremely limited, with

nothing available that addresses both symptoms and disease progression. This is an area of high unmet need and one we will work with urgency to address with seladelpar, a peroxisome proliferator-activated receptor-delta (PPARδ) agonist. Having been accepted for FDA Priority Review, seladelpar has the potential to be a first-in-class therapy for PBC, pending approval. We also intend to gain authorization for use of seladelpar in multiple countries.

## LEVERAGING OUR SCIENTIFIC EXPERTISE IN IMMUNOLOGY

We are studying new ways to control chronic inflammation and fibrosis. Our goal is to achieve transformative efficacy in inflammatory and fibrotic diseases, including inflammatory bowel disease, rheumatoid arthritis and lupus. We are excited about our early pipeline of potentially best-in-class molecules and look forward to building on it over time.

## 30 YEARS OF ADDRESSING FUNGAL DISEASE

**AmBisome® (amphotericin b liposome for injection 50 mg/vial)**, Gilead's only antifungal treatment, is indicated for certain invasive fungal diagnoses in people who are living with HIV, have had stem cell transplants, are battling hematological cancers or are in intensive care. It is also used to treat some neglected tropical diseases endemic in certain low-income countries.



## STANDING BY COVID PATIENTS

Four years after COVID-19 spread across the globe, both the U.S. Department of Health and Human Services and WHO allowed their declared public health emergencies to expire. Published case rates have been harder to come by. In many ways, the world has moved on from COVID-19.

However, every week in 2023 saw as many as 44,000 hospital admissions and up to 3,900 deaths due to COVID-19 just in the U.S. The pandemic, it seems, has not moved on from the world. That's why Gilead hasn't either.

Years of investment in scientific innovation positioned Gilead to provide the first FDA-approved antiviral treatment for individuals hospitalized with COVID-19. **Veklury® (remdesivir 100 mg for injection)** was approved just months after the pandemic reached the U.S. and remains an important therapy for individuals hospitalized with COVID-19 around the world. To date, 60% of global remdesivir has been distributed through Gilead partnerships to people living in resource-limited countries. See [Page 50](#) for more information.

With COVID-19 continuing to cause transmissions, hospitalizations and deaths, Gilead remains committed to ensuring broad access to Veklury, globally. We will also leverage our virology experience to study emerging viruses and support pandemic preparedness efforts to strengthen healthcare systems globally.

## INNOVATION ECOSYSTEM

Investments made in remdesivir long before 2020 allowed it to become the first FDA approved antiviral treatment for COVID-19. These investments, coupled with Gilead's unique voluntary licensing program, allowed over 14 million individuals to access remdesivir since the COVID-19 pandemic began.

Gilead innovation occurs in an ecosystem where investment-heavy R&D is the foundation of our business. Lenacapavir, the active agent in Sunlenca® that is indicated in multidrug resistant HIV, was the result of testing >4,000 molecules. In the spirit of innovation, Gilead undertakes significant R&D investments and risk with the hope of delivering breakthrough therapies.

**Maintaining an ecosystem that fosters innovation is crucial to meeting today's unmet needs and planning for tomorrow.**

## PIONEERING CANCER TREATMENTS

Our oncology portfolio was purposely built to address the greatest gaps in care. Gilead is at the forefront of several key new modalities in oncology: ADC (antibody drug conjugate), TIGIT (T cell immunoreceptor with immunoglobulin and ITIM domain), cell therapy and anito-cell. Our work is changing the standard of care for certain cancers.

In 2020, Trodelvy® received accelerated approval to treat certain people living with metastatic triple-negative breast cancer (mTNBC), with full approval by the FDA in 2021 for 2L+ mTNBC. The approval was based on positive results from the Phase 3 ASCENT study, which demonstrated that Trodelvy improved overall survival for certain people living with mTNBC versus single-agent chemotherapy. In February 2023, the FDA approved Trodelvy for pretreated HR+/HER2- metastatic breast cancer. Trodelvy is the first TROP-2 directed ADC to improve overall survival in two types of metastatic breast cancer.

Historically, women with triple negative breast cancer (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. Black women who are diagnosed with TNBC 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.

Gilead is committed to advancing health equity for Black women affected by TNBC, and in 2023, awarded \$7.6 million to 24 U.S. organizations for programs addressing gaps across the cancer care continuum.

Gilead is determined to address unmet needs in oncology, including metastatic urothelial cancer (mUC) and metastatic nonsmall cell lung cancer (mNSCLC). Patients with mUC have a five-year survival rate of 8.3%. Treatment options are limited for mUC patients whose cancers have progressed after first-line treatments. In 2021, Gilead received accelerated approval for Trodelvy in mUC, a form of bladder cancer, based on Phase 2 results, and Gilead is currently conducting a Phase 3 confirmatory study.

Lung cancer is the leading cancer-related death in the U.S., and of people living with lung cancer, 80% to 85% will be diagnosed as NSCLC. More than half (57%) of people with NSCLC are diagnosed at the metastatic stage, when treatment is especially difficult. Gilead is currently exploring a first-line treatment option for metastatic patients where the five-year survival rates remain low.

Aligning with our commitment to advancing health equity, Gilead's oncology program seeks to address both the disease burdens that are not yet fully met by science and the health disparities that can lead to poor outcomes. To learn more about addressing health disparities through our philanthropic programs, see [Page 71](#).



Our team at Kite, a Gilead company, is singularly focused on cell therapy, which we believe has the potential to change the way cancer – and potentially other diseases – are 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 a global cell therapy leader, Kite has treated more patients with CAR T-cell therapy than any other company with two marketed products that received FDA breakthrough designations: **Yescarta® (axicabtagene ciloleucel)** and **Tecartus® (brexucabtagene autoleucel)**.

Delivering Kite cell therapy requires a highly specialized and coordinated team to collect a sample of 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 newly engineered cells and deliver the individualized treatment back to the patient for infusion.

In 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). Following this study readout, the FDA approved a label update for Yescarta to include these results. The data shows, that when given as second-line therapy, Yescarta is even more effective in improving patient survival than standard of care treatment.

Another long-term follow-up analysis of OS was completed for Kite’s other cell therapy, Tecartus, in acute lymphoblastic leukemia. Results from the pivotal ZUMA-3 study showed a median OS of 26 months and demonstrated that responses remained durable in adults with relapsed/refractory B-cell acute lymphoblastic leukemia (R/R B-ALL) with a consistent safety profile observed since the two-year analysis. The continued durable response and significant improvement in survival indicated by these new data can potentially establish a new standard of care for adult patients living with this aggressive form of leukemia.

Kite has taken a unique approach to scaling the technology of cell therapy, combining capacity, speed and reliability with the largest in-house cell therapy manufacturing network in the world to rapidly deliver products to authorized treatment centers. In January 2024, the FDA approved a manufacturing process change resulting in a shorter manufacturing time for Yescarta. With this approval, Kite’s median turnaround time in the U.S. has been reduced from 16 days to 14 days, allowing Kite to further reduce the delivery time of Yescarta, so that patients have the best possible chance of survival.



Dr. Eva Natukunda (left) / Pediatric HIV Specialist  
Kathryn Kersey (right) / Virology Clinical Development



**ADVANCING  
HEALTH EQUITY  
AND ACCESS**

# ADVANCING HEALTH EQUITY AND ACCESS

At Gilead, our work to create a world where everyone has a fair opportunity to achieve their best health underpins our emphasis on the social aspects of ESG. While our medicines already touch more than 30 million lives, we know millions more face systemic barriers that prevent them from accessing life-changing, life-saving therapies and, oftentimes, even knowing they may need such treatment.

Our health equity efforts enable us to reach more people with innovative therapies, especially those in underresourced and disinvested communities where individuals are disproportionately impacted by the medical conditions that we seek to prevent, treat and cure.

We have identified three global health equity priorities that will help us achieve our mission of creating a healthier world for all people:

- **Helping to enable access to life-changing medicines**
- **Delivering scientific innovation to reduce inequities**
- **Igniting social impact for the communities we serve**



Omoro Omoighe  
Public Affairs

## PARTNERING TO PROVIDE EQUITABLE CARE

As Gilead works to develop innovative treatments, we recognize that it will take more than medicine to improve the wellbeing of people worldwide. We partner with various individuals and organizations that share a common purpose, to advance the health prosperity of all.

Today, our partnerships include many large-scale initiatives addressing global health issues that present both overarching and unique challenges for people impacted by cancer, viral and fungal disease. Gilead and our partners have identified individuals who are living with HIV, HCV or potentially other medical conditions that positions these individuals to determine their paths ahead with real-time medical information.



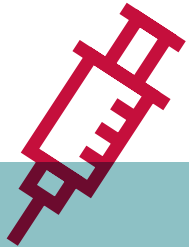
Sylvia Andrews  
FOCUS

## ENHANCING THE IMPACT OF FOCUS THROUGH PUBLIC-PRIVATE PARTNERSHIPS

For over a decade, Gilead's FOCUS program has created partnerships in healthcare settings to include academic institutions, primary care centers, jails, prisons and community-based services. These strategic partnerships are at the center of HIV and HCV epidemics in their regions. FOCUS enables partners to seamlessly integrate policy-driven approaches to routinize screening and linkage to care for select blood borne viruses while enhancing awareness efforts for HIV, viral hepatitis or STIs. FOCUS partnerships have impacted healthcare policy through dissemination of rigorous research and dialogue with key clinical leaders. Data from FOCUS partnerships has led to direct collaboration with federal and state governments, as tenets of the program have become a component of solutions to address the syndemics of HIV, HCV, the opioid epidemic and syphilis here in the U.S.

Since its inception, FOCUS has transformed from supporting partnerships in 10 cities in the U.S., focused on populations with certain risk factors or living with undiagnosed HIV or viral hepatitis in urban U.S. settings, to partnering with healthcare institutions and public health agencies, in various settings, across the U.S., Portugal and Spain.

To date, more than 400 entities across multiple settings have developed and shared best practices in routine screening, diagnosis and linkage to care. These efforts have informed clinical best practices and resulted in policy enhancements locally, statewide and nationally.



### FOCUS ON BATON ROUGE, LOUISIANA

In 2016, Baton Rouge faced a crisis. The city had long been an epicenter of the HIV epidemic, with the highest rate of late-stage HIV diagnoses in the United States. Just seven years later, the rate of late-stage HIV diagnoses has fallen precipitously – to less than the national average.

FOCUS partnered with local hospitals, urgent care centers and syringe service programs to address stigma and other barriers, and meeting people wherever they enter the healthcare system. Tackling the issue of testing and treatment – and applying these solutions at scale – had a profound impact on Black residents in Louisiana who were disproportionately represented within the local population living with HIV.

This model has since been rolled out to all city hospitals, and in the years since the program launched, the rate of late-stage HIV diagnoses in Baton Rouge fell to less than the national average (18.7% versus 21.1%).

Sharon Weston Broome  
Mayor of Baton Rouge, President of East Baton Rouge Parish



▶ [Learn more about FOCUS in this video.](#)

## SCALING EQUITABLE SOLUTIONS THROUGH HEALTH GRANTS

Awarding grants in areas of Gilead’s key therapeutic areas of expertise positions us to make the most meaningful impact. The initiatives that Gilead funds enable patient advocates, NGOs and healthcare professionals across the globe to develop and scale solutions focused on raising disease awareness, expanding testing and diagnostic efforts, and educating healthcare professionals. Gilead’s 30+ years of addressing some of the most intractable medical conditions, including in low- and lower-middle income countries, has only been realized through our partnership model.

We coordinate with various stakeholders to ensure diverse areas of expertise are represented, with sustainable impact as the key indicator of success. Gilead always goes where the need is greatest.

“Gilead is firmly committed to working with community organizations to advance health equity, which shapes our approach and our partnerships.”

**Jane Stafford** / Executive Director, Corporate Citizenship

### GILEAD HEALTH EQUITY PARTNERSHIPS AND GRANTS

COMPASS  
INITIATIVE<sup>®</sup>

(See Page 42)



(See Page 30)



(See Page 34)

HIV+AGE<sup>®</sup>  
POSITIVELY

(See Page 33)

TRANScend<sup>®</sup>



HEPCONNECT





Reunion Project  
 HIV Age Positively grantee  
 (Photo courtesy of Reunion Project)

### HIV AGE POSITIVELY®

For the first time in history, nearly 50% of people in the U.S. who are living with HIV are over the age of 50. By 2030, in the U.S., it is expected this figure will reach 70%. This is in sharp contrast to the early days of the epidemic when there was little hope for people diagnosed with HIV. Today, this longevity for PLWH is an inspiring and powerful reminder of the heroic efforts of all that have made these advancements possible.

Despite this progress, Gilead recognizes that more important work needs to be done. For example, by 2030, more than 80% of people living with HIV will have at least one age-related medical condition, such as cancer or heart disease — an underexamined, underappreciated and underfunded public health issue demanding urgent attention.

This challenge led us to create Gilead's HIV Age Positively® initiative, which supports programs focused on improving the quality of life and health for those who are aging and living with HIV. Since inception, we've provided almost \$36 million in grant funding to 42 organizations that work to ensure people aging with HIV receive care tailored to their needs through continuing education and training programs for doctors and nurses, colocation of medical services, innovative models of care and other strategies.

[Gilead's HIV Age Positively® Phase Two 18-Month Progress Report.](#)

## ZEROING IN™ ON RURAL COMMUNITIES IMPACTED BY HIV

Zeroing In supports 116 organizations and partners across 47 countries that strive to end the HIV epidemic, which has impacted millions across the globe for more than 50 years. In 2023, Gilead awarded \$3 million to eight organizations to provide services to communities disproportionately impacted by HIV in rural areas in the U.S.

While HIV is prevalent in both urban and rural communities in the U.S., resources are heavily concentrated in urban centers, and the lack of public health infrastructure and heightened stigma in rural communities creates barriers to care. These grants strengthen grantees' ability to expand their testing programs, increase capacity to educate impacted communities, change perceptions and provide important access to care for in-need populations.

“Ensuring that rural communities have equal access and utilization of HIV prevention, care and supportive services is an integral step in combating inequity in HIV health outcomes. Gilead has long been at the forefront of tackling structural and social barriers to HIV care and treatment, and we are proud to work with them to impact change.”

**June Gipson, Ph.D.** / President and CEO, My Brother's Keeper

### 2023 ZEROING IN GRANTEES



Raleigh, North Carolina



Peoria, Illinois



Atlanta, Georgia



Hampton, Virginia



Columbia, Louisiana



Ridgeland, Mississippi



Tacoma, Washington



Front Royal, Virginia

### SUPPORTING PATIENTS AND HEALTHCARE PROVIDERS WITH ACCESS

Patient access barriers take many forms. These include challenges navigating the patient's treatment journey, understanding health insurance coverage and obtaining financial support. Gilead addresses these barriers and helps patients receive access to our treatments.

**Gilead 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.

**Gilead Support Path® Program** helps patients in the U.S. understand their insurance coverage and identify financial support options to access Gilead's HBV and HCV treatment medication.

#### Program offerings include:

- **Access to specialists who can help answer insurance-related questions and provide information regarding coverage options.**
- **Copay coupon programs for eligible patients on HIV treatment, HIV prevention, HBV treatment, HCV treatment and COVID-19 therapy in outpatient settings.**
- **Provide Gilead medicines at no cost for qualified patients who meet the program's eligibility criteria.**



### MOVING TOWARD HEALTH EQUITY (THE) ONCOLOGY GRANT

In 2023, Gilead awarded \$7.6 million in grant funding to 24 U.S.-based community organizations through the newly created Toward Health Equity (THE) Oncology Grant. This funding supports evidence-based interventions to address barriers to care and social determinants of health. These interventions included mobile clinics designed to increase access to cancer screening in Southern states across the U.S. Each grantee was chosen based on their ability to create measurable and sustainable change to improve health equity.

These grantees serve historically neglected and underrepresented communities including Hispanic, Jewish, LGBTQIA, Indigenous American and others, and will work to address access disparities in the screening, diagnosis and treatment of breast cancer.

THE Oncology Grant builds on [Gilead's 2022 program](#), which provided \$5.7 million in grants to 21 U.S. organizations for programs working to advance health equity for Black people impacted by triple-negative breast cancer.

## FOSTERING CLINICAL TRIAL DIVERSITY

Developing medicines and treatments that are safe and effective requires that the people participating in and conducting our clinical trials reflect a diverse and inclusive set of patient and provider experiences and perspectives. More reflective clinical research helps us better understand how our treatments uniquely affect every population. By placing people at the center, we help communities feel seen, heard and empowered.

Open dialogue, strong partnerships and collaboration with healthcare providers, community-based organizations, academic institutions and patient advocacy groups allow us to identify trial site locations to best serve underrepresented and disproportionately impacted communities.

**Jaymie**  
Entrepreneur, Advocate and Warrior,  
Diagnosed with Cancer



### DIVERSIFYING CLINICAL RESEARCH

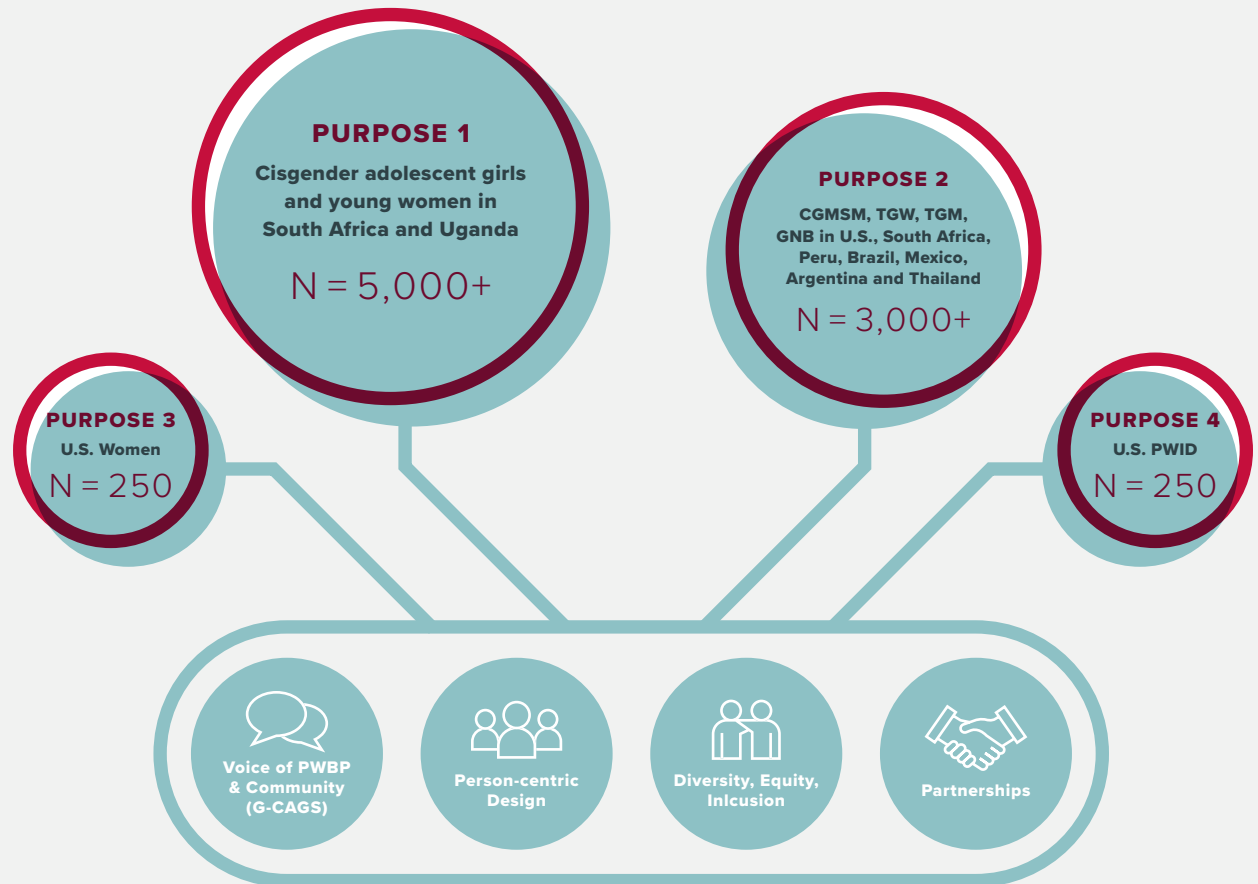
Caring about the community means caring about every single individual, not just those who have had access to medical care or clinical studies. According to the FDA, “Ensuring people from diverse backgrounds join clinical trials is key to advancing health equity. Participants in clinical trials should represent the individuals that will use the medical products. This is often not the case — people from racial and ethnic minority and other diverse groups are underrepresented in clinical research.” In that spirit, we strategically locate our research sites in places that are most affected. And these locations are staffed with knowledgeable people who represent the communities they serve. This demonstrates respect for each participant and their individual journey.

Gilead is focused on where we establish study sites, how our studies are executed and who we partner with as part of our efforts to increase diversity in our clinical trials.

A good example of our commitment to clinical trial diversity is our PURPOSE clinical trials, which are assessing the potential of one of our medicines to help a diverse range of people around the world who could benefit from PrEP for HIV.

**PREVENTION WITH A PURPOSE**

People may benefit from having a variety of HIV prevention options that best fit into their life. HIV has affected certain populations disproportionately. Representation of those communities in HIV clinical trials is important. The PURPOSE trials will evaluate the safety and efficacy profile of an investigational, twice-yearly injectable medicine, lenacapavir, to reduce the chance of acquiring HIV — also known as pre-exposure prophylaxis (PrEP). We are committed to help end the HIV epidemic.



PURPOSE 1 NCT identifier: NCT04994509  
 PURPOSE 2 NCT identifier: NCT04925752  
 PURPOSE 3 NCT identifier: NCT06101329  
 PURPOSE 4 NCT identifier: NCT06101342

CGMSM, cisgender men who have sex with men; G-CAGS, Global Community Advisory Groups; GNB, gender nonbinary individuals; LEN, lenacapavir; MDR, multidrug resistant; PWBP, people who would benefit from PrEP; PWID, people who inject drugs; TGM, transgender men; TGW, transgender women; Tx, treatment; U.S., United States.

## REACHING PATIENTS WORLDWIDE

Gilead's programs, resources and partnerships to improve health access globally are major components of our focus on the social component of ESG and represent how we operationalize our commitment to creating a healthier world for all. Aligned with the United Nations Sustainable Development Goal 3 on health, this commitment comes to life through our endeavors to expand access to breakthrough medications in underserved regions of the world, where health conditions have disproportionate population impacts and/or involve burdensome or insufficient therapies for HIV, viral hepatitis and cancer.

Through a deep and dedicated focus on serving unmet needs, we strive to go beyond medicine and truly strengthen access to the world's health systems through solutions that lean into the social determinants of health. This includes innovative pricing and licensing models for resource-limited countries, community education, outreach and destigma campaigns, and collaborative research with international and local leaders that helps address unique 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-income countries; we were the first innovator 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.**

## HELPING ENSURE ACCESS TO GENUINE MEDICINES

The proliferation of counterfeit medicines puts the health and safety of people who depend on life-changing treatments at grave risk. Even with dedicated resources and commitments by industry and law enforcement to keep people safe from counterfeits, criminals exploit vulnerabilities in current supply chain regulations.

To help ensure that individuals worldwide can access the authentic Gilead medicines they have been prescribed, Gilead maintains a Global Product Security group that leads an inclusive, cross-functional Anti-Counterfeiting Task Force (ACT) consisting of legal, quality, regulatory, trades, global serialization and traceability, security, supply chain, packaging and other Gilead professionals.

Gilead's work to ensure safe, unaltered medicines for patients involves working with law enforcement globally and taking swift and direct legal action to protect patients when needed. Gilead's efforts to monitor, detect and investigate illegal activity threatening patient safety can end in raids of illegal counterfeiting operations. These activities were featured by CNBC in 2023, raising awareness for vulnerable individuals. From 2021 to 2023, Gilead removed more than 4,500 bottles of counterfeit versions of Gilead medicines from the legitimate supply chain and supported law enforcement efforts to seize hundreds of thousands of units of counterfeits and other illicit medicines, helping ensure patients receive the medicines they are prescribed.

Gilead employs several strategies to help disrupt these illicit counterfeiting and fraud schemes that go beyond legal and regulatory requirements to make the world a safer place for patients, including:

- Education and Awareness
- Detection
- Prevention and Advocacy
- Investigation and Response

Lori Mayall  
 Legal



## EXPANDING ACCESS TO SPECIALIZED CANCER CARE

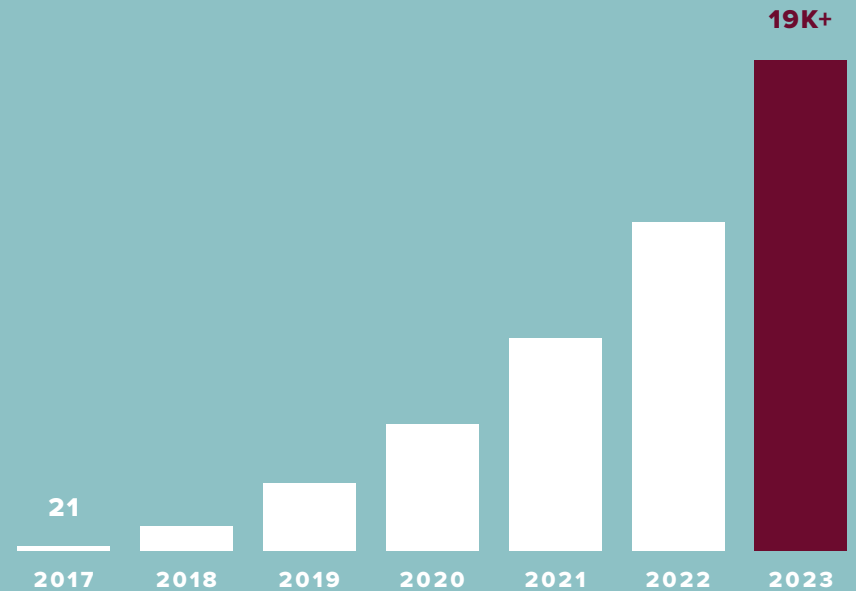
From financial and insurance constraints to lack of understanding and logistical challenges, the barriers to healthcare take many forms. This is especially true for people with cancer in need of advanced care, which often requires the time and expense of travel.

Despite CAR T-cell therapies being available for more than five years, potential patients are severely underserved. About two in 10 patients who are eligible or could benefit from second line LBCL CAR T treatment are currently receiving it in the U.S. We are working to bring CAR T closer to where patients live and engaging country health officials, hospitals and patient care groups to expand access in all areas, including priority underserved communities affected by high cancer rates. There is a fundamental lack of awareness of CAR T-cell therapy among patients and caregivers, and many learn about CAR T after multiple relapses when time is of the essence, and urgency is high.

To deliver CAR T to patients more efficiently, we need to overcome the biggest challenges to scaling commercial capabilities: investing in manufacturing capacity, improving access to authorized treatment centers, streamlining reimbursement and driving healthcare system awareness. Across authorized treatment centers in the U.S. and qualified treatment centers outside the U.S., we are working to thoroughly train and equip medical staff in hospitals and clinics to administer this cell therapy. As part of this program, we also provide transportation, housing assistance and funding support to ease the strains of cancer care for patients facing the greatest access barriers.

## DELIVERING TRANSFORMATIVE THERAPIES

Kite is dedicated to bringing CAR T therapy to more patients in the U.S. and globally. More than 19,000 individuals have been treated with our CAR T therapies.



**Global Cumulative Patient Deliveries**  
 (includes both commercial and clinical trial patients)





AIDS Memorial Quilt panel stitched by 100+ global Gilead employees

## PUTTING AN END TO HIV AROUND THE WORLD

Since the emergence of HIV as a deadly public health crisis in the 1980s, Gilead has played an integral role in mitigating its impact on people and communities around the world through significant investments in R&D, global partnerships and improved access to care.

These efforts have given rise to breakthrough therapies and important outreach programs that have helped transform lives and inspired the U.S. Centers for Disease Control and Prevention's ambition to eliminate HIV by 2030.

However, there is still much more work to do to fully achieve this goal. The WHO estimates that approximately 39 million people still live with the disease, and our experience has shown that even when treatments exist, they may not reach people most in need. This is especially true in underserved areas of the world, where lack of awareness and infrastructure compound the nearly universal social stigma associated with this disease. As we continue to develop HIV treatments to support all individual needs, we remain steadfast in our focus to also address the social realities impeding health prosperity for all.

## MARKING FIVE YEARS OF SERVING UNMET HIV NEEDS IN THE U.S. SOUTH: COMPASS INITIATIVE®

The social disparities influencing health outcomes are particularly acute in the Southern U.S., where poverty, lower rates of insurance and lack of clinical care can impede access to HIV therapies. In 2021, 52% of all new HIV diagnoses in the United States came from this region, with the states of Alabama, Kentucky and Mississippi all designated priority regions by the U.S. Department of Health and Human Services.

In 2023, Gilead celebrated the five-year anniversary of its COMPASS Initiative®, a more than \$100 million commitment over 10 years to address HIV in the U.S. South. Since its inception, Gilead's COMPASS Initiative has provided more than \$106 million for on-the-ground education, training and care. COMPASS also creates collaborative partnerships to share knowledge on increasing organizational capacity, building awareness and reducing HIV-related stigma, including through faith-based outreach efforts.

### COMPASS IMPACT TO DATE

- **\$106M** in grants
- **400** community-based organizations supported
- **208K+** individuals served with capacity-building training
- **340K** people reached through in-person events
- **90M** people reached through COMPASS social media campaigns



Anthony Johnson and Dr. James Makokis  
Gilead Health Equity Summit, Canada



## PARTNERING WITH INDIGENOUS COMMUNITIES TO IMPROVE HEALTH OUTCOMES

In 2023, Gilead issued its largest-ever commitment to addressing the social barriers contributing to the transmission of HIV and viral hepatitis in Australia's and Canada's Indigenous communities. The three year, \$6 million grant, divided equally between the two countries, supports front-line organizations and initiatives that address culturally appropriate solutions for improving the health of their communities.

By listening to and working with Indigenous-led organizations, Gilead believes this commitment can translate to meaningful support of innovative and culturally appropriate projects that address the disproportionate rate of HIV and viral hepatitis in Indigenous communities.

In recent years, Aboriginal and Torres Strait Islander males in Australia have been diagnosed with HIV at a rate of almost three times that of their non-Indigenous peers. Complicating matters is the stigma around HIV and the community's historical mistrust of healthcare professionals.

In Canada, Indigenous Peoples continue to experience a significantly higher incidence of HIV and viral hepatitis compared to non-Indigenous populations. While Indigenous Peoples represent just 5% of Canada's total population, they make up 18.2% of all new HIV infections and are two to five times more likely to contract hepatitis C than non-Indigenous groups.

Gilead's funding commitment underscores the company's unique efforts to increase health equity and help end the HIV epidemic globally through robust community partnerships and philanthropy.

### GILEAD'S ONGOING COMMITMENT TO THE HIV COMMUNITY

For the second consecutive year, the organization, Funders Concerned About AIDS (FCAA), recognized Gilead as the No. 1 philanthropic funder of HIV-related programs globally and in the United States. FCAA's annual Philanthropic Support to Address HIV and AIDS publication is widely regarded as the most comprehensive report of its kind, analyzing data from more than 5,000 grants, disbursed by 187 funders and awarded to 2,800 grantee organizations. The 2023 report analyzed 2021 funding data — the most recent yearly data available — and found that Gilead distributed more than 1,000 HIV-related grants totaling almost \$240 million for HIV-related projects.

Gilead also received top recognition across a range of categories, including:

- **No. 1 funder of programs providing support for:**
  - *BIPOC communities in the United States*
  - *Gay men and other men who have sex with men*
  - *Sex workers*
  - *Transgender communities*
  - *People who use drugs*
  - *Capacity building/leadership development programs*
  - *Children and youth*
  - *Women and girls*
  - *PrEP awareness and education*
- **No. 1 HIV-related funder addressing the COVID-19 pandemic**

#### UTOPIA

Gilead TRANScend grantee  
 (Photo courtesy of UTOPIA)



## BREAKING THE CHILDHOOD HIV CYCLE IN UNDERSERVED COMMUNITIES

HIV affects 1.7 million children around world, with 85% of diagnoses occurring in Sub-Saharan Africa. While access to care is challenging for many individuals living with HIV, it's especially problematic for children, whose treatment options have traditionally lagged those for adults.

In many parts of the world, liquid medications and reduced-dosage options are unavailable, requiring children to take multiple pills each day to avoid a virus resurgence. This, along with the bitter taste of medication, can compound the challenge of therapeutic adherence, which is vital for viral suppression.

In 2023, Gilead initiated collaborations with the Clinton Health Access Initiative, Penta ID Network and Eurofins' Monell Chemical Senses Center to accelerate the development and adoption of advanced (and better tasting) HIV treatments to all children living with HIV. Working together, we aim to break the cycle of pediatric HIV and bring the world closer to ending the epidemic for everyone.



mothers2mothers  
Zeroing In grantee  
(Photo courtesy of mothers2mothers)

**1.7M children** under the age of 15 live with HIV. However, just over 50% of them are on antiretroviral treatment compared to 76% of adults.

## ACCELERATING SOLUTIONS FOR NEGLECTED TROPICAL DISEASE

The WHO has identified 20 conditions as “neglected tropical diseases,” including cryptococcal meningitis and visceral leishmaniasis, the second-deadliest parasitic disease after malaria. Predominant in tropical regions in low- and lower-middle income countries, both diseases can be fatal when left untreated. Gilead offers a treatment that is key to helping overcome these deadly diseases and plays an important role in our efforts to advance global health. For more than a decade, we have offered it at no-profit pricing to endemic countries, while working to ensure the long-term availability of its supply through investments in manufacturing and production capacity. Our actions reflect our status as a signatory to the Kigali Declaration on Preventing, Controlling and Eliminating Neglected Tropical Diseases. Bangladesh was the first country to achieve elimination of visceral leishmaniasis in 2023, and we are proud of our contributions.

### EXPANDING WHO COLLABORATION TO FURTHER ACCESS TO VISCERAL LEISHMANIASIS TREATMENTS

For nearly a decade, Gilead has collaborated with the WHO to bring an end to visceral leishmaniasis, a painful and life-threatening disease characterized by irregular bouts of fever, weight loss, anemia and enlargement of the spleen and liver.

Highly endemic in 80 countries, visceral leishmaniasis affects some of the world’s poorest people in Brazil, East Africa and Southeast Asia, where malnutrition, population displacement and poor housing are prevalent. Since our collaboration with the WHO began, morbidity in Southeast Asia has decreased by more than 82%, and case fatality has decreased by 95% as part of a comprehensive public health program in this region.

In 2023, we renewed our support to the WHO with a three-year agreement to donate 304,700 vials of medicine for treating visceral leishmaniasis. Extending through 2025 and estimated at a value of \$11.3 million, Gilead will also provide financial assistance to support improved coverage and access to diagnosis and treatment for disadvantaged communities in vulnerable, endemic countries.





Stephen Mandap  
Pilot Plant

## STRENGTHENING SUSTAINABLE HEALTHCARE DELIVERY

Gilead sets prices that reflect the value our medicines deliver to patients, healthcare systems and society. In low- and lower-middle income countries, the barriers to access can often extend beyond price to factors such as manufacturing infrastructure, technology adoption and workforce skills.

Our voluntary licensing program is one way we work to overcome these challenges. Drawing on our global reach and scale, this program empowers generic manufacturers serving low- and lower-middle income countries by providing the intellectual property framework to manufacture and market generic versions of our medicines.

This approach fosters competition among generic manufacturers, which can reduce prices, and it enables our partners to ramp up production quickly, using technology, hands-on technical training and education, plus investment in manufacturing and supply-chain capabilities. Such collaborative approaches enable therapies to be distributed in countries with significant barriers to healthcare access, creating more resilient supply chains, expanding manufacturing capabilities and allowing citizens to lead healthier lives.

Various pricing models, coupled with voluntary licensing agreements, allow us to make more treatments available to more people in more places faster than traditional market strategies. We believe our success and ongoing experiences can help ensure the world's health systems are more resilient.

**Voluntary licensing agreements have helped more than 30 million people gain access to vital COVID-19, HIV and viral hepatitis therapies.**

## 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 are living with HBV and 900,000 are living with HCV, and in the Philippines, over 10 million people are living with HBV and 450,000 are living with 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 transition from a resource-challenged specialist approach to a primary healthcare model of care. We will educate and empower people with lived experience with viral hepatitis to become advocates within the health system and community. Our aim is to ensure that the Model of Care (MoC) is people centered, responding to their needs, ensuring positive experiences and building trust, while also being clinically effective and efficient.

In the second half of the year, the in-country teams worked closely with partner facilities to prepare for full implementation of the MoC. This included operationalization workshops to define roles and responsibilities within the MoC, trialing parts of the pathway, designing and testing healthcare worker training curricula and course materials, coordinating logistics of specimen transfer systems for viral load testing, developing information/education/communication materials and more.





In addition, the teams implemented key system-level interventions that will be required for the MoC to be delivered successfully and continuously improved. This included building data, measurement and quality improvement tools and systems, establishing governance mechanisms, and developing the implementation research protocol and study instruments. Throughout, the teams in Vietnam and the Philippines worked to ensure that key stakeholder relationships for the project were strengthened, while continuing to integrate meaningful patient and community engagement opportunities.

Finally, the teams also achieved several research and advocacy accomplishments throughout 2023. This included hosting a side event at the World Health Assembly in Geneva advocating for viral hepatitis to be included in the Universal Health Coverage agenda, presenting at global and regional conferences, completing two peer-reviewed manuscripts, two manuscripts in progress, and a growing list of publication and presentation opportunities in the pipeline. We look forward to keeping our stakeholders informed of our progress and key priorities ahead.



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

Since 2021, Gilead has been an investor in the Investment Funds for Health in Africa II (IFHA), a public-private partnership dedicated to supporting small and medium-sized enterprises focused on healthcare in Africa. The fund, which includes 12 portfolio investments and €170M assets under management, aims to provide growth equity funding to Sub-Saharan African private companies involved in various segments of the healthcare sector, including healthcare clinical services providers, health insurance companies, as well as manufacturers and distributors of healthcare products and medical equipment.

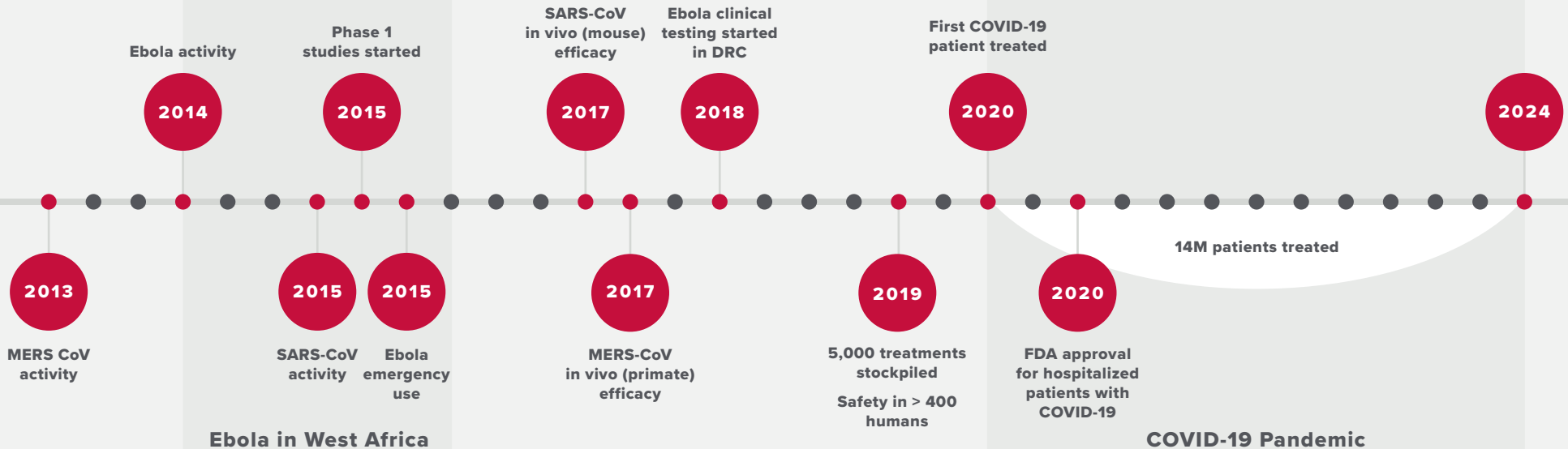
IFHA prioritizes projects that enhance healthcare access, quality and sustainability, emphasizing innovative financing models and partnerships. With a particular focus on regions underserved by private investment in medical services, IFHA's investments aim to strengthen healthcare delivery and accessibility. Through its initiatives, IFHA seeks to contribute to achieving universal health coverage and improving health outcomes across Africa. The fund is expected to have a positive developmental impact across Africa, with investments projected to enhance healthcare systems, stimulate job creation and attract additional donor funding.

## INVESTING IN EMERGING VIRUSES RESEARCH

When the global COVID-19 pandemic upended and took the lives of millions of people worldwide, Gilead played a significant role in lessening its impact. We brought Veklury® (remdesivir 100 mg for injection) to market as the first (and at the time, only) FDA-approved treatment for the disease. Our rapid response to this pandemic was made possible because it built on decades of antiviral research, using a medicine originally targeted for treating hepatitis C and later tested during Ebola breakouts in Africa. Despite ultimately proven not to be effective in treating either condition, our scientists were convinced that remdesivir should continue to be studied and received leadership support to continue the program.

Several years later, remdesivir, proven safe to use in humans based on the Ebola trial, was assessed for its effectiveness in treating COVID-19. Had Gilead not continued to invest in remdesivir, the impact that Gilead made on patients and alleviating healthcare systems throughout the pandemic could have been unrealized. Today, our COVID-19 medication continues to be a tool in the treatment of the virus, having been administered to more than 14 million individuals to date.

## REMDESIVIR AS A CASE STUDY IN EMERGING VIRUS RESEARCH



Lisa Sterman (left) / Medical Affairs  
Dan Murphy (right) / Government Affairs



# EMPOWERING PEOPLE AND COMMUNITIES

Cianna Leatherwood and Terrell Baptiste  
Clinical Development (Leatherwood), Regulatory Affairs (Baptiste)



## EMPOWERING PEOPLE AND COMMUNITIES

At Gilead, our attention to the “S” in ESG applies as much to our employees as it does to the communities we serve. We’re committed to championing a culture of inclusion and growth for our more than 18,000 employees across the globe. We reinforce measures to ensure diverse voices are included, and all employees feel like they belong and are represented. When everyone has the opportunity to realize their full potential, they can innovate for scientific solutions and strengthen employee engagement.

Gilead also invests in the communities where our employees live, work and serve. Through employee-driven efforts and the Gilead Foundation, our company has established and supported education equity programs to address complex social issues.

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



## ENGAGING AND DEVELOPING EMPLOYEES

Our people are central to achieving Gilead's ambition of bringing 10+ transformative therapies to patients by 2030. In order to push the boundaries of what's possible and bring hope and health to every corner of the globe, Gilead has emphasized championing an environment of inclusion and employee growth.

### SHIFTING OUR CULTURE

#### SETTING CLEAR AND ASPIRATIONAL EXPECTATIONS

We have been on a journey over the last few years to define what inclusion and growth looks like for both employees and leaders at Gilead. This evolution began with the addition of "Inclusion" as a Core Value in 2016. As time has passed, we have matured our understanding of Inclusion, as well as made substantial investments through several initiatives, which we describe throughout this chapter.

In conjunction with the definition of a new corporate strategy in 2019, we drafted Leadership Commitments in an aspirational tone to help guide Gilead toward reaching its bold new ambitions. In 2020, the Leadership Commitments were launched and acknowledged the fact that every employee contributes to our culture and has an opportunity to lead in their role. Similar to our Core Values, which are table stakes in the company, the Leadership Commitments apply to all employees and describe how we need to work together.

**Gilead's Strategic Ambition:  
Be a biotech employer and partner of choice**



Curran Brugger  
Talent Development and Inclusion

## 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.



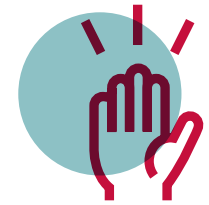
**I Listen  
speak openly and  
explain the why.**

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.

## PEOPLE LEADER ACCOUNTABILITIES

Recognizing the outsized impact that people leaders have and the role they play in creating an engaging and inclusive environment for our employees, we launched our People Leader Accountabilities in January 2023. The People Leader Accountabilities define how leaders can help every employee feel included, developed and empowered to contribute their best every day.

ACCOUNTABILITY	WHAT IT MEANS	WHY IT MATTERS
<p>Creates Inclusion</p> 	<p>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.</p>	<p>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.</p>
<p>Develops Talent</p> 	<p>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.</p>	<p>Employees feel supported in their aspirations to develop. Agnostic of whether or not talent remains in the same department, talent is ready to fulfill organizational needs.</p>
<p>Empowers Teams</p> 	<p>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.</p>	<p>Employees feel supported and empowered to act, make decisions and collaborate across their ecosystem to make the impact they aspire to.</p>

## INVESTING IN OUR PEOPLE LEADERS

### A GROWTH JOURNEY BEGINS

In 2023, we took an innovative, bold step forward in this journey by making a significant investment in developing our leaders through in-depth experiences. Our two flagship programs are Enterprise Leadership Experience (ELE) for our VP and above leaders (approximately 220) and High Impact Leadership Skills (HILS) for the remaining 5,000+ people leaders across the organization. Rather than traditional skill development, both experiences center on shifting mindsets in transformative ways. Core to these experiences is the idea of leadership as a journey of continuous growth that requires practice, experimentation, testing assumptions and asking for feedback, among other things. The intent is to increase leaders' capacity to lead in these ever-changing, increasingly complex times. These opportunities begin with an in-person immersion, continue over time with peer-to-peer pod work and practice in the flow of work.

As of year-end 2023, we hosted 11 ELE sessions with 205 leaders from our Operating Group (VP and above) and 49 HILS sessions with 1,442 leaders in 12 locations across the globe. In 2024, we are hosting a session for the remaining Operating Group members, as well as planning to reach much more broadly into our people leader populations, by offering 95 HILS cohorts in 21 cities across the globe, reaching 2,850 more leaders.

We have redesigned our people leader onboarding experience as well. Orientation for People Leaders (OPL) aims to set up new people leaders for success by understanding what it means to lead at Gilead. OPL helps leaders activate and enable the adoption of the People Leader Accountabilities and provides a jumping-off point for each participant's individual people leadership journey at Gilead.

“HILS has had a tremendous impact on how I perceive myself as a leader and how I should conduct myself going forward.”

**Helen Yu** / Senior Director, Discovery Sciences and Tech



## LEARNING FOR ALL PROVIDING ACCESS ACROSS THE WORLD

Currently we offer all employees the opportunity to participate in a virtual curriculum of professional skills courses to help them reach their highest potential. These courses are developed with input from employees around the world and focus on skills and capabilities such as business communication, collaborating, working in a matrix, influencing and many more. In addition, we offer LinkedIn Learning to expand access to meaningful development opportunities for employees and help meet the increasing on-demand global learning needs of our growing organization. We have built custom learning paths for our Leadership Commitments and for Inclusion and Diversity.



Jessi Grewal  
Legal

Markus Xie and Emilie Ronin  
Research Oncology



## MANAGING PERFORMANCE

### AN OPPORTUNITY FOR DEVELOPMENT

The goal of Performance Management at Gilead is to maximize our employees' performance and growth while providing a consistent and engaging employee experience. We expect our people leaders to have ongoing conversations with their employees to stay aligned on goals and expectations, provide performance feedback and support employee development. Our employees should also proactively seek feedback and drive their own development. The best performance conversations focus equally on “how” the work was done, as well as “what” was accomplished.

At the beginning of each year, all 18,000+ employees set “what” goals and “how” goals based on the Leadership Commitments. All of our people leaders are assigned a predefined “what” goal that reinforces the People Leader Accountabilities. People leaders host a goal alignment meeting to encourage coordination across their team. During the year, employees and people leaders have quarterly check-in conversations that include feedback on performance, development conversations, progress on or updates to goals and any other timely topics.

People leaders and employees both have access to multirater feedback as a part of the performance process. We conduct Upward Feedback and a team debrief for all people leaders and Colleague Input for both people leaders and employees. During the debrief, people leaders are responsible for sharing impressions and learnings from the feedback given, as well as how they will add it to their own development plan going forward. The year ends with annual review conversations and rewards discussions. Throughout the year, we provide just-in-time capability building and resources (e.g., discussion guides, tools, quick reference guides, etc.) for both employees and people leaders on each step.

**SURVEYING OURSELVES****A DATA-DRIVEN APPROACH TO PEOPLE**

Gilead prioritizes innovation as we continue to shape a company culture that empowers individuals to excel. We center our engagement strategy by listening to our 18,000+ employees. We maintain a constant dialogue through regular sentiment surveys, quick pulse checks, annual reviews and quarterly conversations. In 2023, we're reasonably certain that 100% of Gilead employees completed at least one annual performance review.<sup>1</sup> This approach ensures that every voice is heard, fostering a collaborative environment where doing meaningful work is part of our collective identity.

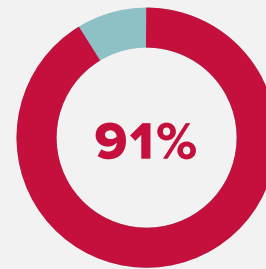
We also conduct pulse surveys annually and global surveys every other year. We use these tools to collect deeper information about how Gilead should continue to evolve our culture to achieve our ambitions. Gilead's values of integrity, inclusion, teamwork, accountability and excellence resonate strongly with our team members.

“It's the company mission that inspires and motivates me every day at work. I feel this is where I belong and that my job contributes to our community.”

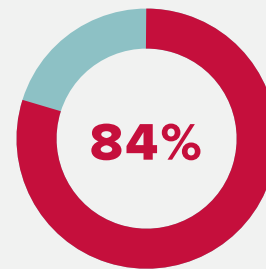
**Employee Survey Respondant**

<sup>1</sup> There may be a slight variance regarding this percentage based on employee mobility.

## 87% of global employees participated in the 2023 Employee Survey



**WERE INSPIRED  
BY GILEAD'S MISSION**



**EXPRESSED CONFIDENCE  
IN GILEAD'S FUTURE**

## BEING AN EMPLOYER OF CHOICE

To support Gilead's ambition to be a biotech employer of choice, we use an engagement index to measure confidence in the company, intent to stay, how energized employees feel and if they'd recommend the company to others. Our goal is to reach an 80% favorable score by 2030 and in 2023, we reached 78%.

## OPPORTUNITIES FOR GROWTH

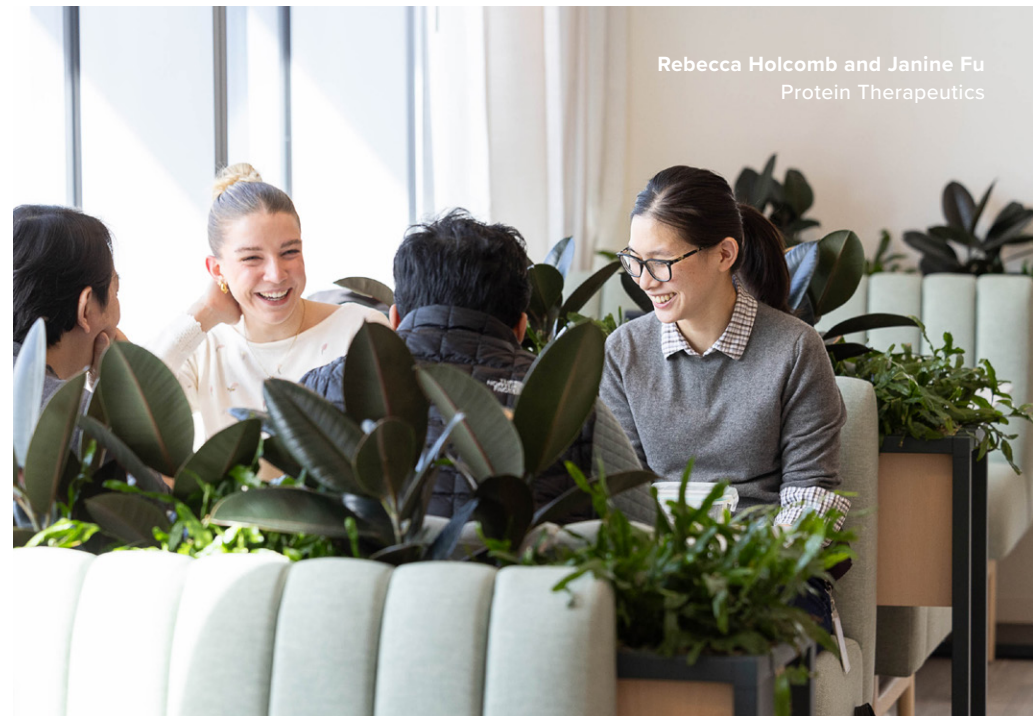
When we listen, we find opportunities to improve how we can work together. Through our survey, we identified that employees feel:

- **Motivated by Gilead's strategy and impact**
- **Trusted to do interesting work**
- **Respect and appreciation for fellow colleagues**

Satisfaction and alignment between personal and professional values drive our high employee retention. As a company, in 2023, we retained 95% of our employees and 96% of our highest performers.

We continue to make progress around work-nonwork balance and foster greater inclusion. As a result of employee feedback, Gilead is continuing to evaluate the following areas for continued growth:

- **Efficiency in our workflow process, information and technology**
- **Balancing bureaucracy and employee input**
- **Authentically communicating constructive criticism and feedback**



Rebecca Holcomb and Janine Fu  
Protein Therapeutics

## TALENT SYMBIOSIS RECRUITMENT AND RETENTION POLICIES

When we recruit people to join our global team, we aim to create a relationship that can help make the world a better place. This is why we've developed recruitment programs to help bring the best to our business. We strive to keep this same talent on our team by providing ongoing development opportunities, offering competitive rewards and comprehensive benefits, and advancing employee wellbeing.

**Our Early Talent program** enables purpose-driven students and new career professionals the chance to contribute to best-in-class science, play a role in transformative business developments and work with some of the brightest minds in the world. The program includes entry-level full-time roles, undergraduate and graduate internships, rotational programs and fellowships.

**Our Postdoctoral Fellowship program** is one way we support and train future generations of research scientists. In this three-year program, our postdoctoral fellows contribute to Gilead's world-class research across our therapeutic areas of focus as they train and collaborate with accomplished scientists and mentors across different disciplines.

**The Gilead Programming Academy** trains early and precareer talent on pharmaceutical programming as part of our broader efforts to develop the next generation of STEM talent. The four-month program teaches talent how to curate data, handle data gaps and errors, and perform analytical programming. This knowledge promotes finding scientific discoveries embedded in data.



London Devaul  
Public Affairs

“As an intern at Gilead, I honed my expertise while embracing new experiences, diving deeper into the biopharma world, emerging more knowledgeable and capable within the corporate realm.”

London Devaul / Public Affairs, Gilead 2022 Internship Class



Lia Parkin and Renee Brady  
Clinical Trials (Parkin), Global Clinical Contracts (Brady)

## FLEXIBLE WORK

We know that finding a work-life balance isn't always easy. G.Flex allows employees to adjust where and when they work based on their needs and those of the business. We also offer work-from-home stipends for our remote employees and provide several on-site services for our employees in the office.

## PROMOTING RETENTION, REWARDING TALENT

We've crafted our benefits and compensation packages to be compelling to top talent in the industry. These offerings are more than just rewards; they actively support our employees' wellbeing and work-life balance. We give our Total Rewards package a fresh look annually, making sure we not only attract, but also retain, the best of the best.

### CANCER CONCIERGE SERVICE

When Gilead employee, Jim Candler, was diagnosed with cancer, he leveraged the Cancer Care Support Service to help him navigate the treatment process. Jim was able to speak to oncology specialists and access leading-edge cancer expertise, via a cancer support team, who helped talk him through treatment options and weigh how each would impact him. Jim remains a valued employee and is now cancer free. We launched the Cancer Care Support Service to help people like Jim and his family through the cancer journey. This service, designed for Gilead U.S. employees and their family members, provides personalized advice and care during cancer treatment.

## PROVIDING COMPETITIVE BENEFITS

### • Financial Compensation

- *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 for U.S.-based employees 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 through our global tuition reimbursement program and for our U.S. employees, a student loan repayment program.*

### • Health and Wellbeing

- *Paid family time off and paid parental time off.*
- *Paid vacation days and holidays, including a global December shutdown between Christmas and the New Year and, in the U.S., our week-long Independence Day holiday.*
- *Comprehensive medical benefits and emotional health services.*
- *Concierge health and navigation services for U.S. employees and their families, including a tailored program for our LGBTQ+ community and a Cancer Care Support Service providing leading-edge cancer expertise for those facing a cancer diagnosis.*
- *A wellbeing reimbursement program valued at \$1,000 USD per year (provided with purchasing power parity for all Gilead employees globally), to help employees achieve wellbeing in all aspects of their lives.*



Jeremy Stroman  
R&D Information Systems

## CULTIVATING AN INCLUSIVE WORKPLACE

Gilead believes that building a diverse workforce, fostering an inclusive culture, creating economic opportunities and delivering social impact is the driving force behind creating a better, healthier world. A workforce that reflects the rich diversity of the global communities we serve sparks innovation, drives better patient outcomes and supports the advancement of health equity.

### GILEAD'S INCLUSION AND DIVERSITY ASPIRATIONS

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

### GLOBAL INCLUSION AND DIVERSITY COUNCIL

Gilead's Inclusion and Diversity Council draws perspectives from every level of the organization and develops strategies that truly embed inclusion and diversity across the organization in support of these aspirations. 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 and Employee Resource Group (ERG) executive sponsors.

### CREATING A RIGOROUSLY DIVERSE LEGAL TEAM

Since 2021, Gilead's Legal team has actively pursued the Mansfield Rule certification, a program initiated in 2017 to promote diversity in U.S. businesses and law firms, with only a select few in the pharmaceutical sector achieving this status. In 2023, the team met its goal.

To achieve certification, a volunteer team at Gilead established benchmarks and metrics to monitor the progression and representation of historically underrepresented groups, including women, people of color, LGBTQ+ individuals and those with disabilities, in areas like hiring, promotion and professional development. As part of this initiative, Gilead updated its job application system to better track the inclusion of LGBTQ+ candidates, another tangible stride toward greater diversity and inclusion.

“We are excited to be part of the Mansfield community and proud to be part of a structured system that opens opportunities to all and demonstrates our work to attract, retain and promote diverse talent.”

**Shirley Cantin** / Senior Associate General Counsel



2023 Intern Class with Larrishia Daniel and Daniel O'Day  
Talent Acquisition (Daniel), Chairman and Chief Executive Officer (O'Day)



## BUILDING A DIVERSE TALENT PIPELINE

For the past four years, Gilead has focused on a multiyear set of commitments to attract diverse talent. Those commitments include building

relationships with universities and organizations that help expand our sourcing channels and continued deployment of an inclusive interview process through our Hiring and Interviewing curriculum. In 2023, Gilead continued to strengthen our relationships with universities and various organizations such as the National Black MBA Association, National Society of Black Engineers, National Sales Network, several historically Black colleges and universities (HBCUs), Hispanic Serving Institutions (HSIs), Hispanic Association on Corporate Responsibility, Healthcare Businesswomen's Association, Lesbians Who Tech & Allies, Seramount and more. These relationships support our commitment to cultivate a diverse talent pipeline and pursue our aspiration of being an employer of choice for all talent.

## INTRODUCING A NEW DISABILITY INCLUSION STRATEGY

Aspiring to be an employer of choice means that we strive to ensure inclusion for all. Gilead is deepening this commitment through a multiyear investment that expands our existing efforts to ensure that people with disabilities are represented and empowered to succeed. Disability is an important dimension of diversity that intersects with several demographics. As people with disabilities make up the world's largest minority group, embracing disability inclusion is important to both our employees and the individuals we serve. We have embarked on this journey to create an ecosystem of best practices, policies, programs and culture. The disability inclusion strategy is centered on building a sustainable foundation that will ensure accessibility and inclusion in the workplace.

## EMPLOYEE RESOURCE GROUPS

Our Employee Resource Groups (ERGs) are at the heart of our inclusion and diversity efforts. These groups are more than just a network, they're a set of vibrant communities nurturing belonging and inclusivity — a catalyst for sparking innovation, propelling the professional growth of our team members and acting as change agents for inclusive culture.

Welcoming employees across the globe from all walks of life, these ERGs are designed to drive actions across five pillars: Recruiting, Professional Development, Culture, Business Impact and Community. The ERGs partner across the business and externally to focus these pillars and their communities on efforts that will have meaningful impact in service to our ambitions. In 2024, Gileados, GLOBE and GAIN provided professional development and community building through the Power of Choice program, aimed at supporting employees as they consider the headwinds and tailwinds they might face and supporting them in navigating their development path. Another notable example of ERG impact is the Clinical Trial Diversity collaboration focused on bringing education and awareness to communities and engaging ERG members to support these efforts.

## WIDESPREAD ERG PARTICIPATION

**7.2K+**

Many of our employees belong to at least one of our six ERGs, demonstrating the impact and vital role of these groups at Gilead. Visit the [Inclusion and Diversity](#) section of our website for more information on Gilead ERGs.



Caitlyn Lorenze  
Global Commercial Product Strategy



## PAY EQUITY

Aligned with our aspiration to be respected for equitable and socially responsible practices, Gilead is a pay-for-performance company committed to pay equity. This means we make sure employees with similar jobs get paid similarly, no matter who they are or where they come from. For us, achieving pay parity isn't just a matter of principle — it's an important part of our values and our commitment to have a workforce that represents the diversity of the world.

Our employee salaries are based on market-based ranges and assessed annually in consideration of prior-year performance and competitive positioning. All compensation decisions are made without regard to gender, race, color, national or ethnic origin, age, disability, sexual orientation, gender identity or expression, genetic information, religion or veteran status.

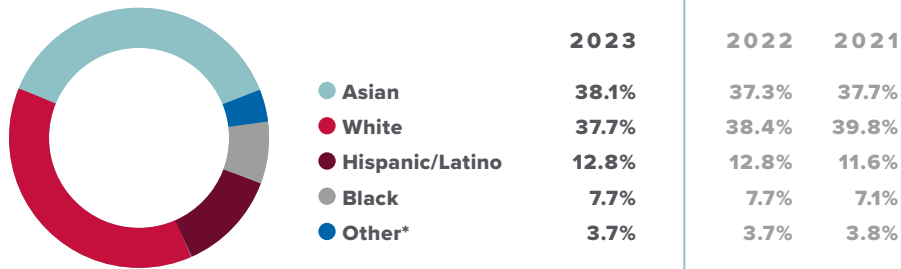
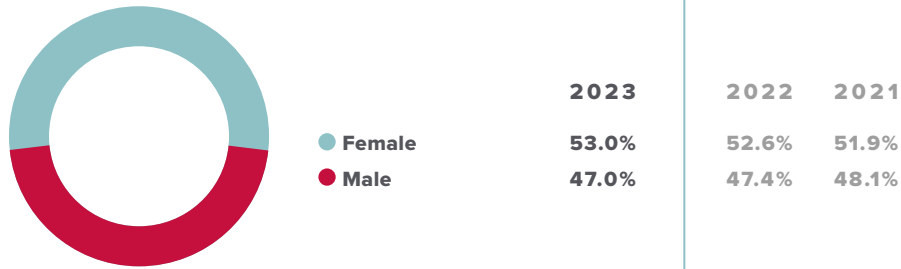
In the U.S., we conduct an annual review of employee compensation to ensure that our pay practices are race and gender-neutral, and we also commission an annual global pay equity study to gain a more comprehensive view of pay equity across the organization.

**In 2023, Gilead's salary ratio for women to men globally was 99.93:100.00.**



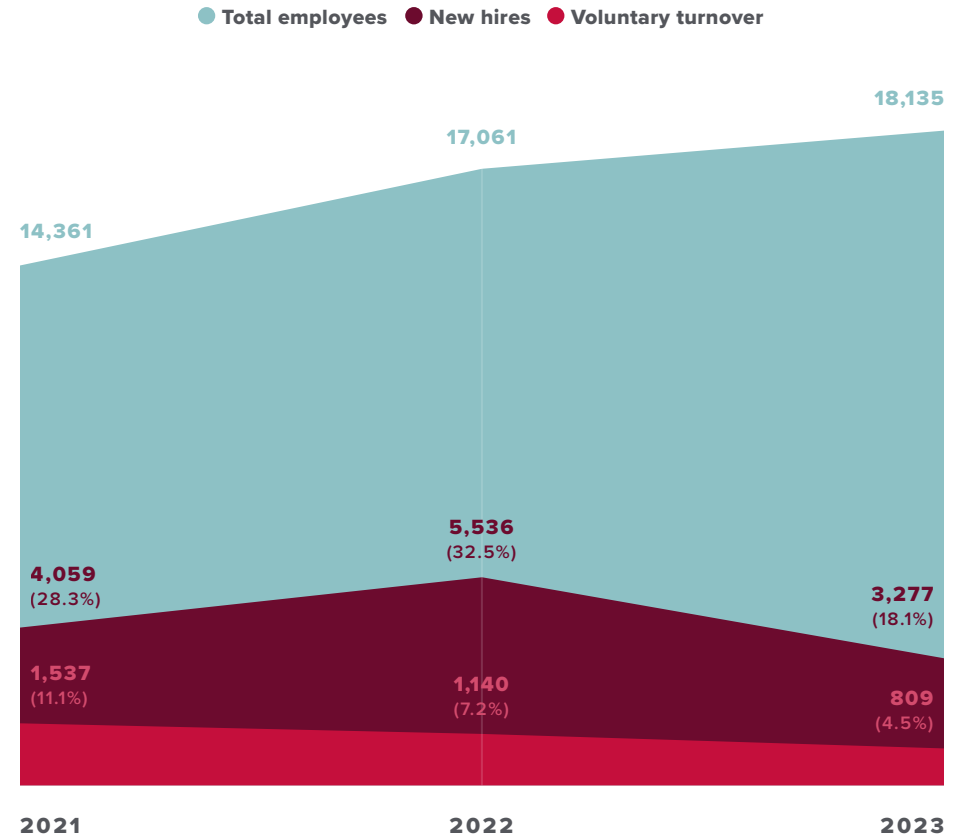
# TRACKING OUR WORKFORCE

## Total Gilead U.S. Population



\*Other category includes two or more races, Native Hawaiian or Pacific Islander and American Indian or Alaskan Native categories.

## Employees Globally



## Global Parental Leave Data

	FEMALES	MALES	TOTAL
<i>Number of employees eligible for parental leave in 2023*</i>	<b>9,455</b>	<b>8,487</b>	<b>17,942</b>
<i>Number of employees who took parental leave in 2023</i>	<b>586</b>	<b>439</b>	<b>1,025</b>
<i>Number of employees who returned to work after leave ended in 2023</i>	<b>574</b>	<b>434</b>	<b>1,008</b>
<i>Number of employees retained 12 months after returning to work following a period of parental leave in 2022</i>	<b>458</b>	<b>356</b>	<b>814</b>
<i>Number of employees who took parental leave in 2022</i>	<b>513</b>	<b>371</b>	<b>884</b>
<i>2023 return-to-work rate**</i>	<b>98.0%</b>	<b>98.9%</b>	<b>98.3%</b>
<i>2022 return-to-work rate**</i>	<b>97.3%</b>	<b>99.5%</b>	<b>98.2%</b>
<i>2022 retention rate</i>	<b>89.3%</b>	<b>96.0%</b>	<b>92.1%</b>

\*Employees eligible for 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.

## MAKING HEALTH AND SAFETY FIRST

We're steadfast in our belief that a safe and secure environment fosters employee wellbeing, innovation and excellence.

Our Gilead safety, training and security program focuses on preventing work-related injuries and illnesses and encouraging a culture where reporting is second nature. To maintain high safety standards, we offer our employees annual refresher courses and specialized training tailored to specific needs. We diligently record and analyze incidents and near misses globally.

HEALTH AND SAFETY DATA (FTEs and NonFTEs)	2021	2022	2023
<i>Number<sup>1,2</sup> of fatalities as a result of work-related injury</i>	0	0	0
<i>Rate<sup>1,2</sup> of fatalities as a result of work-related injury</i>	0	0	0
<i>Number<sup>1,2</sup> of high-consequence work-related injuries</i>	4	4	2
<i>Rate<sup>1,2</sup> of high-consequence work-related injuries (per 200K hours)</i>	0.03	0.02	0.01
<i>Rate<sup>1,2</sup> of high-consequence work-related injuries (per 1M hours)</i>	0.14	0.12	0.06
<i>Total<sup>1,2,3</sup> number of recordable work-related injuries</i>	68	206	166
<i>Annual total hours worked</i>	29,442,710	33,275,244	36,319,748
<i>Rate<sup>1,2</sup> of recordable work-related injuries (per 200K hours)</i>	0.46	1.24	0.91
<i>Rate<sup>1,2</sup> of recordable work-related injuries (per 1M hours)</i>	2.31	6.19	4.57
<i>Lost Time Rate<sup>1,2</sup> (per 200K hours)</i>	0.18	0.89	0.58
<i>Lost Time Rate<sup>1,2</sup> (per 1M hours)</i>	0.92	4.45	2.89
<i>Days Away, Restricted or Transfer Rate<sup>1,2</sup> (per 200K hours)</i>	0.33	1.02	0.72
<i>Days Away, Restricted or Transfer Rate<sup>1,2</sup> (per 1M hours)</i>	1.63	5.11	3.58

<sup>1</sup> The data 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 2021-2023 workplace incident data includes cases of probable workplace transmissions of COVID-19.

ALAS Farmworker Equity Express Mobile Resources Bus  
Gilead Foundation Grantee



## LIFTING OUR LOCAL COMMUNITIES

The Gilead Foundation\* strives to achieve health prosperity for all through initiatives designed to drive impact in our company, in our neighborhoods and in society by encouraging a culture of giving, engaging in our local communities and exploring innovative approaches to complex social issues.

The Gilead Foundation aims to go beyond medicine to deliver positive outcomes for our world by focusing support on three core areas:



### Giving Together

Encouraging a culture of giving by matching employee donations to the causes they care about most.



### Building Community

Strengthening the communities where we live and work through support for local organizations focused on STEM education, social services and environmental sustainability.



### Creating Possible Fund™

Addressing the social determinants of health through a focus on accelerating education equity.

\*Gilead Foundation is a nonprofit 501(c)(3) organization and separate legal entity from Gilead Sciences, Inc.

## CREATING POSSIBLE FUND AN IMPACTFUL FIRST YEAR

Because education is a key social determinant of health that drives individual and community health outcomes, the Gilead Foundation established the Creating Possible Fund (CPF) to provide significant, multiyear funding for local initiatives that drive education equity.

The Foundation's signature program, the CPF marked its first year of programming in 2023 with continued support for initiatives that increase social connections, foster safe learning environments and create support systems that inspire and empower young people to grow and succeed today and tomorrow, with a focus on building a pipeline of diverse healthcare leaders.

Guided by our grantees' knowledge of what is needed in their communities and what works to best serve the next generation, the Foundation was proud to continue a second year of support through 2023 enabling:

- **900+** trainings, workshops, lectures and other educational sessions conducted
- **10,700** educators, mentors and/or administrators engaged
- **2,690+** youth enrolled in CPF-funded activities

To read our inaugural Creating Possible Fund Impact Report, click [here](#).

## GILEAD FOUNDATION 2023 IMPACT AT A GLANCE

**\$23.8M**  
given globally

**\$6.5M**  
contributed through  
Creating Possible Fund\*

**\$15M**  
donated from  
Giving Together\*\*

**10.6K**  
employee  
volunteer  
hours

**~1K**  
employee  
volunteers

**7.8K**  
employee  
donors

\*Number shows Year Two disbursements of the \$20 million commitment.

\*\*Number includes employee contributions.





### UNIVERSITY OF ALBERTA

IDChem is a new program in the university's Department of Chemistry that aims to accelerate the diversification of the workforce in STEM fields by reducing the barriers faced by students from underrepresented groups. Funding provided by the Gilead Foundation will support the enhancement and expansion of their core initiatives, including graduate student tutors, annual and summer studentships for undergraduate students, and mentorship and capacity building opportunities for STEM-focused grassroots organizations across the university.

### STUDENTS 2 SCIENCE

Students 2 Science's mission is to inspire, motivate and educate elementary, middle and high school students in economically disadvantaged communities to pursue careers in STEM and foster a more diverse, equitable and inclusive workforce. Gilead Foundation funding will support the expansion of both a virtual and physical laboratory program in New Jersey, as well as their Career Advancement programs aimed at ensuring students are adequately prepared for 21st century jobs and joining the STEM workforce.

### SUPPORTING NEXT-GENERATION SCIENTISTS AT SAN FRANCISCO STATE UNIVERSITY

A diverse talent pipeline is vital in working toward a future where scientific innovation and healthcare meet the needs of all. One institution key to diversifying tomorrow's talent pool is San Francisco State University (SFSU), where 31% of students are first in their families to attend college and nearly 40% identify as Latinx.

In 2023, the Gilead Foundation awarded SFSU \$3.5 million in grants to outfit the university's new Science and Engineering Innovation Center with state-of-the-art laboratory equipment for training students in essential skills required for biopharma, biotech and engineering careers. These commitments will also support new summer and academic programs for STEM students and fellowships for undergraduate and graduate students. Upon completion in 2024, the new 125,000-square-foot science building is anticipated to benefit more than 7,000 students.





### **SPOTLIGHTING UNMET MENTAL HEALTH NEEDS OF LGBTQ+ YOUNG PEOPLE**

From social pressures to the political landscape, today's LGBTQ+ young people face unique challenges impacting their mental health. Understanding the difficulties these young people experience can pave the way for better solutions and support, but quantifying the effects aren't always clear.

The Trevor Project and the Born This Way Foundation are two Gilead Foundation grantees working to address these challenges through research and informed services dedicated to addressing the unmet mental health needs of today's young people.

This year, The Trevor Project — the leading suicide prevention and crisis intervention organization for LGBTQ+ young people — uncovered some difficult truths in its national survey of more than 28,000 teenagers and young adults:

- **More than 1.8M** LGBTQ+ youth between the ages of 13 and 24 in the U.S. seriously consider suicide each year.
- **Fewer than 40%** said their homes were affirming of their gender and sexuality.

Last year, The Trevor Project served more than 500,000 crisis contacts across the U.S. and Mexico — nearly double the number of crisis contacts it served in the year before. The increase in contacts served is due to the organization's integration with the 988 Suicide and Crisis Lifeline and expansion of crisis services for Mexico-based LGBTQ+ young people. It also operates a safe-space 'TrevorSpace,' a social networking site where LGBTQ+ young people can find peer-to-peer support.

Similarly, Born This Way Foundation, created by Lady Gaga and her mother, Cynthia Germanotta, is using research on kindness perceptions and experiences to encourage young people to share stories, take action and model kindness through digital platforms, like the foundation's Channel Kindness site.

**QUANTIFYING SUPPLIER INCLUSION ECONOMIC IMPACT**

Promoting a more diverse supply chain furthers Gilead's efforts to deliver positive impacts for small/diverse-owned businesses in the communities where we work and live. In 2023, these efforts significantly supported and contributed to the broader U.S. economy.

# 10.2K Jobs

**Supported in total**

Total full-time, part-time and seasonal jobs supported by the Gilead supply chain of small and diverse suppliers through direct, indirect and induced impacts.

# \$695M

**Total wages**

Total value of wages, salaries and benefits supported by the Gilead supply chain of small and diverse suppliers through direct, indirect and induced impacts.

# \$1.2B

**Total value added**

Total U.S. GDP contributed by the Gilead supply chain of small and diverse suppliers through direct, indirect and induced impacts.

# \$2.16B

**Total output**

Total value of goods and services produced to satisfy the Gilead supply chain of small and diverse suppliers through direct, indirect and induced impacts.

See the full [2023 Gilead Supplier Inclusion U.S. Economic Impact Report](#).

**SUSTAINING  
OUR SHARED  
PLANET**



# SUSTAINING OUR SHARED PLANET

Sustainability is embedded throughout Gilead's operations and supply chain with the recognition that creating a healthier world for all people means bringing medicines to market in a way that positively contributes to environmentally sustainable outcomes. It's a vital component of how we support our strategic ambition to deliver shareholder value in a sustainable, responsible manner. Understanding the connection between environmental sustainability and human health is another way we're redefining the "S" in ESG.

Human health and social equity are inextricably linked to how we, as a society, care for and protect the natural environment. That's why Gilead is working toward a low carbon future and strategically managing the way we use energy, water and materials when discovering, developing and bringing our products to the people who need them most. And, it's why we prioritize nature on and around our campuses. Our wide-ranging commitment is supported by a multimillion dollar capital improvement plan that will continue Gilead on the path to meeting our long-term sustainability goals.

From the way we design and run our labs, construct and operate our facilities, manufacture and deliver our products, support natural spaces and biodiversity, and promote sustainability beyond our walls, Gilead is working to make the world a better, healthier and more equitable place.



Chris Crowell  
Kite Manufacturing

“Integrating sustainability into our operations isn't just a moral imperative; it's a strategic business decision. By nurturing a culture of sustainability, we are able to safeguard our planet while also enhancing our bottom line. Doing well by doing good means we focus on the total cost of ownership, where sustainability becomes the cornerstone of long-term resilience and a new standard for responsible growth.”

**Joydeep Ganguly** / Senior Vice President, Corporate Operations

# STRATEGIZING OUR APPROACH TO PROGRESS

In 2021, Gilead set strategic goals across our four sustainability focus areas where we can have the most impact: **Carbon, Water, Waste** and **Product**. Our ambitious reduction targets for Scope 1 and 2 (our operations) and Scope 3 (our supply chain) GHG emissions have been validated by the Science Based Targets initiative (SBTi), which drives action in the private sector by enabling organizations to set science-based emissions reduction targets to meaningfully mitigate climate change.

## PROGRESSING TOWARD OUR SUSTAINABILITY GOALS

Throughout this section, we report the progress we've made against the comprehensive sustainability goals we set in 2021, which are outlined here.

### NET ZERO OPERATIONS BY 2030

Gilead has 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.

<sup>1</sup> Compared to 2019 baseline

<sup>2</sup> Excludes primary packaging

<sup>3</sup> Where quality and safety permit

## SUSTAINABILITY TARGETS 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*

*Utilize 100% renewable electricity in operations by 2025*

*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 (nonhazardous 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>*

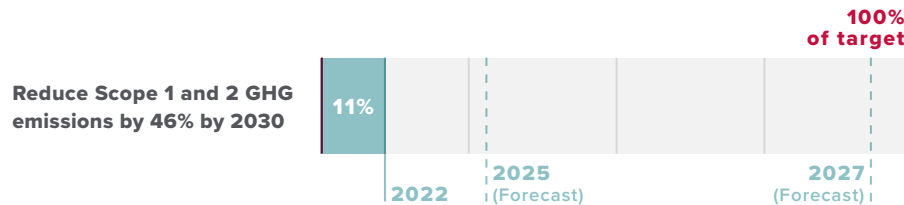
*Use 30% post-consumer recycled content in all plastic packaging by 2025<sup>2,3</sup>*

*Use 70% recycled content paper from sustainably managed forests by 2025<sup>2,3</sup>*

## CATALYZING A MULTIDIMENSIONAL CARBON REDUCTION STRATEGY

By investing in energy efficiency, adopting renewable energy and other sustainable fuels, and transitioning our fleet to EV/low emission vehicles, Gilead is transitioning our business toward a lower-carbon future, with a net-zero operations target for 2030.

### PROGRESS AGAINST SCOPE 1 AND 2 SBTi GHG REDUCTION TARGET



Gilead opened our first all-electric, net-zero lab building at our Foster City campus, continuing our commitment to innovating without increasing our operational GHG emissions footprint.

### ASSESSING CLIMATE RISKS

As a large biopharmaceutical company with global operations and a complex, extended supply chain, Gilead faces a range of climate-related risks and opportunities.

The potential implications of physical climate risk, such as severe weather, drought and wildfires, may impact business continuity while raising stakeholder expectations for our sustainability performance. Opportunities for mitigating such risk include energy efficiency and on-site renewable energy generation initiatives.

We started our journey to understand relevant climate risks and opportunities in 2021. We've since completed assessments and scenario analyses, focused on physical risks at our critical sites, and transition risks, including the implications of healthcare system net-zero initiatives, as Gilead serves as a supplier to several national healthcare systems.

As we work to further our understanding of climate risk, we are integrating the topic into our broader enterprise risk management program. We are embedding climate risk assessment and management into functional responsibilities and reporting the results of these processes to senior management and our Board.

We are also closely monitoring regulatory developments and preparing for mandatory climate disclosure requirements. For more information on this topic, see our Task Force on Climate-related Financial Disclosures summary and visit [CDP.net](https://www.cdp.net) to view our CDP Climate responses.

## HOW OUR FACILITIES ARE SAVING ENERGY

### EDMONTON, CANADA

↓ **3,882,775 kWh**

HVAC optimization

BMS optimization

### FOSTER CITY, CALIFORNIA

↓ **2,624,757 kWh**

HVAC optimization

Retro-commissioning

BMS optimization

### LA VERNE, CALIFORNIA

↓ **2,131,454 kWh**

HVAC optimization

Retro-commissioning

BMS optimization

### FREDERICK, MARYLAND

↓ **1,997,692 kWh**

Decommissioning unneeded machinery

BMS optimization

### CORK, IRELAND

↓ **1,776,073 kWh**

HVAC optimization

Steam traps and air leak detection

Retro-commissioning

BMS optimization

### SANTA MONICA, CALIFORNIA

↓ **1,536,962 kWh**

HVAC optimization

Retro-commissioning

BMS optimization

### OCEANSIDE, CALIFORNIA

↓ **855,366 kWh**

Investment in new chiller  
and water treatment technology

HVAC optimization

Retro-commissioning

BMS optimization

### OTHER FACILITIES

↓ **~995,000 kWh**

**15.8M** kWh

Total 2023 annualized energy savings/avoidance

**\$1.3M**

Total 2023 energy cost savings/avoidance

## USING ENERGY MORE EFFICIENTLY

Energy efficiency is a central component of our carbon reduction strategy and one that yields immediate results once implemented. Through operational and capital expenditures, equipment retrofits and upgrades, building management systems and operational changes, Gilead targeted a project-based energy reduction goal for 2023 of 15 million kWh annualized savings. Not only did we meet that goal, but we exceeded it by nearly a million kWh per year, saving or avoiding 15.8 million kWh per year of energy. Energy-efficiency measures have the added benefit of cost savings, yielding \$1.3 million in energy-cost avoidance in 2023 alone.



**DEPLOYING RENEWABLE ENERGY**

Transitioning to renewable energy sources is an important component of Gilead’s long-term GHG emissions reduction strategy. As of 2022, 61.7% of our global electricity demand comes from renewable sources, with 4% coming from on-site generation from our solar arrays, including significant installations at facilities in Ireland and the U.S.

As part of our commitment to clean and renewable forms of energy, Gilead is a member of two initiatives created by the Climate Group, a nonprofit organization working with businesses and governments globally to address climate change. As a signatory to the Climate Group’s RE100 initiative, Gilead has committed to obtaining all the electricity used in our operations from renewable sources by 2025. We’re also members of Climate Group’s EV100 effort (see Page 83).

**PROGRESS AGAINST RENEWABLE ENERGY TARGET      2022 STATUS**

**Utilize 100% renewable electricity in operations by 2025**

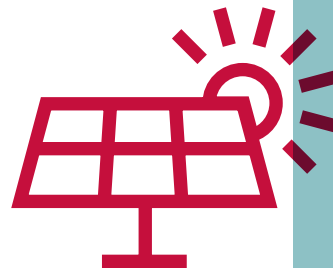
**61.7%**  
toward target



Business and Technology Park  
Cork, Ireland

**CORK ENERGY AWARD**

**Our Business and Technology Park in Cork, Ireland, earned the Best Energy Achievement in Life Sciences award from Business Energy Achievement, which recognizes companies with effective sustainable energy initiatives.**





**Gilead Park**  
Foster City, California



**B362 Virology Research Center**  
Foster City, California



**TCF03**  
Santa Monica, California



**RDMC**  
Santa Monica, California

OVER THE PAST DECADE, EXECUTION AGAINST  
OUR ROAD MAP HAS LED TO:

**25 Green Building Certifications**

**2 Net Zero Buildings**



## GREEN BUILDINGS HELP TO DELIVER SUSTAINABLE, RESPONSIBLE GROWTH

At Gilead we pursue and achieve green certifications for a variety of construction projects, including notoriously complex environments like laboratories and manufacturing facilities. We approach these projects systematically with the goal to reduce the ecological footprint of buildings and promote energy efficiency, water conservation, material selection and overall environmental performance. We're proud to add four new certifications this year, with a total of 25 projects certified.

- **New construction at Gilead Park, Sustainable SITES Gold**
- **Lab renovation at B362 Virology Research Center, LEED Gold**
- **Manufacturing expansion at TCF03 Santa Monica, LEED Silver**
- **Existing operations at RDMC Santa Monica, LEED Silver**

“Scientists rely on both their intellect and their environment to make groundbreaking discoveries and create life-changing medicines. The Virology Research Center in Foster City, which earned LEED Gold certification in 2023, promotes a healthier space for people and the environment, contributing to the health of the planet while advancing scientific efforts globally.”

**Tomas Cihlar** / Senior Vice President, Research



Electric Vehicle Charging Station  
Foster City, California

#### PROGRESS AGAINST EV SUSTAINABILITY TARGETS

Transition 100% of fleet vehicles to electric or low emissions vehicles and increase charging infrastructure by 2030

#### 2023 STATUS

**8%**  
of global fleet are EVs and/or PHEVs\*

\*Plug-in hybrid electric vehicles

## DRIVING DOWN EMISSIONS WITH ELECTRIC VEHICLES (EVs) AND SUSTAINABLE MATERIALS

Our participation in the Climate Group's EV100 initiative signals our commitment to transitioning our fleet to electric and other low emissions vehicles and increasing our corporate office charging infrastructure globally. EVs eliminate tailpipe GHG emissions and reduce maintenance time and costs, when compared to internal combustion engine vehicles.

We continued our company car policy evolution internationally to enable the transition to EVs, with our operations in France and Spain being the latest to complete such a policy update. In 2023, we also deployed the first phase of our EV pilot program in the U.S., which aims to replace 10% of our fleet's combustion engine vehicles with EVs upon full implementation. In Belgium and the Netherlands, all fleet vehicles moving forward will now be required to be 100% electric.

Additionally, Gilead has started to use biobased sustainable aviation fuel where possible. We estimate this effort to have avoided 549 MT GHG emissions in 2023.

“By transitioning to EVs, we're making sustainable, impactful contributions for a better future, which is an important aspect in how we work and what our team members value in the Netherlands.”

**Sabine Tews** / General Manager, Netherlands

## REDUCING SUPPLY CHAIN EMISSIONS

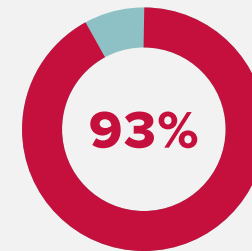
Most of the GHG emissions arising from our business activities originate upstream of our direct operations. Because Scope 3 emissions arising from our supply chain account for 93% of our 2022 total GHG emissions, suppliers are essential to our ability to deliver our GHG emissions reduction goals.

We survey our highest GHG emitting suppliers annually and, based on validated responses, we determine maturity level of emissions management. In 2023, we surveyed 130 suppliers and engaged with 86 strategic suppliers, and we were pleased to learn that nearly a third, 27%, of our strategic suppliers have set emissions reduction targets that have been validated by SBTi. Additionally, we worked directly with 11 key suppliers, representing \$1.3 billion in spend and 157K MT CO<sub>2</sub>e, to discuss emissions reduction plans with a targeted focus on advancing supplier ESG maturity.

As part of our supply chain decarbonization program, we inform stakeholders about Gilead's supplier ESG program and conduct targeted training for internal staff, while also providing strategic suppliers with annual comparisons of their ESG benchmark scores and comparison to peers on a year-to-year basis.

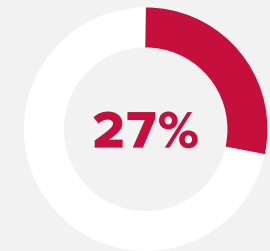
PROGRESS AGAINST GHG REDUCTION TARGETS (2019 baseline)	2022 STATUS
Reduce Scope 3 GHG emissions by 15% by 2030	<b>27%</b> toward target

### GHG EMISSIONS ASSOCIATED WITH OUR BUSINESS



● Gilead Operations ● Supply Chain

### ENGAGED STRATEGIC SUPPLIERS WITH SBTI VALIDATED TARGETS



- **130** suppliers surveyed regarding GHG emissions.
- **86** strategic suppliers engaged regarding their GHG emissions management and reduction efforts.
- **11** strategic suppliers engaged to collaborate on GHG emissions reduction plans.
- **\$1.3B** in Gilead spend represented.
- **157K** MT CO<sub>2</sub>e in Scope 3 emissions represented.

## OPTIMIZING WATER USE

Pharmaceutical manufacturing is a highly water-dependent process due to stringent water purity requirements. In 2023, Gilead refined our multiyear water efficiency road map, setting annual targets that will lead us to our 2030 goals on operational water reduction and water neutrality in water-stressed regions. Using the third-party Aqueduct Baseline Water Stress screening tool, we've determined that 22% of our locations (excluding our supply chain) operate in water-stressed basins, and these locations comprised 56% of our 2022 water withdrawal. Achieving our water neutrality goal will benefit local communities and help safeguard biodiversity and the natural environment in adjacent areas.

We exceeded our 2023 annualized water-reduction goal by 225%, achieving a 19,350-cubic meters per year reduction in water usage. Our Edmonton site implemented a water conservation measure to optimize the control of the site's high purity water generation equipment. The changes we implemented reduced equipment runtime, which in turn reduced water demand. This effort reduced water consumption by just over 2 million gallons per year at the facility.

### PROGRESS AGAINST WATER USE REDUCTION TARGET

Reduce potable water use at owned facilities by 30% by 2030

### 2022 STATUS

**-166%**  
toward target



Wes Mucha, Roger Cyr, Alex Iliev and Clement Li  
Alberta Engineering

**Gilead surpassed our 2023 water reduction target by 225%, gaining ground on our 2030 target.**



Ken Wu

“Despite the significant growth of our real estate footprint since 2019, we remain steadfast in our commitment to minimizing water use. Through our proactive approach, including the initiation of a global water audit at our most critical sites, we are actively prioritizing water conservation efforts. It is through these deliberate actions that we aim to mitigate our impact and ensure a sustainable future for all.”

**Ken Wu** / Executive Director, Sustainability

**MAKING EVERY DROP COUNT:  
SOME OF THE WAYS GILEAD IS CONSERVING WATER**

- Changes to irrigation at our sites
- Optimization of our cooling tower operations and reuse of air handler condensate in cooling towers
- Efficiency adjustments to our HVAC systems
- Leak detection in our restroom facilities
- Reclamation of high purity water waste streams

## REDUCING WASTE, RETHINKING MATERIALS

Throughout our operations and with key suppliers, Gilead is finding ways to reduce our resource consumption by changing how we approach activities as diverse as what we offer in company cafeterias to how we purchase and package our products.

### ELIMINATING SINGLE-USE PLASTICS

Gilead has instituted plans at every site to eliminate the use of single-use plastic (SUP) items by 2025, exclusive of our R&D and manufacturing operations. We aim to replace them with nonplastic, compostable or recyclable alternative items wherever possible. As of the end of 2023, 72% of our worldwide facilities have eliminated targeted SUP in required areas, including 21 sites achieving this status in 2023.

PROGRESS ON WASTE REDUCTION TARGETS	2022 STATUS
Reduce total waste generation by 20% by 2030 (nonhazardous only, excludes construction and demolition waste)	<b>175%</b> (target exceeded)
PROGRESS ON SINGLE-USE PLASTICS TARGETS	2023 STATUS
Eliminate single-use plastics by 2025 (excludes manufacturing and R&D operations)	<b>72%</b> toward target



Kevin Gripper  
Sustainability

### DOING AWAY WITH THROWAWAYS

As part of our target to eliminate single-use plastics by 2025, Gilead has targeted plastic cups, food containers, lids, utensils, beverage bottles, straws and stirrers offered for sale or provided for use by our company.

**100% of single-use plastics has been eliminated from Gilead's world headquarters in Foster City, California, which is by far our largest facility.**

## REDUCING LAB PLASTICS

Eliminating plastics in drug research and development environments has historically been a challenge for our industry. Where feasible, Gilead prioritizes recycling single-use laboratory plastics and continues to identify new opportunities. In 2023, our Oceanside Biological Analytical Operation Quality Control team partnered with plastics recycling company Polycarbin to conduct a pilot program to collect nonhazardous rigid lab plastics to be remanufactured into new lab products. Over seven months, the lab recycled 298 pounds of plastics. Gilead is exploring how this pilot study can serve as a template for other laboratory operations at our Oceanside site.

## PACKAGING OUR MEDICINES MORE SUSTAINABLY

Gilead is taking a comprehensive approach to reduce the environmental impact of packaging our products for distribution. We aim to eliminate and reduce nonessential materials, utilize materials that are recyclable, introduce paper fiber and plastic recycled content, and source paper from sustainably managed forests.

In 2023, Gilead set and achieved a goal to ensure that at least one of our packaging locations is utilizing corrugated shippers made of 100% recycled content. We are committed to working closely with our suppliers to achieve this goal. In late 2023, we executed a successful trial with a second major supplier to test the viability of 100% recycled content packaging.

Working with our manufacturing partners, Gilead also set a goal to approve cartons made with recycled content for at least one product in 2023. We surpassed that goal by being able to approve three new, more sustainable cartons used for four products.

“Preserving health extends beyond our medicines to the packaging we choose. Sustainable materials not only safeguard our medicines but also the shared planet that sustains us. In pharmaceuticals, our commitment to eco-conscious packaging echoes our dedication to a healthier future.”

**Gaurav Dabholkar** / Packaging Engineer

### PROGRESS ON PRODUCT PACKAGING TARGETS

Implement 100% product packaging widely recyclable or reusable, including elimination of all unnecessary plastics

### 2023 STATUS

**98%**  
toward target



## GREENING OUR LABS

Gilead aligns with the principles set forth by My Green Lab (MGL), a globally recognized certification program for scientific laboratory sustainability practices. The United Nations Race to Zero campaign has called MGL's certification standards an important part of achieving a zero-carbon future.

MGL certifies lab facilities on the sustainability of their equipment use and maintenance, the techniques they employ, and how they purchase, use and dispose of products. Green Lab teams form at various facilities to implement MGL principles and monitor progress on improving sustainability metrics.

**Since 2021, Gilead has engaged 665 researchers and achieved eight MGL certifications in seven departments.**

### SPONSORING THE INTERNATIONAL FREEZER CHALLENGE

Four Gilead departments participated in MGL and International Institute for Sustainable Laboratories' International Freezer Challenge for the first time in 2023. The event encourages labs to find energy savings in their cooling processes. By implementing best-in-kind management practices for cold storage and sample management, these departments discovered 122.85 kWh/day in energy savings. Gilead was also a sponsor of this initiative.

Formulations Process Development and Device Development and Clinical Packaging Engineering Team  
 Foster City, California



### MY GREEN LAB ACHIEVEMENTS IN 2023

- Our Analytical Development & Quality Control and Process Development & Material Science and Technologies labs at the Edmonton site received two Green certifications, the highest level MGL awards.
- Gilead's Foster City Formulations Process Development and Device Development and Clinical Packaging Engineering labs received an MGL Gold certification.
- Our Foster City Process Chemistry department was the first department to receive a re-certification, achieving MGL Green level.

## SHARING SUSTAINABLE BEST PRACTICES

Gilead understands that mobilizing for sustainability is a shared responsibility. Our operational and supply chain efforts can only go so far. That's why we engage our employees and leverage our scale and sustainability expertise to drive awareness, knowledge and action with communities, institutions and individuals.

### REACHING BEYOND OUR WALLS

Gilead has a strong track record of supporting people and initiatives external to our company. The examples below build on the efforts we have made over the years, many of them still going strong. For more examples, see Pages 104-107 of our [2022 ESG Impact Report](#).

**Supporting Students and Recent Graduates through ISPE Foundation** – Gilead helped provide grants for 93 students and recent graduates to attend the [2023 ISPE Annual Meeting and Expo](#). Grant recipients attended speaker sessions and built relationships with pharmaceutical professionals through networking events. Several sessions at the conference focused on supply chain resiliency and sustainability.

**Funding a Path to Sustainable Laboratories** – The International Institute for Sustainable Laboratories (I2SL), an organization dedicated to sustainable laboratories and related high-technology facilities, is creating the [Labs2Zero](#) program to develop a road map to decarbonize the world's high-tech research facilities. Gilead is a founding sponsor of the initiative, helping fund development of criteria and tools to support Labs2Zero.



To learn more about the Gilead Foundation, see [Pages 71-74](#).

### SUPPORTING RELIEF FOR MAUI RESIDENTS IMPACTED BY WILDFIRES

In August 2023, tragedy struck Maui as destructive wildfires raged through the town of Lahaina and other nearby regions. In what would become the Foundation's largest Giving Together campaign in 2023, the Gilead Foundation stood up to support the people of Maui, raising over \$400,000 in a 2-to-1 employee matching fundraiser to help provide relief and recovery.



## BUILDING A CULTURE OF SUSTAINABILITY

Gilead employees around the world participate in various activities to enhance sustainability efforts and raise awareness beyond our company. Green team members advocate for responsible, healthy practices that support local communities.

**Reducing Individual Emissions in California** – 560 employees across Gilead’s home state took the California Clean Air Day Pledge. All California sites participated in California Clean Air Day to raise awareness about the ways employees can individually reduce emissions.

**Beautifying Outdoor Spaces** – Employees extend our stewardship of the environment to make their own sites cleaner and better places to work:

- **Edmonton, Canada** – Site employees participate in a cleanup event after snow melts in April to remove trash from the lawn, parking lot and fences around the site. Members of the Green team in Edmonton also plant outdoor flowers and greenery in the spring.
- **Diegem, Belgium** – On the first Friday of each month, employees gather to collect and dispose of trash around the office building. In March 2023, the office also held its first e-waste collection event to recycle batteries and equipment.



Top left to right: Caroline Hylebos, Hugo Vanhecke, Claudia Freitag, Leen Back  
Bottom left to right: Sophie Kerkhove, Marianne Voets  
Belgium employees



Earth Day 2023 Educational Event  
Foster City, California

**Celebrating Earth Day** – During Earth Day 2023, Gillead sites around the world hosted educational events and provided employees with tools to make more sustainable choices at work. We’re highlighting a few examples below:

- **Dublin, Ireland** – Site staff in Ireland were trained to sort waste into compost, recycling and general through an educational campaign.
- **Foster City, United States** – An educational event was hosted to share sustainability initiatives on the campus with employees, including ecological landscaping, zero waste, clean energy sourcing, community cleanup events and green labs engagements.
- **Hoofddorp, Netherlands** – Employees participated in a tree planting and adoption event.
- **Miami, United States** – Employees were educated about efforts to reduce single-use plastics and received reusable water bottles.
- **Munich, Germany** – Green team members organized efforts to offer an allowance to reduce the cost of local and regional public transportation and provide employees a bicycle stand and repair tools.
- **Paris, France** – Employees received a sustainability guide and the chance to win prizes from local sustainable stores.
- **Taipei, Taiwan** – To reduce single-use plastics, all Taiwan site employees participated in a plastic reduction campaign where plastic bottles were eliminated, which also helped to reduce waste.

## EMBEDDING SUSTAINABLE PRACTICES:

### GILEAD'S NATIONAL MEETING

Gilead's U.S. Commercial Operations team kept the environment top of mind for 1,500 attendees at our National Meeting, an off-site event. Many small initiatives added up to meaningful impact:

- **\$102K**  
Cost avoidance associated with not purchasing plastic water bottles.
- **~1.5K**  
Trees planted through [OneTreePlanted.org](#), one for each attendee, to support reforestation efforts.
- **1K**  
Amenity kits distributed to SafeNest to support survivors of domestic violence and their families, and Kline Veterans Fund, to support homeless and at-risk veterans and their families.
- **~7.5K**  
Pieces of paper and physical materials saved by using digital signage and an event app.
- **LEED Gold Venue**  
Illuminated with LED lighting throughout the facility.



Cell Therapy Manufacturing Facility  
Frederick, Maryland

### LOCAL SUSTAINABILITY AWARD

Our CAR T-cell manufacturing facility in Maryland was recognized with the Frederick County Sustainability Award for its commitment to making transformative cell therapies while reducing environmental impacts, preventing pollution and conserving resources.

Pankaj Garg (left), Andrew Pae (right)  
Protein Therapeutics



**REPORTING  
OUR PROGRESS**

## ABOUT THIS REPORT

Gilead's 2023 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 110](#), 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 2023 Annual Report on Form 10-K and focuses primarily on our fiscal year ending Dec. 31, 2023. 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 Dec. 31, 2022, due to data collection and external assurance cycles. Fiscal year 2023 environmental data will be posted on [Gilead.com](#) when it is available, typically in second quarter 2024.

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.

Lakshmi Prabhu  
Research Oncology



Carmen Villar  
ESG & Corporate Citizenship

## OUR APPROACH TO ESG

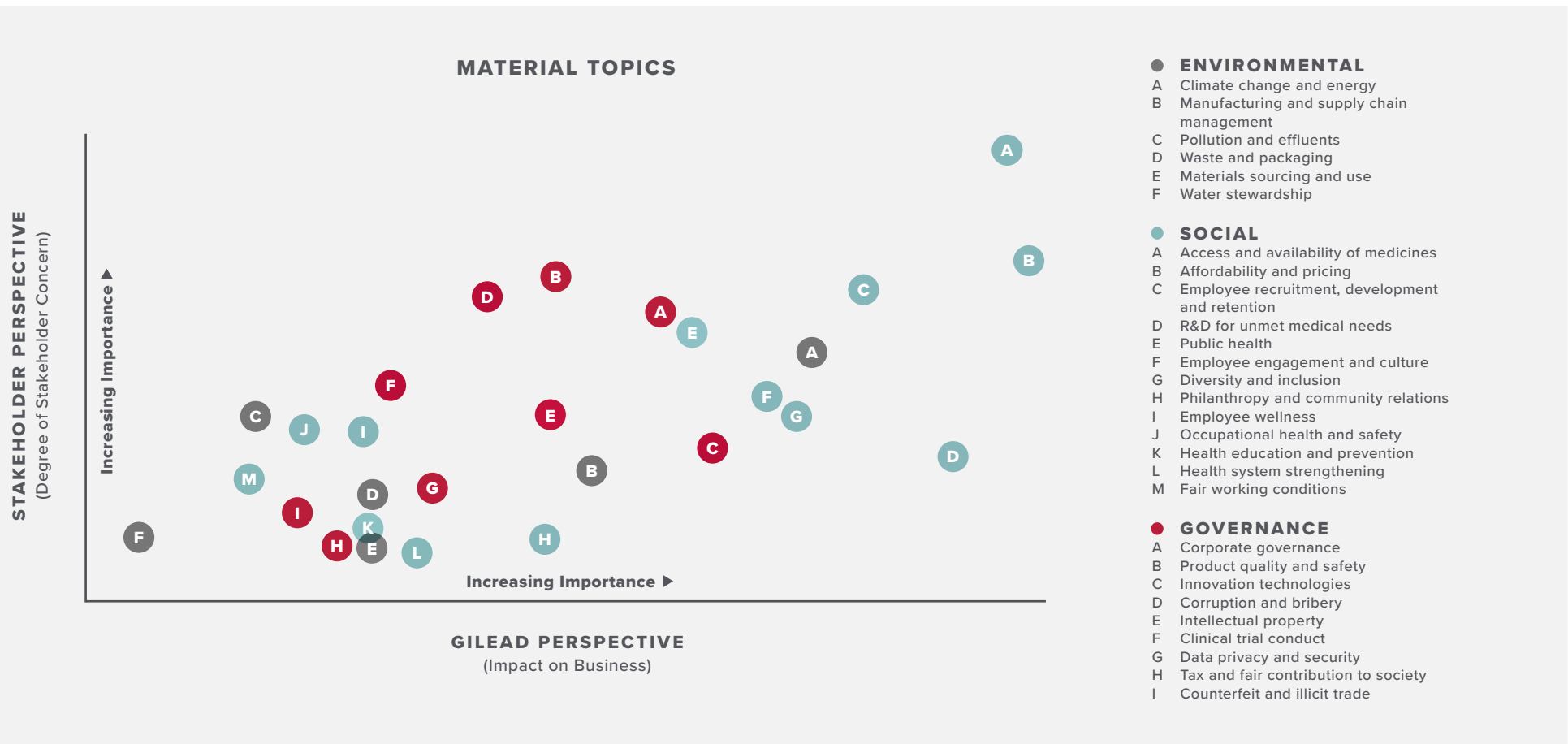
ESG at Gilead is a value driver that forwards the enterprise vision to create a healthier world for all people. Our corporate responsibility and sustainability efforts demonstrate how we are living our ambition to deliver shareholder value in a sustainable, responsible manner. We are built around four pillars: scientific innovation, access and health equity, people and sustainability. We have developed and invested in programs, set ambitious targets and have engaged stakeholders to ensure that we are focused on the ESG priorities where we can make the most meaningful difference. ESG principles are embedded across our value chain, and our 18,000+ global employees are the means to achieve our bold ambitions.

A key piece of Gilead's ESG efforts is our focus on governance. Gilead's Corporate Responsibility Committee (CRC) is responsible for the strategic direction, accountability and review of the impact of our ESG activities. The CRC draws from cross-functional leadership across Public and Government Affairs, Human Resources, Legal, Finance, Medical Affairs, Commercial and Manufacturing. These cross-functional executives ensure there is wide organizational buy-in while also providing regular feedback to Gilead's Board of Directors about ESG activities. The CRC is currently guiding Gilead through our first double materiality assessment to identify the potentially material ESG topics from an impact and financial perspective and to assess the potential impact and opportunities. Upon completion of the double materiality assessment, we look forward to keeping our employees and stakeholders informed of any material changes to our ESG strategy.



**ESG 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.



## ESG MANAGEMENT, STAKEHOLDER ENGAGEMENT AND MATERIALITY

Gilead continuously monitors our operations in an effort 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, Accounting, Human Resources, Legal, Tax, Investor Relations and Regulatory Affairs.

### EXTERNAL STAKEHOLDERS

#### Investors and Risk Assessors

Bankers and insurers

ESG ratings and indices

Institutional investors and analysts

Stockholders

#### Rulemakers 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:

- **Putting in place 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 with a focus on clarifying business tax consequences in locations we operate in order to enhance 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.

Moreover, all Gilead employees are responsible for upholding Gilead's Core Values and [Code of Ethics](#). All employees receive training on Gilead's Core Values and Code of Ethics, which includes specific reporting procedures for any suspected violations.

## 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.

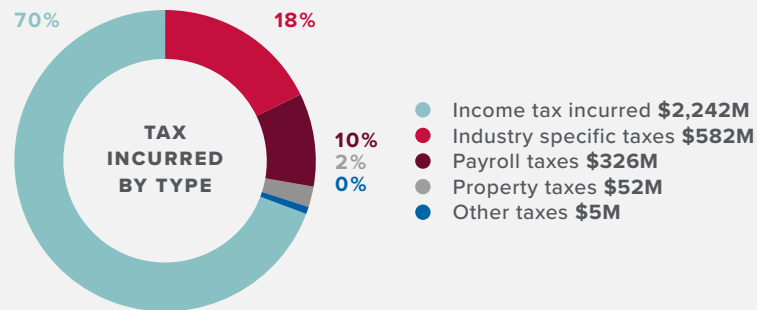
We monitor proposals and changes to tax incentives and regulations in the countries in which we operate in order to assess their impact on our business. From time to time, Gilead may collaborate with taxpayer advocacy groups to ensure Gilead's views are considered during the public discourse. We also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

Chan Chea  
Tax

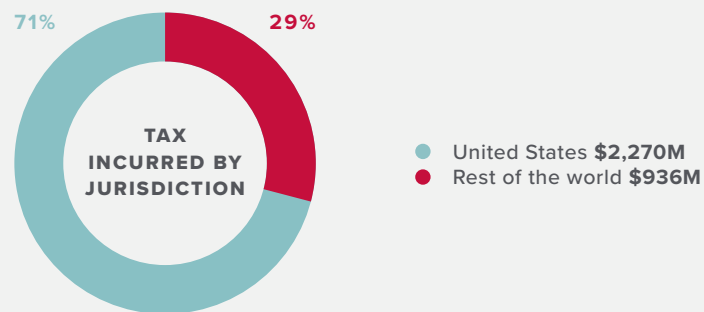


## 2023 TAX AND JURISDICTIONAL DATA

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 2023 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.

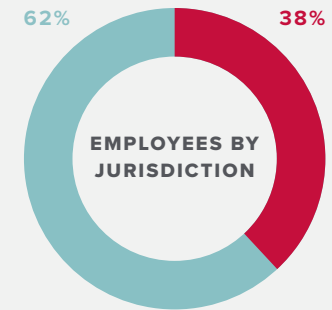
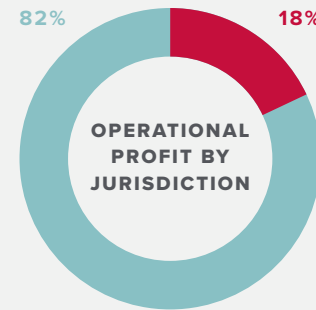
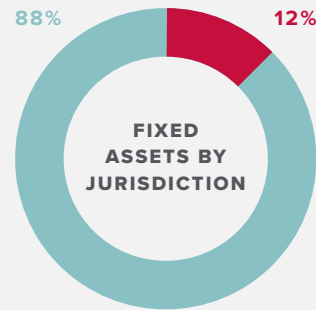
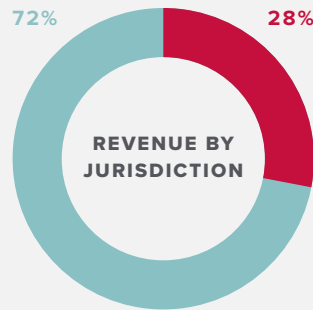


This chart details the taxes incurred by type of tax and highlights that Gilead pays a significant amount of tax beyond corporate income tax. In addition to payroll taxes and other indirect taxes, Gilead incurred significant amounts of industry-specific taxes such as the U.S. Branded Prescription Drug Fee.



This chart details the taxes incurred by jurisdiction. A significant proportion of Gilead's taxes are paid to the United States, which is where Gilead's headquarters and the majority of our research and development jobs are located.

The above charts detail the \$3.2 billion in taxes that Gilead incurred in 2023.



These charts indicate key Gilead metrics by jurisdiction. Gilead primarily earns its revenue and profit in the United States, and the assets and employees that generate those financial metrics are also predominately located in the United States. This is reflective of Gilead's tax policy whereby profits are aligned with the assets, functions and risks associated with each jurisdiction.

## ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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



### Good Health and Wellbeing

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. This is exemplified by our gender-neutral pay practices and global pay ratio.



### 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 100% of our fleet to electric or low-emission vehicles and increasing charging infrastructure by 2030.



### Industry, Innovation and Infrastructure

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



### Reduced Inequalities

Inclusion and Diversity is embedded within Gilead's culture, operations and is a value driver in our efforts to attract and retain talent. Gilead has a Diversity Council chaired by our CEO, employee resource groups and industry-leading clinical trials focused on diverse populations.



### Responsible Consumption and Production

We have committed to the following: By 2030, reduce total solid waste generated (nonhazardous only, excludes construction and demolition waste) by 20% compared to 2019, including elimination of single-use plastics (excluding manufacturing and R&D operations), and achieve zero-waste status through diversion programs. We are also increasing secondary and tertiary product package composition to 30% post-consumer recycled plastic content and 70% recycled content paper from sustainably managed forests by 2025.



### 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 baseline. We have committed to 100% renewable electricity in our operations by 2025 and to transitioning 100% of our fleet to electric or low-emission vehicles and increasing charging infrastructure by 2030. Collectively, these efforts seek to achieve our ambition of net-zero operational greenhouse gas emissions by 2030.



### 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 2019-2022. We will publish 2023 environmental data on our website.

ENERGY CONSUMPTION Megawatt hour (MWh)	2019*	2020	2021	2022
<b>Total Energy Consumption from Renewable Sources**</b>	<b>89,900</b>	<b>100,536</b>	<b>97,204</b>	<b>128,629</b>
Purchased Electricity	89,793	100,350	92,701	118,465
Mobile Fuels	56	9	336	1,852
On-site Solar	51	177	4,167	8,312
<b>Total Energy Consumption from Nonrenewable Sources</b>	<b>355,927</b>	<b>338,576</b>	<b>371,399</b>	<b>352,228</b>
Distillate Fuel Oil	472	217	142	308
Mobile Fuels	79,539	44,156	57,012	75,568
Natural Gas	185,116	200,491	211,478	197,729
Other Stationary	8	5	6	17
Purchased Electricity	90,792	93,627	102,682	78,546
Purchased Heat/Steam/Cooling	0	79	78	60
<b>Total Combined Energy Consumption</b>	<b>445,827</b>	<b>439,177</b>	<b>468,603</b>	<b>480,857</b>
Data Coverage (as a percentage of global full-time employees)	100%	100%	100%	100%

\*Baseline year for Scope 1 and Scope 2 GHG reduction target, potable water-use reduction target at owned facilities and waste generated reduction target.

\*\*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. Select data goes through third-party limited assurance. See [Gilead Website, Sustainability Performance](#) for more information.

<b>BUILDING ENERGY INTENSITY</b>				
Kilowatt hours per square foot (kWh/sq.ft.)	2019	2020	2021	2022
Total Energy Intensity from Renewable Sources	12.5	12.5	11.8	15.2
Total Energy Intensity from Nonrenewable Sources	38.3	36.6	38.3	33.1
<b>Total Combined Energy Intensity</b>	<b>61.8</b>	<b>54.6</b>	<b>57.1</b>	<b>57.5</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	2022
Scope 1	54,096	48,272	54,598	55,459
Mobile	19,537	10,933	14,124	18,836
Fugitive/Refrigerants	880	939	2,101	697
Stationary	33,679	36,401	38,374	35,926
Scope 2 (market-based)	32,315	32,170	34,203	26,566
Electricity	32,315	32,104	34,158	26,526
Heat/Steam/Cooling	0	67	45	40
Scope 2 (location-based)	54,047	52,801	56,431	57,722
<b>Scope 1 and 2 (market-based)</b>	<b>86,411</b>	<b>80,443</b>	<b>88,802</b>	<b>82,025</b>
Scope 1 and 2 Percent Change from 2019 baseline	N/A	-7%	3%	-5%
Data Coverage (as a percentage of global full-time employees)	100%	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	2022
Scope 1	7.50	6.00	6.66	6.64
Scope 2 (market-based)	4.48	4.00	4.17	3.18
Scope 2 (location-based)	7.49	6.56	6.88	6.91

SCOPE 3 GHG EMISSIONS Metric tons CO <sub>2</sub> e (mt CO <sub>2</sub> e)	2019	2020	2021	2022
Purchased Goods and Services <sup>1,2</sup>	790,246	833,362	783,752	761,373
Capital Goods <sup>2</sup>	144,557	129,302	84,328	97,277
Fuel- and Energy-Related Activities <sup>1,3,4</sup>	14,821	14,474	17,120	16,252
Upstream Transportation and Distribution <sup>1,2,3</sup>	58,356	73,605	68,445	87,576
Waste Generated in Operations <sup>1,3</sup>	5,166	4,464	4,728	3,884
Business Travel (required only) <sup>1,2,3</sup>	48,344	8,956	8,925	38,863
Employee Commuting <sup>1</sup>	23,656	7,565	15,023	30,046
Upstream Leased Assets <sup>5</sup>	N/A	N/A	N/A	N/A
Downstream Transportation and Distribution <sup>1</sup>	175	157	213	144
Processing of Sold Products <sup>5</sup>	N/A	N/A	N/A	N/A
Use of Sold Products <sup>5</sup>	N/A	N/A	N/A	N/A
End of Life Treatment of Sold Products <sup>1</sup>	13	13	13	13
Downstream Leased Assets <sup>5</sup>	N/A	N/A	N/A	N/A
Franchises <sup>5</sup>	N/A	N/A	N/A	N/A
Investments <sup>1</sup>	1,060	2,870	2,477	2,477

#### Scope 3 Footnotes

<sup>1</sup> Scope 3 emissions based on primary data

<sup>2</sup> Scope 3 emissions based on spend data

<sup>3</sup> Scope 3 verified emissions (fuel- and energy-related activities, waste, business air travel, upstream transportation and distribution)

<sup>4</sup> Not included in Scope 1 or 2

<sup>5</sup> N/A: These categories are not relevant 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.

NONHAZARDOUS WASTE DISPOSAL Metric tons (mt)	2019	2020	2021	2022
Composting	2,710	2,521	2,079	1,567
Incineration	27	30	34	8
Incineration with Energy Recovery	—	79	69	145
Landfill	6,217	4,503	3,712	3,217
Other	437	0	—	—
Recycling	4,375	4,122	3,469	3,955
Reuse	—	1	54	60
<b>Total Nonhazardous Waste</b>	<b>13,764</b>	<b>11,257</b>	<b>9,417</b>	<b>8,953</b>
Data Coverage (as a percentage of global full-time employees)	75%	80%	88%	90%
HAZARDOUS WASTE DISPOSAL Metric tons (mt)	2019	2020	2021	2022
Deep Well Injection	1,680	2,042	1,604	1,491
Incineration	1,028	1,020	817	918
Incineration with Energy Recovery	886	1,006	958	731
Landfill	0	195	246	600
Neutralization	—	1	—	117
Other	5	3	0	0
Recovery	4	19	14	8
Recycling	57	33	366	329
<b>Total Hazardous Waste</b>	<b>3,659</b>	<b>4,319</b>	<b>4,005</b>	<b>4,194</b>
Data Coverage (as a percentage of global full-time employees)	100%	100%	100%	100%

<b>WATER USAGE</b> Megaliters (ML)	2019	2020	2021	2022
Indoor Water Use	576	580	697	702
Irrigation Water	78	113	70	93
Fire/Life Safety Water	0.3	0.7	0.4	1
<b>Total Water Usage</b>	<b>654</b>	<b>693</b>	<b>767</b>	<b>795</b>
Data Coverage (as a percentage of global full-time employees)	73%	84%	85%	85%

<b>FLOOR AREA</b> Square feet (sq. ft.)	2019	2020	2021	2022
<b>Total Area of Facilities Under Operational Control</b>	<b>7.21M</b>	<b>8.05M</b>	<b>8.20M</b>	<b>8.36M</b>

# GRI INDEX

DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>GENERAL DISCLOSURES</b>		
<b>2-1</b>	Organizational details	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, About Gilead, <a href="#">Page 6</a>; Creating Possible, About Gilead, <a href="#">Pages 8-9</a></li> <li>Gilead 2023 Form 10-K, Item 1. Business</li> </ul>
<b>2-2</b>	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>Gilead 2023 Form 10-K, Exhibit 21.1. Subsidiaries of Gilead Sciences, Inc.</li> </ul>
<b>2-3</b>	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, About This Report, <a href="#">Page 95</a>; <a href="mailto:public_affairs@gilead.com">public_affairs@gilead.com</a></li> </ul>
<b>2-4</b>	Restatements of information	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Data Tables, <a href="#">Pages 105-109</a></li> <li>There is a slight variance between the reported reductions of water and energy savings. In our 2024 Proxy Statement, we underreported the extent of our improvements. The updated progress against our targets are reported on <a href="#">Page 81</a> and <a href="#">Page 85</a> of this report.</li> </ul>
<b>2-5</b>	External assurance	<ul style="list-style-type: none"> <li>Gilead Website, Sustainability Performance</li> </ul>
<b>2-6</b>	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 10-13</a>; Sustaining Our Shared Planet, Reducing Supply Chain Emissions, <a href="#">Page 84</a></li> <li>Gilead 2023 Form 10-K, Item 1. Business; Item 1A. Risk Factors</li> <li>Gilead Supplier Code of Conduct</li> </ul>
<b>2-7</b>	Employees	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Tracking Our Workforce, <a href="#">Page 68</a></li> </ul>
<b>2-9</b>	Governance structure and composition	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 10-11</a></li> <li>Gilead Website, Governance Documents</li> <li>Gilead 2024 Proxy Statement, Board Leadership Structure, <a href="#">Pages 27-30</a>; Committees of Our Board of Directors, <a href="#">Pages 31-34</a></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>2-10</b> Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, Evaluating Director Candidates, Page 17; Nominees, Pages 18-22</a></li> </ul>
<b>2-11</b> Chair of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, The Gilead Board of Directors, Page 13</a></li> <li>• <a href="#">Gilead Sciences Board Guidelines</a></li> </ul>
<b>2-12</b> Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>• <a href="#">Gilead Nominating and Corporate Governance Committee Charter</a></li> </ul>
<b>2-13</b> Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Pages 10-11</a></li> </ul>
<b>2-14</b> Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>• <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></li> </ul>
<b>2-15</b> Conflicts of interest	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, Conflicts of Interest, Page 35</a></li> <li>• <a href="#">Gilead Code of Ethics, Page 14</a></li> <li>• <a href="#">Gilead Anti-Bribery and Anti-Corruption Policy</a></li> </ul>
<b>2-16</b> Communication of critical concerns	<ul style="list-style-type: none"> <li>• <a href="#">Gilead Stockholder Communications with the Board</a></li> <li>• <a href="#">Gilead Code of Ethics, Page 25</a></li> </ul>
<b>2-17</b> Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, Director Skills, Experience and Background, Pages 14-15</a></li> </ul>
<b>2-18</b> Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, Board Evaluations, Page 29</a></li> </ul>
<b>2-19</b> Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Proxy Statement, Compensation of Non-Employee Board Members, Page 36</a></li> <li>• <a href="#">Gilead 2024 Proxy Statement, Executive Compensation, Pages 44-79</a></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>2-20</b> Process to determine remuneration	<ul style="list-style-type: none"> <li>Gilead 2024 Proxy Statement, Compensation of Non-Employee Board Members, Page 36</li> <li>Gilead 2024 Proxy Statement, Executive Compensation, Pages 44-79</li> </ul>
<b>2-21</b> Annual total compensation ratio	<ul style="list-style-type: none"> <li>Gilead 2024 Proxy Statement, CEO Pay Ratio, Page 67</li> </ul>
<b>2-22</b> Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Letter From Chairman and CEO, Pages 4-5; Creating Possible, ESG at Gilead, Pages 10-11; Reporting Our Progress, Pages 94-132</li> </ul>
<b>2-23</b> Policy commitments	<ul style="list-style-type: none"> <li>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.</li> <li>See also: Gilead Website, Policies</li> <li>See also: Gilead Website, Governance Documents</li> </ul>
<b>2-24</b> Embedding policy commitments	<ul style="list-style-type: none"> <li>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.</li> <li>See also: Gilead Website, Policies</li> <li>See also: Gilead Website, Governance Documents</li> </ul>
<b>2-25</b> Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Pages 76-93</li> <li>Gilead Website, Report an Adverse Event</li> <li>Gilead 2023 Form 10-K, Item 1A. Risk Factors</li> <li>Gilead Website, Consumer Product Safety</li> <li>Gilead Website, Company Statements:             <ul style="list-style-type: none"> <li>Gilead Announces Actions to Remove Counterfeit HIV Medications from U.S. Supply Chain</li> <li>Gilead Implements Contract Pharmacy Integrity Initiative for Branded Hepatitis C Products</li> <li>Gilead Continues Efforts to Halt the Distribution of Counterfeit HIV Medications and Protect Patient Safety</li> <li>Gilead Sciences Commends Convictions in Counterfeiting Scheme, Pledges Continued Commitment to Protect Patients</li> </ul> </li> </ul>



<b>2-26</b>	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• <a href="#">Gilead Code of Ethics, Page 25</a></li> </ul>
<b>2-27</b>	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 Form 10-K, Note 13. Commitments and Contingencies, Legal Proceedings</a></li> </ul>
<b>2-28</b>	Membership associations	<ul style="list-style-type: none"> <li>• Gilead is a member of many industry associations, including the following: Pharmaceutical Research and Manufacturers of America, Biotechnology Innovation Organization, International Federation of Pharmaceutical Manufacturers &amp; Associations, American Chemical Society Green Chemistry Institute Roundtable, IAS, RE100 and EV100.</li> </ul>
<b>2-29</b>	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Pages 10-11; Advancing Health Equity and Access, Pages 28-50; Empowering People and Communities, Pages 51-63 and Pages 71-75; Sustaining Our Shared Planet, Pages 76-88; Reporting Our Progress, Our Approach to ESG, Pages 96-98</a></li> </ul>
<b>2-30</b>	Collective bargaining agreements	<ul style="list-style-type: none"> <li>• All Gilead employees in Austria, Belgium, Brazil, Spain, France and Italy (6% of worldwide workforce) were subject to collective bargaining agreements in 2023.</li> </ul>

## MATERIAL TOPICS

<b>3-1</b>	Process to determine material topics	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Pages 10-11; Reporting Our Progress, Pages 94-132</a></li> </ul>
<b>3-2</b>	List of material topics	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Pages 10-11; Reporting Our Progress, Pages 94-132</a></li> </ul>
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2023 Form 10-K</a></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>ECONOMIC PERFORMANCE</b>	
<b>201-1</b> Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>Gilead 2023 Form 10-K, Item 8. Financial Statements and Supplementary Data</li> </ul>
<b>201-2</b> Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>Gilead 2023 CDP Climate Response</li> <li>Gilead 2022 TCFD Index</li> </ul>
<b>201-3</b> Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>Gilead 2023 Form 10-K, Deferred Compensation, Page 93</li> </ul>
<b>201-4</b> Financial assistance received from government	<ul style="list-style-type: none"> <li>Gilead 2023 Form 10-K, Income Taxes, Pages 94-96</li> </ul>
<b>INDIRECT ECONOMIC IMPACTS</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Page 29; Empowering People and Communities, Page 52, Lifting Our Local Communities, Pages 71-75</li> </ul>
<b>203-1</b> Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Pages 28-50; Empowering People and Communities, Lifting Our Local Communities, Pages 71-75</li> </ul>
<b>203-2</b> Significant indirect economic impacts	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Pages 28-50; Empowering People and Communities, Lifting Our Local Communities, Pages 71-75</li> </ul>
<b>PROCUREMENT PRACTICES</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Pages 12-13; Empowering People and Communities, Quantifying Supplier Inclusion Economic Impact, Page 75</li> <li>Gilead Supplier Code of Conduct</li> <li>Gilead Website, Supplier Information</li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>204-1</b> Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>In 2022, 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.</li> </ul>
<b>ANTI-CORRUPTION</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Anti-Bribery and Anti-Corruption Policy</a></li> </ul>
<b>205-1</b> Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>Gilead performs internal and external audits to monitor for compliance with regulatory and company policies.</li> </ul>
<b>205-2</b> Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>In 2023, anti-bribery and anti-corruption trainings were provided to our Audit Committee, which is a subset of our Board of Directors, and regional business partners and distributors located in Europe, Asia, Africa, North America and South America.</li> </ul>
<b>205-3</b> Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>In 2023, 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.</li> </ul>
<b>ANTI-COMPETITIVE BEHAVIOR</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Code of Ethics, Page 16</a></li> </ul>
<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<ul style="list-style-type: none"> <li>In 2023, 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.</li> </ul>

DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>TAX</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, <a href="#">Pages 97-100</a></li> </ul>
<b>207-1</b>	Approach to tax	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, <a href="#">Pages 99-100</a></li> </ul>
<b>207-2</b>	Tax governance, control, and risk management	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, <a href="#">Pages 99-102</a></li> </ul>
<b>207-3</b>	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, <a href="#">Pages 99-102</a></li> </ul>
<b>207-4</b>	Country-by-country reporting	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, 2023 Tax and Jurisdictional Data, <a href="#">Pages 101-102</a></li> </ul>
<b>ENERGY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, <a href="#">Pages 77-78</a>; Reporting Our Progress, <a href="#">Pages 97-98</a></li> <li><a href="#">Gilead 2023 CDP Climate Response</a></li> <li><a href="#">Gilead Website, Our Business Is Sustainable</a></li> </ul>
<b>302-1</b>	Energy consumption within the organization	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Pages 105-106</a></li> </ul>
<b>302-2</b>	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Pages 105-106</a></li> </ul>
<b>302-3</b>	Energy intensity	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Page 106</a></li> </ul>
<b>302-4</b>	Reduction of energy consumption	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, <a href="#">Pages 80-83</a></li> </ul>

DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>WATER AND EFFLUENTS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Optimizing Water Use, Pages 85-86</li> </ul>
<b>303-1</b>	Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Optimizing Water Use, Pages 85-86</li> </ul>
<b>303-5</b>	Water consumption	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, Page 109</li> </ul>
<b>BIODIVERSITY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Sharing Sustainable Best Practices, Page 90</li> </ul>
<b>304-3</b>	Habitats protected or restored	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Sharing Sustainable Best Practices, Page 90</li> </ul>
<b>EMISSIONS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Pages 77-79; Reporting Our Progress, Pages 97-98</li> <li>Gilead 2023 CDP Climate Response</li> <li>Gilead Website, Our Business Is Sustainable</li> </ul>
<b>305-1</b>	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, Page 106</li> </ul>
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, Page 106</li> </ul>
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, Page 107</li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>305-4</b> GHG emissions intensity	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Page 106</a></li> </ul>
<b>WASTE</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Reducing Waste, Rethinking Materials, <a href="#">Page 87</a>; Reporting Our Progress, <a href="#">Pages 97-98</a></li> </ul>
<b>306-1</b> Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Reducing Waste, Rethinking Materials, <a href="#">Page 87</a>; Reporting Our Progress, Data Tables, <a href="#">Page 108</a></li> </ul>
<b>306-2</b> Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Reducing Waste, Rethinking Materials, <a href="#">Page 87</a>; Reporting Our Progress, Data Tables, <a href="#">Page 108</a></li> </ul>
<b>306-3</b> Waste generated	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Page 108</a></li> </ul>
<b>306-4</b> Waste diverted from disposal	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Page 108</a></li> </ul>
<b>306-5</b> Waste directed to disposal	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Reporting Our Progress, Data Tables, <a href="#">Page 108</a></li> </ul>
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Reducing Supply Chain Emissions, <a href="#">Page 84</a>; Reporting Our Progress, <a href="#">Pages 97-98</a></li> <li><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Our Business Is Sustainable</a></li> </ul>
<b>308-1</b> New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>In 2023, 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.</li> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Page 12</a></li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Page 12</a>; Sustaining Our Shared Planet, Reducing Supply Chain Emissions, <a href="#">Page 84</a></li> </ul>
<b>EMPLOYMENT</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, <a href="#">Pages 51-75</a></li> </ul>
<b>401-1</b> New employee hires and employee turnover	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Training Our Workforce, <a href="#">Page 68</a></li> </ul>
<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Providing Competitive Benefits, <a href="#">Page 63</a></li> </ul>
<b>401-3</b> Parental leave	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Global Parental Leave Data, <a href="#">Page 69</a></li> </ul>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Making Health and Safety First, <a href="#">Page 70</a></li> </ul>
<b>403-3</b> Occupational health services	<ul style="list-style-type: none"> <li>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.</li> </ul>
<b>403-5</b> Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>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.</li> </ul>

DISCLOSURE TITLE	DESCRIPTION/LOCATION
<b>403-6</b> Promotion of worker health	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Engaging and Developing Employees, <a href="#">Pages 53-55</a>, Making Health and Safety First, <a href="#">Page 70</a></li> </ul>
<b>403-9</b> Work-related injuries	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Making Health and Safety First, <a href="#">Page 70</a></li> </ul>
<b>403-10</b> Work-related ill health	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Making Health and Safety First, <a href="#">Page 70</a></li> </ul>
<b>TRAINING AND EDUCATION</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Engaging and Developing Employees, <a href="#">Pages 53-55</a></li> </ul>
<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, <a href="#">Pages 56-58</a></li> </ul>
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Surveying Ourselves, <a href="#">Page 59</a></li> </ul>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Cultivating an Inclusive Workplace, <a href="#">Pages 64-65</a></li> </ul>
<b>405-1</b> Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Tracking Our Workforce, <a href="#">Page 68</a></li> <li>Gilead 2024 Proxy Statement, The Gilead Board of Directors, <a href="#">Pages 13-16</a></li> </ul>



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>Gilead's salary ratio for women to men globally is 99.93:100.00.</li> </ul>
<b>NON-DISCRIMINATION</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Creating an Inclusive Workplace, <a href="#">Pages 64-67</a></li> </ul>
<b>406-1</b> Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>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).</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><a href="#">Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></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>Gilead 2023 ESG Impact Report, Creating Possible, ESG in Our Supply Chain, <a href="#">Page 12</a></li> </ul>
<b>CHILD 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>408-1</b> Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 12-13</a></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>Supplier Code of Conduct</li> <li>Gilead Website, Supplier Information</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>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 12-13</a></li> </ul>
<b>LOCAL COMMUNITIES</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Empowering People and Communities, Lifting Our Local Communities, <a href="#">Pages 71-72</a>; Sustaining Our Shared Planet, Sharing Sustainable Best Practices, <a href="#">Pages 90-93</a></li> </ul>
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Sustaining Our Shared Planet, Sharing Sustainable Best Practices, <a href="#">Pages 90-93</a></li> </ul>
<b>SUPPLIER SOCIAL ASSESSMENT</b>	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 12-13</a></li> <li>Supplier Code of Conduct</li> <li>Gilead Website, Our Business Is Sustainable</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>In 2023, 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.</li> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 12-13</a></li> </ul>
<b>414-2</b> Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Pages 12-13</a></li> </ul>
PUBLIC POLICY	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li> </ul>
<b>415-1</b> Political contributions	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li> </ul>
CUSTOMER HEALTH AND SAFETY	
<b>3-3</b> Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Report an Adverse Event</a></li> <li>See also <a href="#">GRI 2-25</a></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>These assessments are included in the downloadable Prescribing Information and Patient Information documents on our website.</li> <li><a href="#">Gilead Website, Medicines</a></li> <li><a href="#">Gilead Website, Consumer Product Safety</a></li> </ul>

DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>MARKETING AND LABELING</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>See GRI 417-1.</li> </ul>
<b>417-1</b>	Requirements for product and service information and labeling	<ul style="list-style-type: none"> <li>Instructions for the safe use of our medicines are included in the downloadable Prescribing Information and Patient Information documents on our website.</li> <li><a href="#">Gilead Website, Consumer Product Safety</a></li> </ul>
<b>417-2</b>	Incidents of noncompliance concerning product and service information and labeling	<ul style="list-style-type: none"> <li>Gilead did not receive from any government body any warnings, fines or penalties in 2023 related to our labeling practices.</li> </ul>
<b>417-3</b>	Incidents of noncompliance concerning marketing communications	<ul style="list-style-type: none"> <li>Gilead did not receive from any government body any warnings, fines or penalties in 2023 related to our marketing communications.</li> </ul>
<b>CUSTOMER PRIVACY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Privacy Statement</a></li> </ul>
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>Gilead did not have any substantiated complaints concerning losses of customer data in 2023.</li> </ul>

## SASB INDEX

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>SAFETY OF CLINICAL TRIAL PARTICIPANTS</b>				
Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	N/A	HC-BP-210a.1	Informed Consent: 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. Institutional Review Board/Ethics Committee (IRB/EC): 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. Data Safety Monitoring Board: 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> .
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Presentation currency	HC-BP-210a.3	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with clinical trials in developing countries are included in <a href="#">Gilead 2023 Form 10-K</a> , Note 13, Commitments and Contingencies, Legal Proceedings, Page 81.

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>ACCESS TO MEDICINES</b>				
Description of actions and initiatives to promote access to health care 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 2023 ESG Impact Report, Advancing Health Equity and Access, <a href="#">Pages 29-35</a> and <a href="#">Pages 38-46</a> .
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 four products on the WHO List of Prequalified Medicinal Products including Remdesivir, Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate.
<b>DRUG SAFETY</b>				
Products listed in public medical product safety or adverse event alert databases	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="#">FDA Adverse Event Reporting System (FAERS)</a>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	In 2023, Gilead issued no recalls.
Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Helping Ensure Access to Genuine Medicines, Page 39
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. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Helping Ensure Access to Genuine Medicines, Page 39
Discussion of process for alerting customers and business partners to 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. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Helping Ensure Access to Genuine Medicines, Page 39
Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	See Gilead's full response to SASB Counterfeit Drugs. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2023 ESG Impact Report, Advancing Health Equity and Access, Helping Ensure Access to Genuine Medicines, Page 39

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>ETHICAL MARKETING</b>				
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation 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 Gilead 2023 Form 10-K, Note 13, Commitments and Contingencies, Legal Proceedings, Page 81.
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.
<b>EMPLOYEE RECRUITMENT, DEVELOPMENT &amp; RETENTION</b>				
Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	N/A	HC-BP-330a.1	Gilead 2023 ESG Impact Report, Empowering People and Communities, Lifting Our Local Communities, Pages 71-74
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	Percentage (%)	HC-BP-330a.2	Gilead 2023 ESG Impact Report, Empowering People and Communities, Tracking Our Workforce, Page 68



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<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 programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Quantitative	Percentage (%)	HC-BP-430a.1	Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, <a href="#">Page 12</a>
<b>BUSINESS ETHICS</b>				
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Presentation currency	HC-BP-510a.1	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in <a href="#">Gilead 2023 Form 10-K</a> , Note 13, Commitments and Contingencies, Legal Proceedings, Page 81.

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	N/A	HC-BP-510a.2	<p>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.</p> <p>Our expectations:</p> <ul style="list-style-type: none"> <li>• Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions.</li> <li>• Promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the Industry Standards.</li> <li>• Ensure that all information and materials are accurate, fair, balanced, not misleading and shared appropriately.</li> <li>• Do not provide anything of value to inappropriately influence a decision to approve, reimburse, prescribe, purchase or recommend a Gilead product.</li> <li>• Read, understand and follow the applicable Gilead Business Conduct Manuals and related policies required for you to perform your role.</li> </ul> <p>For more information, see our <a href="#">Code of Ethics</a>.</p>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	LOCATION/DESCRIPTION
<b>ACTIVITY METRICS</b>				
Number of patients treated	Quantitative	Number	HC-BP-000.A	Certain patient reach numbers are reported on the following pages: <a href="#">Gilead 2023 ESG Impact Report, Creating Possible, ESG at Gilead, Page 15</a> ; <a href="#">Innovating Scientific Solutions, Supporting HCV Elimination Efforts, Page 23</a> ; <a href="#">Advancing Health Equity and Access, Pages 40, 47 and 50</a>
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 2023 Form 10-K, Item 1. Business, Pages 3-4</a> . (2) A detailed list of our R&D pipeline can be found on the <a href="#">Pipeline</a> page of our company website.

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