

GILEAD SCIENCES, INC.
CORPORATE RESPONSIBILITY COMMITTEE CHARTER

(adopted October 26, 2018; last updated November 2, 2023)

Purpose

Gilead Sciences, Inc. (“Gilead”) is committed to delivering innovative therapeutics to address unmet medical needs in a way that is socially responsible and environmentally sustainable. The Corporate Responsibility Committee (the “Committee”) is responsible for setting strategy, making decisions, tracking progress, overseeing disclosure on corporate responsibility-related topics, including Innovation, Access and Health Equity, People and Culture, and Climate and Environment. , engaging with stakeholders and other relevant activities of Gilead and its subsidiaries.

Members and Organization

The Committee shall be chaired by the EVP, General Counsel and Corporate Secretary (“Chair”). The Committee shall also include the EVP, Human Resources; SVP, Operations; SVP, Pharmaceutical Development and Manufacturing; VP, Corporate Accounting; SVP, Government Affairs and Policy; SVP, Public Affairs; VP, Global Patient Solutions; VP, Commercial Value & Access; and such other cross-functional team of leaders as designated by the Chair.

The Committee shall meet quarterly or more frequently as deemed necessary by the Chair. At least a majority of members present shall be considered quorum.

The Committee shall provide periodic updates to the Gilead Leadership Team (“GLT”) and at least annual updates to Gilead’s Board of Directors (the “Board”) and/or its designated committee(s).

The composition of the Committee shall be reviewed at least once a year by the Chair in consultation with the GLT. Members may be added, removed or replaced at any time by the Chair.

Responsibilities

As appropriate, the Committee, among its other responsibilities, shall:

1. Decide on Gilead's approach to corporate responsibility, including vision, key areas of focus and ambition level.
2. Oversee development and implementation of the corporate responsibility strategy, including materiality assessments, goals, commitments, initiatives and related communications activities.
3. Facilitate cross-functional collaboration and allocation of resources necessary for the implementation of Gilead's corporate responsibility strategy and vision.
4. Assign owners for corporate responsibility goals and strategies from appropriate functions across Gilead.
5. Review corporate responsibility goals and strategies, direct their revision and refinement, and present them to the GLT for approval and the Board for consultation.
6. Monitor Gilead's progress against corporate responsibility goals and initiatives, including reviewing updates from owners on at least an annual basis.
7. Identify and assess the significant environmental social and governance risks most relevant to Gilead. Determine appropriate mechanisms for addressing risks.
8. Determine strategy for and drive stakeholder engagement in order to:
 - i. Improve external and internal stakeholder awareness of and buy-in for Gilead's corporate responsibility strategy.
 - ii. Gather insight and input from stakeholders, report input to the GLT and the Board and ensure appropriate responsiveness.
9. Determine the mandate for and oversee the work of the Corporate Responsibility Working Group.

10. Make key decisions about Gilead's approach to corporate responsibility disclosure, ESG ratings and reporting practices.
11. At least annually, provide a report on corporate responsibility strategy and progress to the Board and/or its designated committee(s).
12. Provide periodic written reports on corporate responsibility strategy and progress to the GLT and elevate issues and risks to the GLT as appropriate.

The Committee shall have the power to delegate its authority and duties to subcommittees or individual members of the Committee as it deems appropriate.