

Global Applicant Privacy Statement

This Global Applicant Privacy Statement (“Applicant Privacy Statement”) explains how Gilead Sciences, Inc., including its wholly owned subsidiaries and affiliates, including Kite Pharma, Inc. (collectively, “Gilead”), handles personal information in connection with recruitment and pre-employment activities.

Gilead will process your personal information in accordance with applicable data protection laws and this Applicant Privacy Statement. Please note that where required by law, we will obtain your consent.

Please read this Applicant Privacy Statement carefully before submitting personal information to Gilead as part of the application process.

WHAT PERSONAL INFORMATION DO WE COLLECT ABOUT YOU?

The personal information that we collect and process varies depending upon our relationship and interactions with you throughout the application process. As part of our recruitment and pre-employment activities, we may collect and process personal information that you provide to us, as well as personal information about you that is provided on your behalf, such as by your references. This information generally includes:

- **Contact Information/Identifiers:** name, gender, age, date of birth, email address, mailing address, telephone number, social media profiles, and in certain instances, identification documents, residency and work permit status, social security number (which may also be considered Sensitive Personal Information) or other taxpayer/government identification number.
- **Professional and Employment-Related Information:** professional qualifications, prior employment history, education history, additional information included in your curriculum vitae, and references.
- **Interview Information:** notes collected by interviewers and other professional assessment information.
- **Pre-employment Screening:** If we offer you a job, we may collect additional background information such as credit history and eligibility information (as permitted by law).
- **Device Information and Other Unique Identifiers:** device identifier, internet protocol (IP) address, or similar unique identifiers (to the extent you apply or otherwise interact with the Gilead careers portal).
- **Sensitive (special) Personal Information (where permitted and in accordance with applicable law):** social security number, driver’s license number, racial or ethnic origin, trade union membership, veteran status, health and medical information (including where required, drug screening results), sexual orientation, and/or criminal history.

In many instances, the provision of the sensitive (special) personal information listed above is voluntary, and if you decide not to share these with us, not doing so will not impact your application. Providing your personal information to us is voluntary, but we may have a legal obligation to collect it and, in certain instances, we will not be able to process your application for employment without the requested personal information.

If you provide the personal information of another person, such as your professional references, we assume you have their permission to share their information with us.

HOW DO WE COLLECT YOUR PERSONAL INFORMATION?

We collect your personal information in the following ways, pursuant to applicable law:

Directly From You, when you create an account and profile in the Gilead careers portal; share or use your social media profile to access the Gilead portal; sign up with us to receive open job postings; share your resume with us via the Gilead careers portal or through other means; and/or participate in interviews or other recruitment activities.

Other Sources, including employment or recruitment agencies, background check providers, references, or other publicly available databases and sources.

Information we may collect via automated means or derive about you. We may also collect personal information related to your use of our website and careers portal and your interactions with us. Such information may include your device and browser information, activities and usage data about your use of our services, and location information derived from your IP address or (with your permission) your mobile device.

For information about our collection of personal information via cookies and similar tracking technologies, and the choices you have regarding our use of cookies and related information collection, please see <https://www.gilead.com/privacy-statements>.

HOW DO WE USE YOUR PERSONAL INFORMATION?

We use your personal information for the following business purposes associated with the administration of your application and our general business operations:

- To review and consider your application.
- For pre-employment screening, if we decide to offer you employment.
- To consider you for current or future opportunities in any of the Gilead companies.
- To administer recruitment and staffing activities.
- To manage and improve our recruitment processes and our business operations related to the recruitment process.
- To comply with applicable laws, legal obligations and/or protect our legal interests.
- To operate our business, consider and implement mergers, acquisitions, reorganizations, bankruptcies, and other business transactions, and otherwise related to the administration and/or planning of our general business, accounting, auditing, compliance, recordkeeping, and legal functions.

Please note that we use sensitive personal information for pre-employment screening if we decide to offer you employment, to evaluate Gilead's progress in achieving its diversity hiring goals, to ensure equal opportunity monitoring and reporting, to meet legal obligations, including providing workforce accommodations, and for disability and workplace safety tracking administration.

WHAT IS OUR LEGAL BASIS FOR COLLECTING AND USING YOUR PERSONAL INFORMATION?

Where required by applicable law, Gilead relies on one or more of the following legal grounds for the collection, processing, and use of your personal information:

- Completing and administering employment contract process.
- Gilead's legitimate interest in conducting and managing our business as a global organization and administering the recruiting process in particular.
- Consent (or explicit consent for sensitive personal information), as required by applicable law, and in such cases you have the right to withdraw your consent at any time.
- Compliance with legal obligations, particularly in the area of labor and employment law, social security, data protection law, tax law, and corporate compliance laws.

TO WHOM DO WE DISCLOSE YOUR PERSONAL INFORMATION?

Gilead may disclose all categories of personal information listed above to the following parties for the purposes identified above:

- **Within Gilead.** We may disclose personal information to Gilead affiliates and subsidiaries in the course of our normal business operations and as needed to address our global structure.
- **Service Providers.** As part of normal business operations, Gilead may disclose personal information to third-party service providers, including in connection with recruiting and human resources support, information technology and security support, and other normal business operations support.
- **Government Entities or Regulators.** Gilead may disclose personal information to governmental agencies and regulators (e.g., tax authorities, social security administration), external advisors (e.g., lawyers, accountants, and auditors), courts and other tribunals, and government authorities, to the extent required or permitted by applicable law.
- **Business Transactions.** In the event of mergers, reorganizations or similar corporate restructuring activities, we may disclose information to that other company. In some instances, this may include your personal information.

WHAT ARE YOUR RIGHTS REGARDING YOUR PERSONAL INFORMATION?

You may have certain rights regarding your personal information. The rights available to you depend on our reason for processing your personal information and the requirements of applicable law. In other words, your rights will vary depending on where you are located or where you are resident.

You may have the following rights:

- **Access:** You may have the right to request access to the personal information we hold about you, along with other information such as the purposes of the processing, the recipients or categories of recipients to whom the personal information has been or will be disclosed, the sources of the personal information, retention, and transfers of personal information.
- **Correction (Rectification):** You may have the right to request correction/rectification of inaccurate personal information we have about you. Depending on the purposes of the processing, you may have the right to have incomplete personal information completed, including by means of providing a supplementary statement.

- **Withdrawing Consent:** If you have given consent for the processing of your personal information, you have the right to withdraw your consent at any time. Withdrawing your consent will apply to future uses of your personal information, but it will not affect any use or disclosure of your personal information by Gilead prior to the date you withdraw your consent.
- **Deletion (Right to be Forgotten):** You may have the right to request that we delete your personal information.
- **Restriction of Processing:** You may have the right to request the restriction of processing of your personal information. Where applicable, the respective personal information will be marked accordingly and may only be processed by us for certain purposes.
- **Data Portability:** Under certain circumstances, you have the right to receive the personal information about you that you have provided to us, in a structured, commonly used and machine-readable format.
- **Objection to Processing:** You have the right to object at any time to the processing of your personal information by us. Where such right applies, we will no longer process the relevant personal information for such purposes.
- **Requests to Opt Out of Sale and Sharing:** California residents may exercise their right to opt out online by clicking on the “Cookies Settings” link on the website cookie banner of the Gilead site they are visiting. For further information about the data we may collect, please see our Cookie Statement, available at: <https://www.gilead.com/privacy-statements/cookie-statement>. In addition, our website responds to global privacy control—or “GPC”—signals, which means that if we detect that your browser is communicating a GPC signal, we will process that as a request to opt that particular browser and device out of sales and sharing (i.e., via cookies and tracking tools) on our website. Note that if you come back to our website from a different device or use a different browser on the same device, you will need to opt out of (or set GPC for) that browser and device as well. More information about GPC is available at: <https://globalprivacycontrol.org>.
- **Restriction of Processing of Sensitive Personal Information for California residents:** California residents have the right to request the restriction of processing of your sensitive personal information. At the current time, however, we do not use or disclose sensitive personal information for purposes other than those expressed in this Applicant Privacy Statement and these uses cannot be limited under California law.
- **Right of Non-Discrimination/Retaliation:** We do not discriminate against individuals who exercise any of their rights described in this Applicant Privacy Statement, nor do we retaliate against individuals who exercise these rights.

Please note that many of the above rights are subject to exceptions and limitations. Your rights and our responses will vary based on the circumstances of the request. If you choose to assert any of these rights under applicable law, we will respond within the time period prescribed by such law. To exercise your rights, please contact us as stated in the “Contact Information” section below.

When you submit a request regarding your personal information, we reserve the right to verify your identity to help ensure that we provide the information we maintain to the individual to whom it pertains and allow only those individuals or their authorized representatives to exercise rights with respect to that information.

Additionally, a person authorized to act on your behalf may make a verifiable request related to your personal information. If you designate an authorized person to submit requests to exercise certain privacy rights on your behalf, we will require verification that you provided the authorized person permission to make a request on your behalf.

Please note that Gilead may not be able to comply with a request where personal information has been destroyed, erased or made anonymous in accordance with Gilead's record retention obligations and practices, or where we are unable to verify your identity.

HOW LONG DO WE KEEP YOUR PERSONAL INFORMATION?

We retain the personal information we collect for as long as reasonably necessary for the purposes described in this Applicant Privacy Statement, in accordance with our records retention policies, as required under applicable law, or as otherwise disclosed to you at the time of collection. Even when the recruitment and pre-employment screening activities are complete, we may need to keep personal information because of a legal action or an investigation involving Gilead. The criteria used to determine our retention periods includes: (i) the length of time we have an ongoing relationship with you; (ii) whether we have a legal obligation to retain the information; and (iii) whether retention is necessary due to the nature of our business activities (for example, enforcing other applicable program or participation terms and conditions, or any active litigation or regulatory investigations).

INTERNATIONAL DATA TRANSFERS

Gilead operates all over the world. Therefore, we may need to transfer personal information outside of the country where it is collected for the purposes, and in the manner, set out in this Applicant Privacy Statement, including to servers and other storage facilities. To the extent that any personal information is sent outside of an individual's country, it is subject to the laws of the country in which it is, and may be subject to disclosure to the governments, courts, or law enforcement or regulatory agencies of such other country, pursuant to the laws of such country, which may not provide an equivalent level of protection to the laws of your home country.

Gilead implements appropriate safeguards to protect personal information, such as entering into contracts that contain standard data protection clauses. Where Gilead has knowledge that a service provider or affiliate is using or disclosing personal information in a manner inconsistent with this Applicant Privacy Statement, Gilead will take appropriate steps to prevent or stop the use or disclosure. To find out more about these safeguards, please contact us through one of the methods provided in the Contact Information section.

HOW DO WE KEEP YOUR PERSONAL INFORMATION SECURE?

Gilead has implemented safeguards to protect the personal information we collect. However, we cannot guarantee that such measures are 100% effective at preventing theft, loss, unauthorized access, use or disclosure and we make no representation as to the reasonableness, efficacy, or appropriateness of the measures we use to safeguard such information. Gilead urges you to exercise caution when transmitting personal information over the internet and to store your passwords in a safe place.

CONTACT INFORMATION

Any questions or concerns regarding the handling of personal information by Gilead, including opting out of communications regarding other employment opportunities, should be directed by email to privacy@gilead.com or by telephone at +1 (833) GILEAD2 or (+1 (833) 445-3232).

Gilead has assigned a European Data Protection Officer, whom you may contact at dpo@gilead.com in case of any questions or concerns regarding the processing of your personal information.

Alternatively, letters may be sent to the following address:

Gilead Sciences, Inc.
Attn: Privacy
333 Lakeside Drive
Foster City, CA 94404
USA

You may withdraw your resume by contacting Gilead Human Resources Department at careers@gilead.com or by telephone +1-650-522-5511 in North America or +44 208 587 2300 outside of North America. If you created a Workday account in connection with your application, you can review and correct part of your personal information yourself by logging into your Workday account.

Depending on the law that applies to Gilead's processing of your personal information, you may also lodge a complaint with the corresponding data protection supervisory authority in your country of residence.

HOW DO WE UPDATE THIS APPLICANT PRIVACY STATEMENT?

Gilead may update this Applicant Privacy Statement from time to time and will provide notice of such changes by updating the effective date listed on this Applicant Privacy Statement. If we materially change how we process your personal information previously collected by us, we will not use the personal information previously gathered without providing notice and/or obtaining your consent. Please check this Applicant Privacy Statement frequently for the latest information on our privacy practices.

Effective Date: June 20, 2023