

*for Impact*

2024

## ABOUT THIS REPORT

Gilead's 2024 Responsible Business and Impact Report (formerly known as Gilead's ESG Impact Report) is an annual publication highlighting Gilead's Corporate Responsibility activities, performance and data. It is intended to be reviewed in conjunction with Gilead's stand-alone [2024 Responsible Business and Impact Report: Reporting Appendix](#), which contains additional information, data and alignment with major ESG reporting standards. The scope of this report includes all entities listed in Gilead's 2024 Annual Report on Form 10-K and focuses primarily on our fiscal year ending Dec. 31, 2024. This report is intended to highlight some of the Company's responsible business efforts during the fiscal year ended Dec. 31, 2024; it is not a comprehensive description or representation of all of the Company's responsible business activities during that time. 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, 2023, due to data collection and external assurance cycles. Fiscal year 2024 environmental data will be posted on Gilead.com when it is available, typically in second quarter 2025.

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. 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. Issues identified as material, significant, key or priority for purposes of, and information otherwise included in, this document is not an indication that they are considered material to us, our investors, or other stakeholders, or required to be disclosed in our filings, in each case under U.S. Securities and Exchange Commission reporting or any other laws or requirements that may apply to us.

Erica Liu, Pegah Moghaddam  
Finance

### Forward-looking Statements

*Statements in this 2024 Responsible Business and 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 and outcomes 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 as of the dates indicated in the statements, and Gilead assumes no obligation to update or supplement any such forward-looking statements.*

# A LETTER FROM OUR CHAIRMAN & CEO

## *To All Stakeholders:*

**Thank you for your interest in Gilead and our Responsible Business and Impact Report. Gilead has a longstanding commitment to making the world a healthier place.** For nearly four decades we have delivered on that commitment with innovative therapies that offer new hope. At the same time, we know that the impact of any new medicine depends on providing access to that medicine to the people who are most in need. Our work to remove barriers to care for communities across the globe is foundational to Gilead's ethos, and we are proud to have been recognized for these efforts by the Dow Jones Sustainability Index, as well as CNBC and JUST Capital, among others. By making sure that everyone, no matter their background, has access to quality care, we can deliver shareholder value in a way that is responsible and sustainable.

In this year's report, you'll see how we are creating impact across multiple areas.

### **Highlights of our work include:**

- Advancing the global fight to end the HIV epidemic through our work on lenacapavir, the first twice-yearly injection being investigated for HIV prevention as pre-exposure prophylaxis (PrEP). Named the 2024 Breakthrough of the Year by *Science* magazine, lenacapavir has shown unprecedented efficacy in the most diverse HIV prevention clinical trial program ever conducted. Lenacapavir is the culmination of more than two decades of research and innovation by Gilead, and we look forward to a potential FDA approval in the summer of 2025. If approved, this new prevention option would add to Gilead's leadership in HIV, where Biktarvy remains the most prescribed HIV treatment option in the U.S.

Daniel O'Day

“As we look ahead to a new era of growth and impact for Gilead, **our commitment to responsible business principles** will continue to guide every aspect of our work.”

- Ensuring communities across the globe can benefit from lenacapavir by developing a comprehensive, first-of-its-kind Global Access Plan. We took the unprecedented step of voluntarily signing licensing agreements with six generic manufacturers, well before any regulatory decision, so that lenacapavir could be made available in 120 lower income countries if approved. These agreements are intended to remove barriers to care for people who might have otherwise had difficulty accessing the medicine.
- Advancing our broad portfolio of marketed and investigational therapies for cancer. The Gilead and Kite Oncology programs include eight active Phase 3 trials across five tumor types and eight active cell therapy trials. Trodelvy® continues to be an important treatment option for people with previously treated metastatic triple negative breast cancer. It is now available in more than 50 countries worldwide for 2L+ mTNBC and in more than 40 countries for certain people with pretreated HR+/HER2- metastatic breast cancer. Kite advanced its research on anito-cel in partnership with Arcellx with the start of the Phase 3 iMMagine-3 study. Anito-cel, an investigational BCMA CAR T, has the potential to be a best-in-class option for patients with relapsed or refractory multiple myeloma.
- Applying the latest innovation to a serious form of liver disease with the launch of Livdelzi®. Primary biliary cholangitis is a rare autoimmune disease affecting approximately 130,000 people in the United States alone. Livdelzi was granted accelerated approval by the FDA in 2024, and we hope that it will eventually transform care for people across the globe.
- Strengthening workplace inclusivity by creating a new Disability Inclusion Employee Resource Group. This new resource is one of many groups across the company that represent the Gilead commitment to inclusion and a culture that empowers every individual to reach their full potential.
- Setting ambitious and meaningful targets for carbon, water, waste and product packaging to help ensure that our medicines are delivered in ways that do not harm the planet. We are close to achieving 100% renewable electricity by 2025, exceeding our annual energy targets, and embedding sustainable design in all new engineering projects, in support of our 2030 greenhouse gas (GHG) emissions goal.

Gilead's more than 17,000 employees are the engine powering our breakthroughs, and our progress in 2024 would not have been possible without their continued passion, ingenuity and commitment. Their efforts — bolstered by our many partnerships — continue to drive achievements for people and communities that once seemed impossible. As we look ahead to a new era of growth and impact for Gilead, our commitment to responsible business principles will continue to guide every aspect of our work. We look forward to sharing our progress along the way, and we thank you for being with us on the journey.

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



# THE COURAGE to End an Epidemic

## RESOLVE BREAKS BARRIERS

### *Scientific Innovation, Global Access: Working to End the HIV Epidemic*

On June 20, 2024, the first readouts from Gilead's Phase 3 PURPOSE program were announced — the culmination of a 15-year search for a long-acting medication to prevent acquisition of HIV. After creating and testing more than 4,000 molecules, the search ultimately resulted in a breakthrough: Gilead's discovery of lenacapavir.

With efficacy results from two pivotal trials that included diverse populations and geographies, lenacapavir could be a helpful tool, if approved, to end the HIV epidemic for everyone, everywhere.

## HIV: AN ONGOING GLOBAL CHALLENGE

Since its emergence in the late 20th century, HIV has been one of the world's greatest public health challenges, profoundly impacting individuals, families, communities and economies. According to the World Health Organization (WHO), more than 88 million people have acquired HIV since the beginning of the epidemic, and over 42 million have died from AIDS-related complications. At the end of 2023, WHO reported nearly 40 million people worldwide living with HIV, with 1.3 million acquiring the disease in 2023 and 630,000 people dying from it.

Since the launch of Gilead's first treatment for HIV nearly 25 years ago, we have been an integral partner in fighting the HIV epidemic. Due to significant advancements in HIV prevention and treatment, fewer people globally acquired HIV in 2023 than at any point since the late 1980s. And, since 2010, new infections have dropped by 39%. Despite these gains, many social, economic and structural barriers — including stigmatization and discrimination — still limit progress, preventing too many people from accessing the care they need.

“In naming the drug lenacapavir as the 2024 Breakthrough of the Year, *Science* acknowledges the next, but by no means final, step in the drive to fight HIV/AIDS, where the rigors of the laboratory and the needs of humanity are inseparable.”

**Holden Thorp**  
*Science Editor-in-Chief*

*(Excerpt from Science, Dec 12, 2024 Vol 386, Issue 6727)*

“Given the transformative potential of lenacapavir for prevention, our focus will be on making it available as quickly and broadly as possible where the need is greatest.”

**Daniel O'Day**

*Chairman and Chief Executive Officer*

Lenacapavir, an investigational drug not yet approved by the FDA for prevention of HIV, is a twice-yearly injectable HIV-1 capsid inhibitor, which showed high efficacy in two trials for the investigational use of HIV prevention among cisgender women in our PURPOSE 1 trial. PURPOSE 2, which included cisgender men and gender-diverse individuals, yielded similar results.

For all the scientific merit of lenacapavir for pre-exposure prophylaxis (PrEP), people are at the heart of the lenacapavir story: Millions of people around the world could have their lives impacted by a new HIV prevention choice; thousands of passionate Gilead employees who have developed the science and help bring this potentially groundbreaking medicine to people who need it most, if approved.

Ana Contreras  
*Research*

## LENACAPAVIR FOR PrEP BY THE NUMBERS

**2009**

Gilead's search for a potential long-acting HIV prevention medicine begins

**4K+ Molecules**

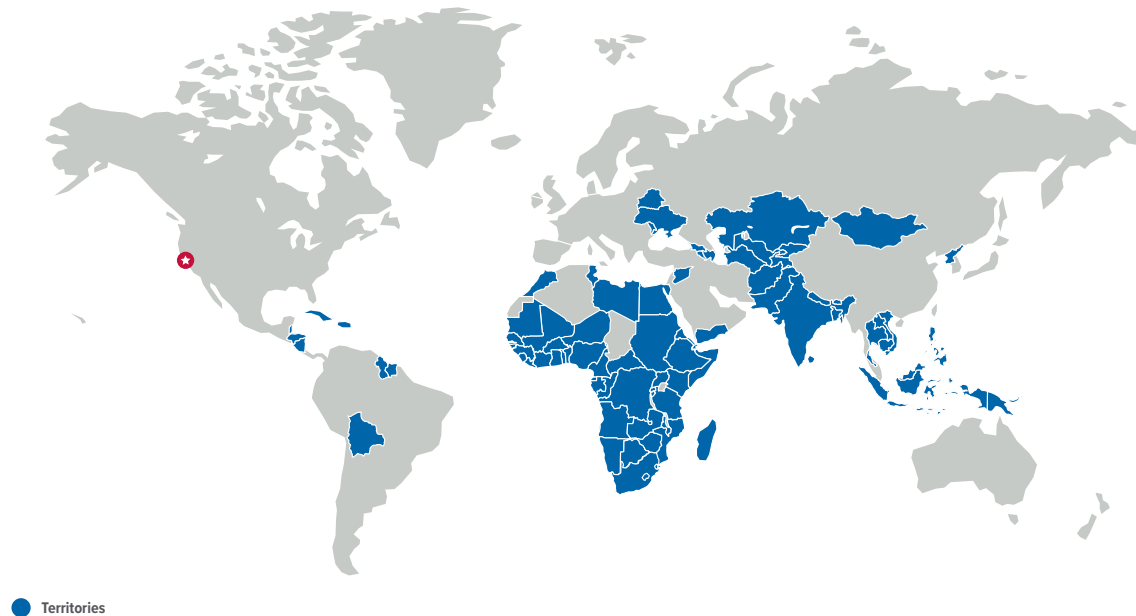
Molecules created and tested, leading to discovery of lenacapavir

**9k**

PURPOSE 1 and PURPOSE 2 trial participants across five continents

**120**

Number of high-incidence, resource-limited countries that will benefit from royalty-free voluntary licensing of lenacapavir



Gilead campus  
Cork, Ireland

## REACHING PEOPLE WITH PrEP: A GROUNDBREAKING ACCESS APPROACH

Even the most revolutionary medicines are only effective when they reach the people who could benefit the most from them. That's why Gilead is executing an access strategy, informed by dozens of global health advocates and organizations, which prioritizes speed and enables the most efficient paths for the regulatory review of lenacapavir for PrEP in regions around the world. This strategy builds on two decades of Gilead's leadership in voluntary licensing — a technology transfer to trusted manufacturing partners to prioritize providing therapies developed by Gilead to patients worldwide.

## THE PROFOUND POTENTIAL OF PrEP

In our collective mission to end the HIV epidemic, PrEP is one of the most potent tools in the pharmaceutical industry's arsenal today. While there has been significant increase in the use of PrEP in the past several years, uptake falls far short of what is needed to drive down new acquisitions and reach the UNAIDS goals to end the HIV epidemic. The total number of people using PrEP rose from a little over 200,000 in 2017 to about 3.5 million in 2023. This strong progress represents just over 16% of the 21.2 million people in need who we are committed to helping.

Getting faster and broader access to PrEP could decrease new HIV acquisitions, particularly among key populations and women in areas with high rates of HIV. The potential of less frequent dosing regimens for PrEP could help address the diverse needs of people who could benefit from PrEP.

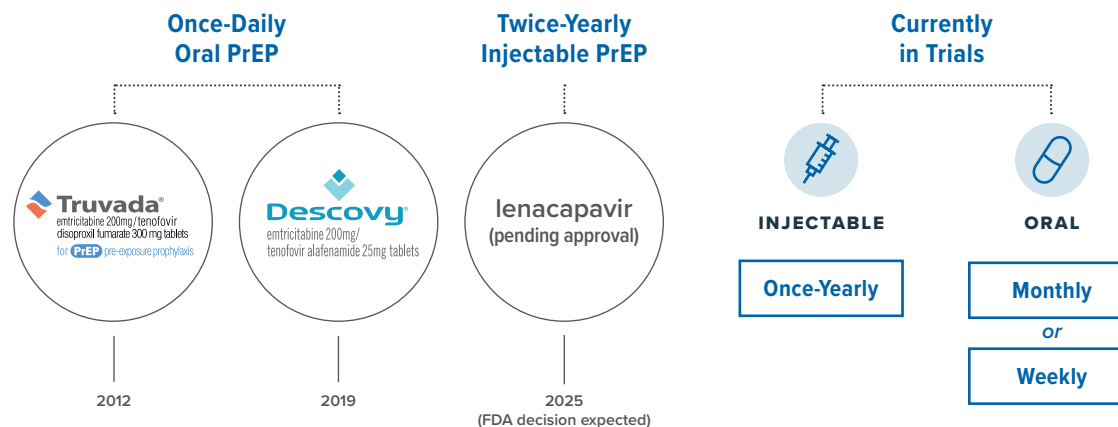
## TWICE-YEARLY DOSINGS OVERCOME MULTIPLE HURDLES

Gilead is 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.

***“While we know traditional HIV prevention options are highly effective when taken as prescribed, discreetly dosed twice-yearly lenacapavir for PrEP could help address some of the stigma and discrimination some people may face.”***

**Linda-Gail Bekker**  
MBChB, DTM&H, DCH, FCP(SA), Ph.D., Director of the Desmond Tutu HIV Centre at the University of Cape Town, South Africa, PURPOSE 1 principal investigator, and past President of the International AIDS Society.

## GILEAD INNOVATION PROVIDES PrEP OPTIONS TO HELP MEET PATIENT NEEDS



## IN SUPPORT OF GILEAD'S GLOBAL ACCESS STRATEGY, WE TOOK UNPRECEDENTED ACTION IN 2024

In a first for a pharmaceutical company, Gilead signed nonexclusive, royalty-free voluntary licensing agreements with six pharmaceutical manufacturers to make and sell generic versions of lenacapavir, subject to required regulatory approvals. Grounded in our commitment to help people access our medicines, these agreements cover 120 high-incidence, resource-limited countries. These are primarily low- and lower-middle income nations and will help empower these countries to rapidly introduce generic versions of lenacapavir for HIV prevention, if approved.

Gilead will price lenacapavir at no profit to the company for those 120 countries listed in the voluntary licenses, and directly supply lenacapavir until generic manufacturers are able to fully support demand. Gilead is also actively exploring multiple ways to support access globally. We are evaluating suitable innovative pricing strategies to support access to lenacapavir for PrEP to address differences in economic and disease burden across geographies.

In addition to lenacapavir for HIV prevention, pending approval, these agreements also cover lenacapavir's indication for HIV treatment in heavily treatment-experienced adults with multidrug resistant HIV, marketed as Sunlenca® where approved.

These breakthroughs are just the latest in a long history of achievements born from Gilead's unparalleled fusion of scientific innovation and pioneering access efforts. Learn more about Gilead's nearly three decades of innovation and leadership in access and voluntary licensing on [Pages 32-33](#).



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CREATING



## THE COURAGE *to Pursue Bold Ambitions*

# CREATING POSSIBLE: ABOUT GILEAD

At Gilead (Nasdaq: GILD), our vision is to create a healthier world for all people. That's what fuels our courage to set and achieve bold ambitions in our fight against the world's most devastating diseases and largest public health challenges. Ambitions like curing hepatitis C (HCV), revolutionizing HIV prevention and treatment, and advancing therapies for viral diseases and cancer. And our grand ambition to help end the HIV epidemic.

By investing in world-class science, working with partners and going beyond medicine to expand access and obliterate societal barriers to care, we've delivered new hope for patients and transformed millions of lives around the world.

At the heart of it all is our culture and our 17,600 passionate employees who work in an empowering environment. A workplace where diverse ideas are valued. Professional growth is prioritized. Sustainability is prized. And where personal fulfillment is found in improving the health of the world for generations to come.

### GILEAD AT A GLANCE: 2024

**37**

Years in business

**17.6k**

Employees globally

**\$28.8B**

Total revenue

**\$5.9B**

R&amp;D investments

### Foster City

Headquartered in California with global locations  
across six continents

**54**

Clinical stage programs  
across virology, oncology  
and inflammation, as of  
Q1 2025

**25+**

Therapies globally

### GILEAD'S LONG-TERM AMBITIONS

→ See **Page 12** for progress against our ambitions.



Bring 10+  
transformative  
therapies  
to patients  
by 2030



Be a biotech  
employer  
and partner  
of choice



Deliver share-  
holder value  
in a sustainable,  
responsible  
manner



# Our Approach to Responsible Business

Gilead invests in the ESG topics where we can make the most meaningful difference. Each year, we talk with a diverse group of stakeholders to ensure alignment on key priorities. In fall 2024, our leaders engaged with shareholders representing approximately 43% of our outstanding shares to maintain a dialogue on areas of emphasis related to corporate governance, social impact and environmental sustainability.

These engagements reinforced that we should continue to focus our efforts on enabling access to our innovation, pursuing research and development addressing unmet medical needs, continuing our momentum to achieve a comprehensive set of environmental targets, and nurturing a culture of inclusion, growth and development for all our employees. This culture of inclusion begins with our Board of Directors, 33% of whom are women and 44% of whom identify as ethnically diverse.

Having a positive impact on society and working to safeguard our shared planet through our commitments is central to Gilead's business. These principles have been embedded in our operations and value chain for over three and a half decades.

## MEETING OUR 2030 CORPORATE AMBITIONS



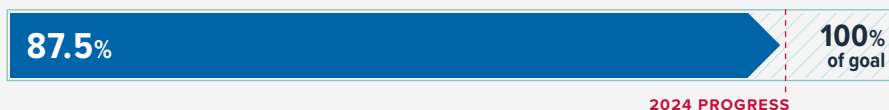
### Bring 10+ transformative therapies to patients by 2030

(2020 baseline year)



### Be a biotech employer and partner of choice

**Our Goal:** Reach a score of 80% on our Employer Engagement Index  
Gilead's 2024 Pulse Survey results show 70% employee engagement, toward a target of 80%.



<sup>1</sup>Includes Hepcludex® (bulevirtide), Sunlenca® (lenacapavir), Veklury® (remdesivir), Tecartus® (brexucabtagene autoleucel), Trodelvy® (sacituzumab govitecan-hzly) and Livdelzi® (seladelpar).



### Deliver shareholder value in a sustainable, responsible manner

~3%

Dividend growth in 2024

~20%

Total revenues invested in R&D in 2024

4<sup>th</sup> year

Named to Dow Jones Sustainability World Index





## SUSTAINABLE VALUE IN ACTION

We are committed to realizing our vision of creating a healthier world for all people, and our thoughtful and intentional corporate strategy guides us toward this goal. Since 2019, we have concentrated on expanding our leadership in HIV and virology while diversifying and expanding our portfolio across the therapeutic areas of oncology and inflammation.

As we continue to diversify our portfolio, we also leverage our historic partnerships to rapidly scale the manufacturing and distribution of our innovation in both developed and resource-limited countries. Our public health investments focus on addressing the social determinants of health in developed countries, and we forge partnerships with generic manufacturers to ensure that our innovation is accessible in resource-limited countries.

These efforts are only possible because of our talented, mission-driven employees. Developing therapies for difficult-to-treat conditions is inherently ambitious. Yet, our scientists and manufacturing teams take it one step further by putting environmental considerations and patient centrality at the forefront.

## LOOKING AHEAD: OUR COMMITMENTS

As we strive to deliver transformative therapies addressing unmet medical needs, we prioritize the wellness of employees and pursue pay equity across our global workforce. We continue to decarbonize both our operations and value chain and partner with our largest suppliers to reduce water and plastics use, where possible. We continue to assess our compliance and ethics policies and will ensure that emerging topics, including AI and biodiversity, are governed and monitored by subject matter experts. We will continue to invest in the current and next generation of healthcare providers and scientists to ensure that we retain and attract the talent required to out-innovate ourselves, and we will partner with patients across the globe to ensure they are represented in our research efforts. The resulting impact supports our vision to create a healthier world for all.

“Operating responsibly helps ensure that patients and communities benefit from our innovation and live healthier lives.”

**Deb Telman**

*Executive Vice President of Corporate Affairs,  
General Counsel and Corporate Secretary*



# 2024 Corporate Responsibility and Sustainability Achievements

## ENVIRONMENTAL



### CDP

Scored A- in Climate Change and B- in Water Security questionnaires



### America's Greenest Companies

Received 5-star (highest) rating from Newsweek for second consecutive year



### Green Buildings

Earned one WELL and five LEED certifications



### International Energy Award

Received 2024 International Award in Energy Management from Association of Energy Engineers

## SOCIAL



### Ranked Best at ESG

According to 2024 PatientView survey of 700+ patient advocacy groups



### Ranked No. 1 Funder

By FCAA and U.S. HIV-Related Programs for third consecutive year



### Equality 100

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



### Most Innovative

Recognition by Fast Company for Gilead's COMPASS Initiative®

## GOVERNANCE



### DJSI

Admitted to DJSI World and DJSI North America for fourth and second consecutive years, respectively



### JUST 100

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



### Political Transparency

Ranked in top tier of pharma companies on Zicklin Political Accountability Scorecard for second consecutive year



### Board of Directors Recognized

By the National Association of Corporate Directors Center for Inclusive Governance



# Impact by the Numbers

## ACCESSING GILEAD'S INNOVATION THROUGH VOLUNTARY LICENSING

14.8M

HIV and HBV treatments made available in 2024

2.7M

Sofosbuvir-based HCV treatments made available since 2015

8.3M

Remdesivir-based treatments made available for COVID-19

## ADVANCING GLOBAL HEALTH

20M+

HIV and viral hepatitis tests conducted through Gilead's **FOCUS** program since 2010

271k+

People reached with direct services through **Radian**® partnership since 2019

781k

Healthcare providers educated through Gilead's independent medical education programs

## LIVING OUR VALUES

120

Countries where Gilead medicines, including lenacapavir for PrEP, if approved, are made available through voluntary licensing

11.7k+

Employee volunteer hours in 2024

\$300M+

Donated globally in 2024

INNOVATING



## — THE COURAGE *to Pursue the Impossible*

# TRANSFORMATIONAL INNOVATION

Some of the world's most devastating conditions are exacerbated by factors such as where you live, employment status, household income, educational attainment and access to healthcare providers. The diseases Gilead seeks to prevent, treat and cure fit squarely in this category. That's why our drug discovery and development process is focused on unmet needs, going where the need is greatest in virology, oncology and inflammation. We recognize that every person's journey is different and that medicine is anything but a one-size-fits-all approach.

Our scientists have pursued and achieved breakthroughs in medicine for more than three decades, leading to a cure for hepatitis C (HCV), helping to transform the treatment and prevention landscape for HIV, developing potentially curative therapies for certain types of cancer and more.

From innovative investigational trials, including some of the most diverse ever conducted, to game-changing medicines and dosing options, Gilead is accelerating development in an effort to end the HIV epidemic, cure more viral diseases and treat multiple types of cancers.

→ **Read more** about how Gilead is making our medicines more readily available to people around the world through pioneering global health initiatives, partnerships, voluntary licensing and philanthropy, starting on Page 30.

Justin Perry  
Research Medicinal Chemistry



→ [Read more](#) about the ongoing global HIV epidemic. (Page 5)

→ [Read more](#) about how we are helping make a long-acting injectable for PrEP, if approved, available to the people who need it most. (Page 8)

## Helping to Transform the HIV Epidemic through Innovative Science

**Working in close partnership with the HIV community, Gilead helped transform HIV from a typically fatal disease into a condition that can be well treated and medically prevented.**

Today, we are a leader in the charge to end the HIV epidemic for everyone, everywhere. In 2024, our passionate pursuit of this goal brought forward a breakthrough.

In Gilead's pivotal Phase 3 PURPOSE 1 and PURPOSE 2 clinical trials, lenacapavir for pre-exposure prophylaxis (PrEP) demonstrated strong efficacy and was considered the most diverse clinical trial in the history of HIV research. If approved, lenacapavir could be an important tool

for HIV prevention. It is just the latest example of Gilead's leadership in the field of HIV, driving advances in treatment, prevention and cure research. The use of lenacapavir for prevention of HIV is investigational and not yet approved anywhere globally. The safety and efficacy of this use has not yet been established by the U.S. Food and Drug Administration (FDA).

Gilead researchers have developed 13 HIV antivirals that have been approved over a 23-year period. This includes the first single-tablet regimen to treat HIV, the first antiretroviral for PrEP to help reduce new HIV infections, and the first long-acting injectable HIV treatment medicine administered twice-yearly for heavily treatment-experienced adults with multidrug resistance HIV.

**LEADING INNOVATION IN HIV RESEARCH, TREATMENT AND PREVENTION FOR 35 YEARS**

Globally, **millions of people** have accessed a Gilead treatment or PrEP regimen, including in low- and middle-income countries. Visit [Gilead.com](https://www.gilead.com) for more information on our **medicines** and **pipeline**.

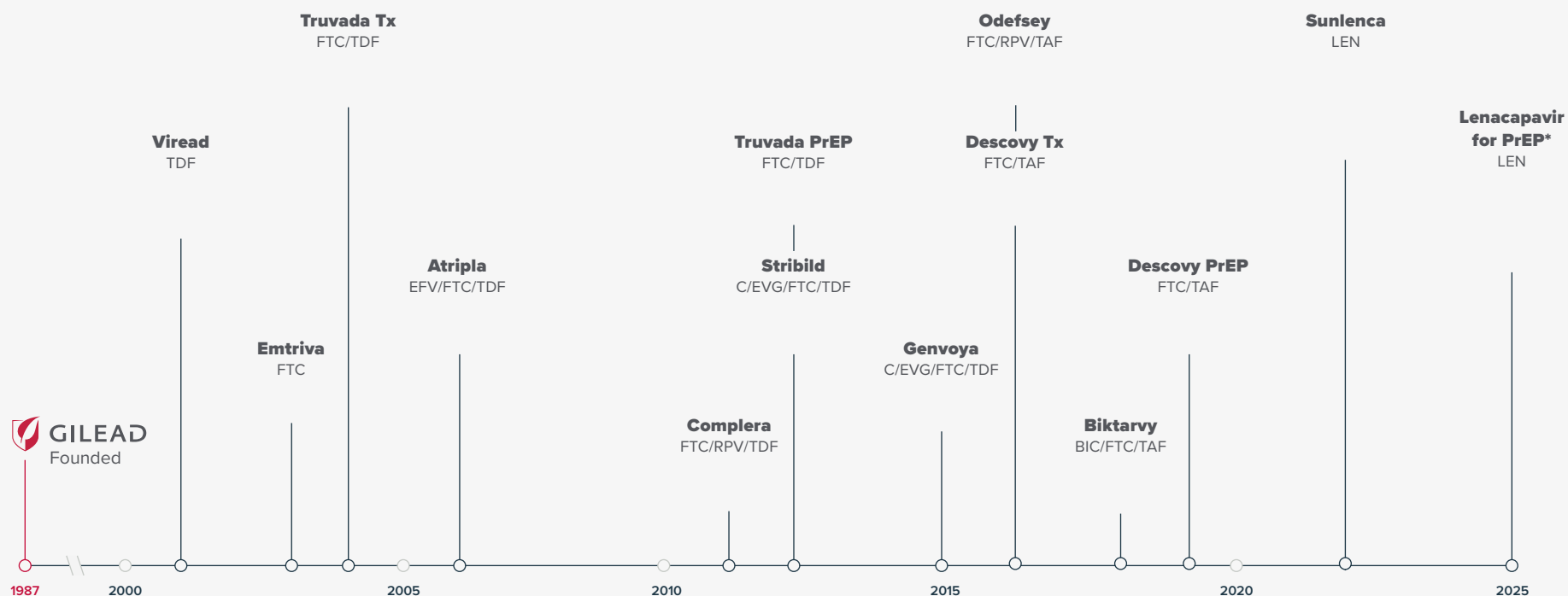
**MILESTONES IN HIV TREATMENT AND PREVENTION**

*First Single Tablet Regimen  
for HIV Treatment*

**Truvada<sup>®</sup>**  
emtricitabine 200mg/tenofovir  
disoproxil fumarate 300 mg tablets  
*First Medication for  
HIV Prevention*

*Most Prescribed HIV  
Treatment Regimen*

*First Twice-Yearly Long-acting HIV  
Treatment for Multidrug Resistant HIV*

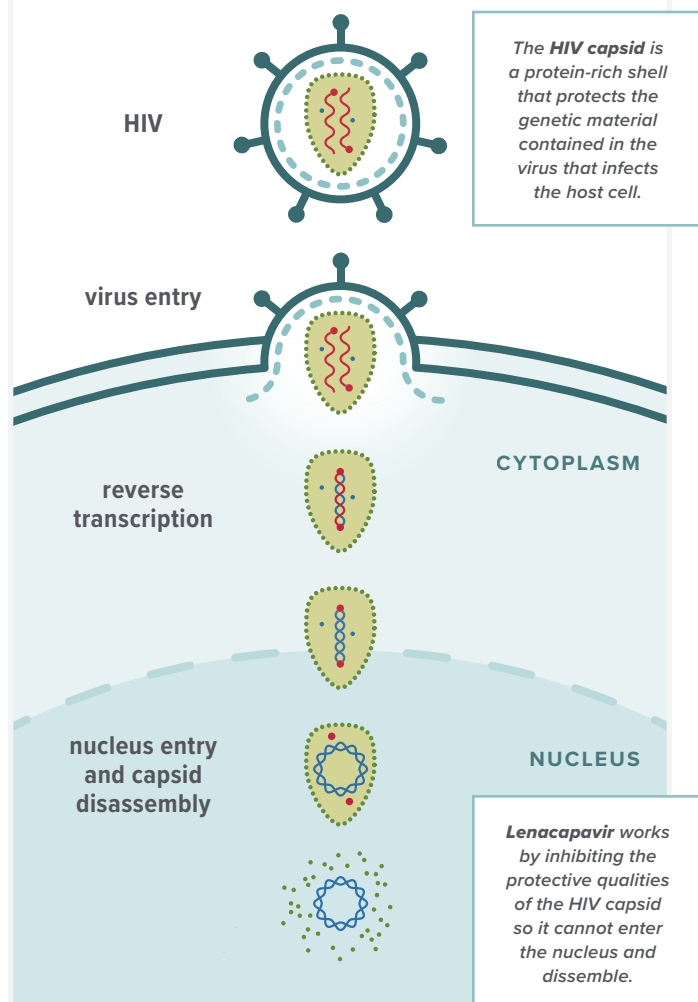


\*Lenacapavir is investigational and has not yet been approved for HIV prevention. All other medicines featured on this page have been approved for their respective indications.

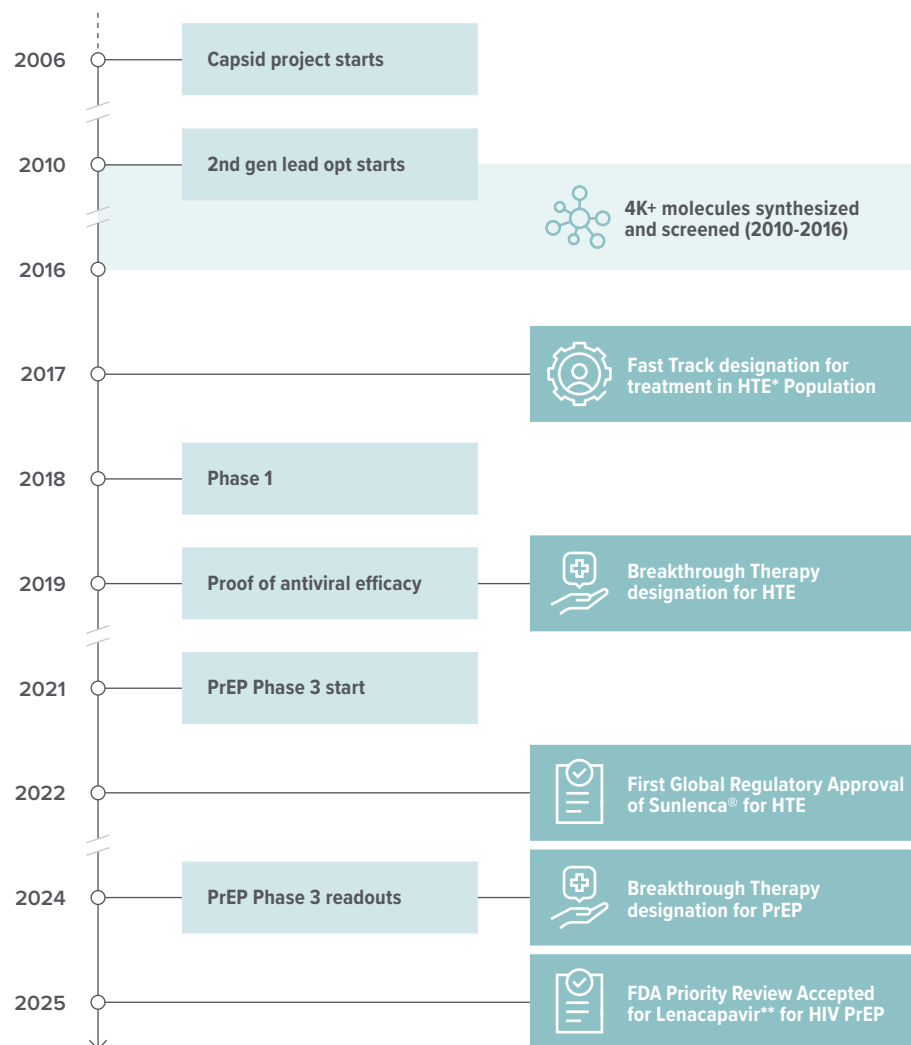


## Lenacapavir: The Result of a Consistent Commitment to Innovation

Gilead's development of the medicine that would become lenacapavir began in 2006 with research into targeting the protective shell of the HIV virus, known as the capsid.



## LENACAPAVIR INNOVATION TIMELINE



\*Heavily Treatment Experienced

\*\*The use of lenacapavir for prevention of HIV is investigational and not yet approved anywhere globally. The safety and efficacy of this use has not yet been established by the U.S. FDA.





## GILEAD'S LANDMARK PURPOSE PROGRAM

Gilead's PURPOSE program is the most comprehensive and diverse HIV prevention trial program ever conducted. The program comprises five HIV prevention trials around the world that are focused on innovation in science, trial design, community engagement and health equity. The PURPOSE trials are evaluating the safety and efficacy of an investigational, twice-yearly injectable medicine, lenacapavir, to reduce the chance of acquiring HIV.

More information about the PURPOSE program, including individual trial descriptions, populations and locations, can be found at [www.purposestudies.com](http://www.purposestudies.com).

### PURPOSE 2024 PHASE 3 RESULTS

*Cisgender adolescent girls and young women  
in South Africa and Uganda*

**N=5,000+**

*Gender diverse individuals in U.S., South Africa,  
Peru, Brazil, Mexico, Argentina and Thailand*

**N=3,000+**

*U.S. Women*

**N=250**

*U.S. PWID\*\**

**N=250**

*France/U.K.*

**N=250\***



**Person-centric  
Design**



**Global Community  
Advisory Groups**



**Partnerships**

\*Currently enrolling with target of 262 participants

\*\*PWID, people who inject drugs

Purpose 1 NCT identifier: NCT04994509; Purpose 2 NCT identifier: NCT04925752; Purpose 3 NCT identifier: NCT06101329; Purpose 4 NCT identifier: NCT06101342; Purpose 5 NCT identifier: NCT06513312



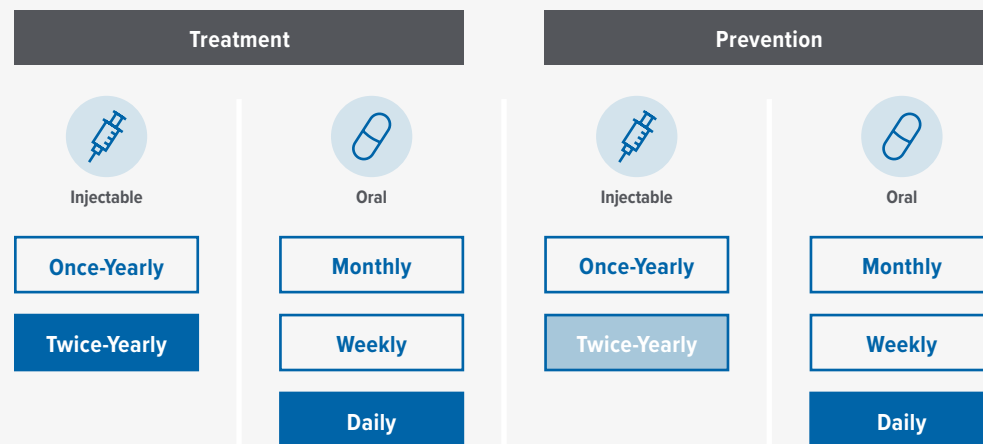
## FOCUSED ON PEOPLE-CENTERED RESEARCH AND DEVELOPMENT

To fulfill our purpose to create a healthier world for all people, Gilead must understand the needs and individual health journeys of the people our therapies help. Our HIV portfolio and future-looking pipeline focus on person-centered drug development strategies.

We are testing investigational, once-daily, once-weekly and twice-yearly dosing frequencies, across various administration methods, with the aim of expanding options, advancing public health and helping address unmet needs in HIV treatment and prevention.

### DEVELOPING POTENTIALLY GAME-CHANGING OPTIONS FOR TREATMENT AND PREVENTION

*Gilead understands that HIV treatment and prevention options should be as diverse as the populations of people living with, or at risk of acquiring, HIV. Gilead continues to devote significant R&D resources to creating regimen options that meet people where they are.*



“Gilead’s dedication to continually innovating across our pipeline has made us leaders in virology and allowed us to advance a broad portfolio of HIV medicines with a long-term goal of developing a cure. These advancements are necessary for us to potentially end the HIV epidemic for everyone, everywhere.”

**Dietmar Berger, MD, Ph.D.**  
Chief Medical Officer



**“The future of HIV treatment is person-centered, with long-acting options tailored to help meet the needs and preferences of people affected by HIV. There is no ‘one-size-fits-all’ approach. The complexities of HIV care require putting people first in the development of biomedical innovations as we keep striving to offer options for all those living with HIV.”**

**Jared Baeten, MD, Ph.D.**

*Senior Vice President, Virology Therapeutic Area Head*

### Treatment Options Needed that Work for Everyone

*Gilead works toward applying innovation to address real life barriers to people with HIV (PWH) or people at risk of acquiring HIV. Less frequent dosing options may enable PWH or people vulnerable to acquiring HIV to better adhere to their medicines and may help them avoid being impacted by the stigma associated with HIV status.*



#### Stigma & Discrimination

40%

of PWH fear taking their medication could reveal their HIV status

33%

of PWH experience stress from daily regimens



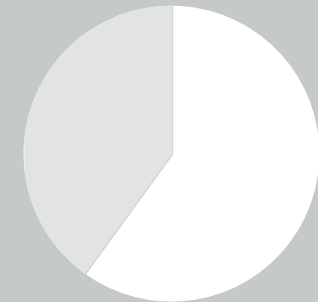
#### Adherence

70%

of PWH miss 1+ dose

25%

of PWH miss 5+ doses



**Around 60%**  
of PWH identified less frequent dosage as their greatest need

*Sources: 2023 Global Patient Market Research and IQVIA LAAD (data on missed doses per month)*



“Once considered a virtual death sentence, today people living with chronic HCV can be cured through a prescription from a primary care provider.”

**Carrie Frenette**

*Executive Director, Global Medical Affairs, Liver Diseases*

## AN AUDACIOUS GOAL: ELIMINATING HCV

In 2024, we marked 10 years since the U.S. FDA approved our first curative treatment for HCV. Since then, we have developed three additional curative HCV medicines, and our therapies were approved in nearly 100 countries. In these first 10 years, more than 4 million people globally have been treated with Gilead-developed HCV medicines. According to the World Health Organization (WHO), more than 10 million people worldwide have been cured of HCV.

Today, we are actively partnering with national governments and the WHO on their plans to eliminate HCV by 2030 — a goal that would have been beyond imagination just 10 years ago.

Gilead is committed to its decades-long work in viral hepatitis, and that work is reflected in our pipeline where we continue to invest in next generation therapies.

Selgantolimod, an investigational compound not yet approved by the FDA, is currently in Phase 2 trials as a potential hepatitis B (HBV) therapeutic vaccine. This program, along with an earlier stage investigation into an HBV vaccine, demonstrates Gilead’s continued focus on diseases for which we’ve already introduced innovations, as we look for new ways to create a healthier world.

Noemi Alejandra Saavedra Avila  
*Research Inflammation*

## COVID-19 and Emerging Viruses

*Gilead continues to innovate effective therapies for emergent viruses.*

*Since its approval in October 2020, Veklury® (remdesivir) has been used to treat millions of patients with COVID-19. Gilead has also donated remdesivir in response to emerging virus outbreaks including approximately 5,000 vials for emergency use in response to a Marburg Virus Disease (MVD) outbreak in the Republic of Rwanda in 2024. Remdesivir is not approved for the treatment of MVD anywhere globally, and the safety and efficacy of this use is not known.*



## *Addressing Unmet Needs through Innovation*

**From emerging viruses to chronic liver disease, our scientists continue to pursue — and discover — effective therapies for unmet needs.**

### **PRIMARY BILIARY CHOLANGITIS (PBC)**

Building on our more than three decades of leadership in addressing viral liver disease, Gilead continues working to transform the landscape for individuals experiencing other forms of liver disease.

PBC is a rare, chronic, autoimmune disease of the bile ducts that affects approximately 130,000 Americans, primarily women. If not treated, PBC can lead to liver damage and possible liver failure. There is currently no cure, and until recently, approximately 40% to 50% of individuals did not respond adequately to the treatments that did exist.

In August 2024, the FDA granted accelerated approval for Gilead's Livdelzi® (seladelpar), for the treatment of PBC in combination with ursodeoxycholic acid (UDCA) in adults who have had an inadequate response to UDCA, or as monotherapy in patients unable to tolerate UDCA. Livdelzi is not recommended in patients who have or develop decompensated cirrhosis. In the Phase 3 RESPONSE study, Livdelzi demonstrated a statistically significant impact on ALP normalization and itch, which are important measures for people living with PBC. In February 2025, the European Commission (EC) granted conditional marketing authorization for seladelpar (marketed as Livdelzi in the U.S.) for the treatment of PBC in combination with UDCA in adults who have an inadequate response to UDCA alone, or as monotherapy in those unable to tolerate UDCA. The U.K. Medicines and Healthcare Products Regulatory Agency (MHRA) has approved Livdelzi in adults for the treatment of PBC, including pruritus.



## *Working to Make Next-Generation Cancer Treatments a Reality*

Gilead is known for breakthrough scientific innovation and for setting and achieving bold ambitions. We have created a broad, diverse portfolio of medicines, and we are innovating with next-generation therapies, combinations and technologies to deliver improved outcomes, making strong progress across the oncology portfolio.



## ONCOLOGY

Trodelvy® (sacituzumab govitecan-hziy) is the first and only approved Trop-2-directed antibody-drug conjugate (ADC) that has demonstrated statistically significant overall survival data in two different types of metastatic breast cancer (mBC). With increasing awareness among physicians since its full FDA approval in 2021, Trodelvy remains the leading regimen in the U.S. and Europe for 2L metastatic triple-negative breast cancer (TNBC) — with growing adoption in the pretreated HR+/HER2- mBC cancer setting, as approved by the FDA in 2023.

Trodelvy is an ADC that targets Trop-2, an antigen common across breast and lung cancers. It is currently approved in more than 50 countries for patients living with 2L+ metastatic TNBC and in more than 40 countries for certain individuals with pretreated HR+/HER2- mBC, impacting more than 20,000 people.

Now we've set our sights on bringing Trodelvy's benefits to far more patients with breast cancer. We look forward to three Phase 3 readouts in our breast cancer program that have the potential to provide more treatment options for patients in earlier settings. If successful, these new indications have the potential to impact more than 100,000 additional patients living with metastatic breast cancer.

Trodelvy is an innovative treatment in mBC, and its promise may extend to other hard-to-treat cancers. In December 2024, the FDA granted Breakthrough Therapy designation to Trodelvy for the investigational treatment of adults with extensive-stage small cell lung cancer (ES-SCLC) whose disease has progressed on or after platinum-based chemotherapy. The Breakthrough Therapy designation is based on results from the global Phase 2 TROPiCS-03 study ES-SCLC cohort, which showed encouraging results with Trodelvy as a second-line treatment for ES-SCLC.

Trodelvy is also being investigated for potential use in treating other cancers, including non-small cell lung cancer, head and neck cancer, and gynecological cancers. Trodelvy has been used to treat more than 50,000 individuals with cancer, and we remain confident that Trodelvy will continue to be an important treatment option.

As we continue to pursue innovations for patients living with cancer, we are working simultaneously to ensure these next generation treatments are available to the people who most need them. To learn about how Gilead is improving access to cancer treatments, see [Pages 34-35](#).

## COLLABORATING FOR INNOVATION

We collaborate with the oncology community, advocates, patients, industry and academic partners to transform how cancer is treated. We currently have approximately 40 collaborations providing access to industry-leading innovations in oncology.

Our alliances and acquisitions strengthen our pipeline as external sources of innovation. They enable our pursuit of next-generation cancer therapies with the potential to transform the current standard of care and expand potential indications in our pipeline. Examples of these sources include Arcus, Compugen, Dragonfly, MacroGenics, Merck, Nurix, Tango and Xilio.



## ADVANCING CELL THERAPY

Kite, a Gilead company, continues to be a global leader in cell therapy, which uses a patient's own white blood cells to treat and potentially cure cancer. We believe this platform can change the way cancer — and potentially other diseases — are treated, increasing overall survival rates.

### Industry Leaders in Cell Therapy



**25K+ patients with cancer**

More than 25K patients have received a Kite CAR T-cell therapy



**500 treatment centers**

More than 500 treatment centers have been authorized to administer a Kite CAR T-cell therapy



**40+ countries**

Kite has regulatory approvals in over 40 countries

## CAR T-CELL THERAPY

Kite is a pioneer in CAR T-cell therapy and has already changed the landscape of blood cancer treatment. CAR T-cell therapies are one-time, individualized treatments with curative intent that allow many patients with certain blood cancers to live longer.

Both clinical trials and real-world analyses continue to demonstrate the power of Kite's two CAR T-cell therapies, Yescarta® (axicabtagene ciloleucel) and Tecartus® (brexucabtagene autoleucel), in treating a range of blood cancers.

At the 66th American Society of Hematology (ASH) Annual Meeting and Exposition in December 2024, Gilead presented the results of new long-term follow-up studies and real-world analyses of people treated with Yescarta and Tecartus. Yescarta

is the first treatment in 30 years to show a four-year, statistically significant improvement in Overall Survival (OS) versus standard therapy for people with R/R large B-cell lymphoma (LBCL). In R/R follicular lymphoma, Yescarta demonstrated promising five-year follow-up data.

Kite also presented outcomes from people with R/R Mantle Cell Lymphoma (MCL), showing that Tecartus is the only CAR T-cell therapy with five-year follow-up data in MCL. Additionally, Tecartus is the only CAR T-cell therapy with four-year follow-up data in R/R B-cell Adult Lymphoblastic Leukemia (B-ALL). In the real-world setting, Tecartus demonstrated high effectiveness and a safety profile consistent with ZUMA-3 in a broader R/R B-ALL patient population.

We are also continuing to study the safety and efficacy of providing CAR T-cell therapy in an outpatient setting rather than in-hospital. Making these therapies available through outpatient administration would help CAR T reach more people with complex and hard-to-treat blood cancers.





## ANITO-CEL THERAPY

Multiple myeloma is a blood cancer that develops in plasma cells in the bone marrow. It is most often diagnosed in Black Americans in the U.S. and is one of the most recent unmet needs our scientists are pursuing. Together with our partner, Arcellx, we have advanced our research of anitocabtagene autoleucel (anito-cel), which has the potential to deliver the strong efficacy across a wide range of patients with relapsed or refractory multiple myeloma (RRMM), even in those with high-risk features.

Both the Phase 1 and Phase 2 pivotal studies highlight durable responses in patients receiving anito-cel. In 2024, Kite began the earlier line Phase 3 pivotal study, iMMagine-3, leveraging both our clinical expertise and manufacturing excellence, which allow us to deliver high-quality anito-cel therapy rapidly and reliably to patients in this study. Gilead is excited to continue development of this potentially best-in-class therapeutic option to treat a wide range of individuals with RRMM.

# ADVANCING



## THE COURAGE *to Break Down Barriers to Care*

# DRIVING GLOBAL HEALTH THROUGH ACCESS & EQUITY

Gilead has developed transformational medicines for some of the world's greatest public health challenges. But these medicines cannot truly transform global health without action in communities to overcome the financial and social barriers that impede access to care.

That's why our focus goes beyond medicine. Gilead collaborates with organizations and communities across the globe to strengthen health systems, address stigma and discrimination, educate patients and providers, and ensure that diverse populations are represented in clinical trials and public health initiatives.

Gilead delivers transformative therapies to the people most in need around the world. We build authentic connections with patients, caregivers and allies because Gilead's culture is shaped by the lived experiences of those whose medical and social challenges we are working to solve.

We also recognize that no company can do it all. That's why we engage in impactful, long-term partnerships with organizations that share our passion for creating a better and healthier world, and whose capacities and relationships complement ours.

### Gilead's Global Health Equity Priorities



Enabling Access to Life-Changing Medicines



Delivering Innovation to Reduce Inequities



Igniting Social Impact for the Communities We Serve



Lenacapavir Access Team  
United Nations General Assembly

## *Leading the Way in Global Access: Voluntary Licensing*

**Over the past several decades, advances in medical science have been monumental. But providing game-changing, sometimes lifesaving therapies to the people who need them most can be challenging.**

That's why we are taking bold action to remedy health inequities and other barriers to care. Over the past 35+ years, with the help of pioneering access programs, our work has improved the health of millions of people worldwide and continues to do so today.

We've been an industry leader in voluntary licensing for nearly two decades. A voluntary license is a contractual agreement between patent holders and generic manufacturers specifying the terms and conditions under which a patented medicine can be used, produced or marketed by the licensed generic manufacturers. Gilead's voluntary licensing program enables the transfer of technology to vetted generic manufacturers and promotes best practices to enable the licensed generic manufacturers to rapidly and safely make the medicines necessary to support those who need them.



The medicines that will be developed under Gilead's lenacapavir for PrEP voluntary licensing program will enable access in 120 resource-challenged countries, pending regulatory approval. We are also prioritizing investments to make lenacapavir for PrEP, if approved, available to lower-income countries with high HIV disease burden. Gilead is dedicated to going where the need is greatest, and we believe our voluntary licensing program will enable safe, secure and rapid access to our innovation. Learn more on [Page 8](#).

Gilead's leadership in voluntary licensing began in 2006 with our therapy, Viread® (tenofovir disoproxil fumarate), which helped expand access to tenofovir-based HIV therapies in low- and middle-income countries. Since then, Gilead has made voluntary licensing one of the central features of our access strategy and expanded the program. We have made more than 10 therapies across HIV, viral hepatitis and COVID-19 available to resource-limited countries through our voluntary licensing program, including when licensed generic remdesivir was rapidly scaled in production and delivered to more than 8 million patients throughout the spread of COVID-19.

### Voluntary Licensing: Impact by the Numbers

**14.8M**

HIV and HBV

**2.7M**

HCV

**8.3M**

COVID-19

*Gilead-developed HIV and HBV treatments made available in 2024; Sofosbuvir-based HCV treatments made available since 2015; Remdesivir treatments made available from 2020.*

## PRIORITIZING GLOBAL ACCESS TO LENACAPAVIR

### RESOURCE-CHALLENGED COUNTRIES



#### Voluntary Licensing

Agreements have been signed with six generic manufacturers to enable production and distribution of lenacapavir for PrEP, if approved, in 120 countries.



#### Royalty Free

The voluntary licensing agreements are royalty free to provide access to twice-yearly PrEP injections. As trusted voluntary licensing partners stand up production, Gilead will provide the doses of lenacapavir for PrEP, if approved, to resource-challenged countries with no profit to Gilead.

### MIDDLE-INCOME COUNTRIES



#### Tiered Pricing

Gilead is working on tiered pricing for lenacapavir for PrEP, if approved, in middle-income countries of high HIV incidence.

## GILEAD'S LEGACY OF INNOVATION AND VOLUNTARY LICENSING IN VIROLOGY





# Expanding Access

## PROMOTING ACCESS TO TRANSFORMATIVE CANCER TREATMENT

Gilead and Kite are working to raise awareness of various breast and blood cancers so that impacted individuals are informed about treatments and resources to support their health. While some people are well informed due to their proximity and access to prominent treatment centers, the unfortunate reality is that accrediting systems, formulary coverage and transportation barriers can sometimes delay diagnosis or treatment.

We are also committed to further exploring if Trodelvy® (sacituzumab govitecan-hziy) can be approved in earlier lines of treatment for breast cancers and other solid tumors. Our next-generation cancer therapies will have the most benefit to patients when we help to remove barriers to diagnosing and treating cancer early.

As part of the effort to remove barriers, Gilead continues its commitment to THE Oncology Grant. Established to advance health equity for people impacted by cancer, in 2024 Gilead committed \$5 million to support programs globally. In the U.S., \$3 million has been awarded to seven community partners working to increase clinical trial access.

### Catering to Families with Children

*A cancer diagnosis affects everyone in the patient's family. To improve resources for families with children, Gilead collaborated with the metastatic breast cancer community and professionals, including a psychiatrist, to create a children's book, "The Adventure Jar: A Story of Magic for Families Living with Metastatic Breast Cancer". The book is available free of charge in 11 languages.*

→ [Click here](#) to learn more about this project, or [here](#) to receive a copy.

### ART SPOTLIGHTS THE VOICES OF WOMEN LIVING WITH METASTATIC TRIPLE-NEGATIVE BREAST CANCER (TNBC)

Gilead collaborated with the Metastatic Breast Cancer Association, based in Spain, in an innovative art project. Three women's recorded stories of living with TNBC were converted into sound waves to create nine unique paintings, giving visibility to the disease.

→ [Click here](#) to read the full story.



## MEETING PEOPLE WHERE THEY ARE: BRINGING CAR T-CELL THERAPY TO COMMUNITIES

More than 25,000 people living with cancer have been treated with Kite's CAR T-cell therapies, but the number of eligible patients who could potentially benefit from this one-time treatment is much greater. For example, only two in 10 patients living with large B-cell lymphoma receive CAR T-cell therapy in the U.S. CAR T-cell therapy is administered in hospitals and medical centers that have gone through specialized training and certification, so some patients need to travel long distances to receive the therapy, emphasizing the need for more widespread access. Research has shown that the distance a patient has to travel for CAR T-cell therapy is negatively correlated to their likelihood of receiving this treatment.

We believe it is essential to meet patients where they are. More than half of patients living with lymphoma and multiple myeloma treated in the community setting would benefit from a CAR T-cell therapy option closer to home. We're already making progress with our community strategy to make CAR T-cell therapy available for patients at local healthcare providers, but more work needs to be done to extend this care beyond urban research centers. We must bring it closer to home — alleviating the burden that traveling for treatment can have on patients living with cancer and improving the continuity of their care by allowing them to remain with their trusted clinicians.

Kite is continually working to add more authorized treatment centers for CAR T-cell therapy to our network of 500+ centers worldwide, eliminating access barriers caused by distance to reach more patients where they are.

### A Milestone in Curative Intent Treatment

*As of 2024, more than 25,000 patients have received Kite cancer therapies, reflecting the promise of this innovation. Looking ahead, Kite's goal is to bring the promise of cell therapy to as many eligible patients as possible who may benefit.*

**Cancer Awareness Event**  
Alin Katoromian, Cindy Perettie, Mila Francisco, Omar Hue  
Kite



# Partnerships and Grants to Improve Global Health

Gilead brings together patients, stakeholders, advocates and communities in order to go where the need is greatest. Our partnerships are in the spirit of developing trust and long-term relationships with the communities we serve.

## Access Spotlight

### PEOPLE-CENTERED MODEL OF CARE FOR VIRAL HEPATITIS

From January to October 2024, a people-centered model of care for viral hepatitis was rolled out in two demonstration districts in Thái Bình, Vietnam. Results after 10 months included:

**878**

People newly diagnosed with hepatitis B (HBV) out of 14,772 people screened, with a linkage-to-care rate of 63% (556 of 878)

**142**

People newly diagnosed with hepatitis C (HCV) out of 12,385 people screened, with a linkage-to-care rate of 67% (97 of 142)

**0%-61%**

Increase in linkage-to-care during program implementation

**9.5 days (HBV)**

**28 days (HCV)**

Average time to successfully link to care after launching the people-centered model of care compared to 83 days (HBV) and 111 days (HCV) prior to launch





## SUPPORTING GRASSROOTS PARTNERS

Eastern Europe and Central Asia (EECA) is one of the few regions in the world where the HIV epidemic is getting worse, with new HIV diagnoses and AIDS-related deaths increasing by 20% and 34%,

respectively, since 2010. Of the 2.1 million people in EECA living with HIV, 41% are not aware of their HIV status and 50% are not on treatment — far below UNAIDS, global 95-95-95 targets.

To address these challenges and help ensure no one is left behind in the global effort to end HIV, Gilead has partnered with the Elton John AIDS Foundation to launch and support RADIANT® programs.

RADIANT aims to meaningfully address new HIV acquisitions and deaths from AIDS-related illnesses in EECA through focused action, investment and resourcing to bolster prevention efforts and improve quality of care for people at risk of or living with HIV in the region.

To demonstrate Gilead's ongoing support of going to where the need is greatest, we announced a five-year, \$25 million extension of the groundbreaking partnership between Gilead and the Elton John AIDS Foundation.

RADIANT supports grassroots organizations and partners in EECA to address the HIV-related challenges in the region. By supporting the delivery of community-based services and health systems, and by addressing structural barriers impeding the HIV response, RADIANT helps address the needs of key populations and marginalized communities.

Since its 2019 launch, RADIANT has provided HIV tests, treatment and healthcare worker training across EECA. RADIANT 2.0 will increase its support for community-based initiatives and extend its geographic reach to support refugees who have fled Ukraine.

### RADIANT IMPACT TO DATE:

**271k+**

People reached  
with direct services

**14k**

Front-line workers trained to  
reduce stigma and improve  
quality of and access to care

**26.5k+**

People living with HIV  
have been linked to care

**8k**

People living with  
HIV newly identified



## COMPASS INITIATIVE<sup>®</sup>

### ADDRESSING HIV IN THE SOUTHERN U.S.

Southern states continue to shoulder a disproportionate share of the HIV burden in the U.S. In 2022, more than 52% of new U.S.

HIV diagnoses and 45.7% of Americans living with HIV were in Southern states. The region includes three of the states with the highest HIV transmission rates in the country — Georgia, Florida and Louisiana.

The Gilead COMPASS Initiative<sup>®</sup> is a 10-year, \$100 million+ program to support organizations working to address the HIV/AIDS epidemic in the Southern United States.

In 2024, the COMPASS Initiative announced its final round of funding, awarding \$3 million to 34 organizations. Over a 15-month period, these organizations will use the funding to help improve access to, and quality of, healthcare services for people living with HIV, increase local leadership and advocacy, and reduce HIV-related stigma.

During the final years of the program, COMPASS will continue to provide ongoing training and technical assistance as grantees work to put their findings into action, and help organizations prepare to share best practices across the United States and the world in 2027.

#### GILEAD COMPASS IMPACT TO DATE:

**\$129M+**

In grants

**484**

Community-based  
organizations supported

**71k+**

Staff trained at community-  
based organizations

**409k+**

Individuals served

**519k+**

People reached through  
in-person outreach

**116M**

People reached through  
COMPASS social media  
campaigns

### Southern AIDS Coalition: Working to End HIV Disparities

For more than two decades, the Southern AIDS Coalition (SAC) has worked to end HIV disparities by amplifying the voices and leadership of Southerners who are directly impacted. As a Coordinating Center for the Gilead COMPASS Initiative since 2018, SAC has expanded its portfolio to include community grantmaking and capacity building, awarding over \$1.2 million to 24 organizations tackling HIV stigma across 10 Southern states. SAC also provided technical assistance, stigma reduction training and other programming to improve HIV service delivery across the South.

One SAC grantee is Out My Closet, based in Miami, the epicenter of new HIV diagnoses in the Southern U.S. Out My Closet created the Queer Men's Empowerment Workshop to serve their community in modern, fun, intimate and engaging ways.

Through hands-on activities, peer storytelling and interactive education, the Queer Men's Empowerment Workshop works to eliminate stigma, isolation and misinformation, and fosters self-worth, healing, empowerment and community to prioritize their health.



## TRANSFORMING HEALTH SYSTEMS FOR GREATER IMPACT

Since 2010, FOCUS has partnered with hundreds of institutions in Portugal, Spain and the U.S. to strengthen health systems and share best practices for routine screening, diagnosis and linkage to care across HIV, HBV and HCV.

### Local and State Governments Partner for Change in the U.S.

The FOCUS team is working alongside state and local governments to effectively address multiple public health epidemics. Currently, 10 states are using local, state and federal funding to scale and sustain the FOCUS model in their region. In Florida, state leadership secured a \$10 million budget package to scale and sustain the FOCUS model in priority hospitals across the state, addressing the syndemics, or co-occurring conditions, of HIV, HCV, syphilis and the opioid epidemic.

### APPLYING THE FOCUS MODEL

The FOCUS model developed for screening and linkage to care for HIV, HBV and HCV is data-driven, efficient and scalable. FOCUS' expansive routine screening and linkage-to-care infrastructure works to normalize, routinize and destigmatize linkage to comprehensive prevention services.

FOCUS partners are leading identifiers of new and acute HIV infections, as well as the identification of people living with HIV who are out of care across the U.S. Early data also suggest the framework can significantly identify and link historically marginalized communities to comprehensive prevention services. **Approximately 40% of persons who are identified as eligible for linkage to comprehensive prevention services are women, and nearly half are Black/African American.**

This proven model has now also successfully been applied to screening for hepatitis D (HDV) and is currently being piloted to address disparities in breast cancer screening and navigation.

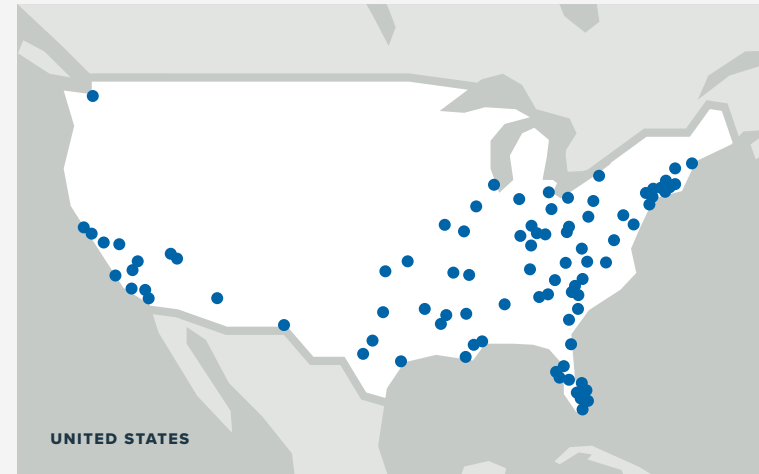
### FOCUS OVERVIEW

**20M**

Blood-borne virus tests  
(2010-2024)



PORTUGAL  
AND SPAIN



UNITED STATES

**177**

Active partnerships

**3**

Countries

**108**

Cities/Counties

The FOCUS Program is a public health initiative that enables partners to develop and share best practices in routine blood-borne virus (HIV, HCV, HBV) screening, diagnosis and linkage to care in accordance with screening guidelines promulgated by the U.S. Centers for Disease Control and Prevention (CDC), the U.S. Preventive Services Task Force (USPSTF), and state and local public health departments.

FOCUS funding supports HIV, HCV and HBV screening and linkage to the first medical appointment after diagnosis. FOCUS partners do not use FOCUS awards for activities beyond linkage to the first medical appointment.



### Recognizing the FOCUS Model Nationally

The National Governors Association recognized the FOCUS approach in a paper called *State Syndemic Approaches and Congenital Syphilis*. Gilead was the only private sector partner recognized in the paper for the contributions made by the FOCUS program and its partners.

### Making an Impact in Spain and Portugal

The impact of the FOCUS model in Spain and Portugal is evident through **12 active partnerships**, including **four government partnerships**.

Government officials commended Gilead and FOCUS as a significant component of Madeira, Portugal's, progress in decreasing HCV. Madeira is currently on track to eliminate viral hepatitis by 2026, four years ahead of the World Health Organization's global goal of eliminating HCV as a public health problem by 2030. This would make Madeira the **first region** in the country to achieve this milestone.

### Innovation, Iteration and Dissemination

FOCUS partners publish their work, which can lead to policy changes at the local, state and national levels. In 2024, FOCUS partners made substantial contributions to the field through 207 conference presentations and publication of 42 manuscripts.

### Spotlight

Florida has adopted the FOCUS model to help end multiple public health epidemics. In January 2025, the U.S. Centers for Disease Control and Prevention (CDC), the Florida Department of Health and Gilead leaders met to discuss the impact of the model. There was significant discussion around data-dominated themes, such as engaging previously diagnosed patients not currently receiving care, using syphilis as a surrogate marker for linkage to comprehensive HIV prevention services and public-private partnership fueling innovation.

“The FOCUS model has proven to work in addressing serious public health threats. It’s being adopted by governments at every level to identify, link and prevent the spread of multiple blood-borne viruses.”

**Mike Boyd**

*Senior Vice President Government, Affairs and Policy*

### RELINK: CONNECTING PEOPLE TO CARE

Long-term infection with HBV or HCV can cause chronic inflammation of the liver and ultimately liver cancer, as well as a range of other health complications. A study by researchers at Mount Sinai's Icahn School of Medicine showed that reaching out to individuals who have been diagnosed but untreated contributed to 31% of those individuals being linked to care.

Approved U.S. Food and Drug Administration treatments for viral hepatitis can reduce the risk of liver cancer by more than 75% and has the potential to cure 95% of HCV infections, but too many patients are not receiving care. According to the U.S. CDC, more than 65% of individuals who have acquired HCV who have continuous insurance coverage (private, Medicaid or Medicare) did not initiate treatment within one year of being diagnosed. Untreated viral hepatitis, whether HBV or HCV, increases the potential to transmit the virus to others.

The Relink program, a partnership between Gilead and the Center for Disease Analysis Foundation (CDAF) in the U.S., provides grants to get diagnosed but untreated individuals back into care. The program is treatment-agnostic and allows patients to receive any medicine their doctor recommends.



## HIV AGE POSITIVELY®: FOCUSING ON AGING POPULATIONS

Progress in medical care, coupled with advances in HIV education, has transformed HIV from a once-fatal disease to a chronic health condition that can allow individuals engaged in care to live longer, healthier lives. Today, nearly 50% of people in the U.S. who are living with HIV are over the age of 50, and this percentage is expected to reach 70% by 2030. Given the success of these treatments, we are now addressing age-related health challenges that have resulted in a population of people living with HIV who are also facing age-related health challenges.

Gilead's HIV Age Positively initiative supports programs focused on the health and quality of life of people who are aging with HIV. Since its inception in 2018, the program has provided more than \$46 million in grant funding to support 47 organizations. Grantees work to connect people aging with HIV not just to HIV care but also to the additional resources they may need, from mental health hotlines to meal delivery services.

## ZEROING IN®

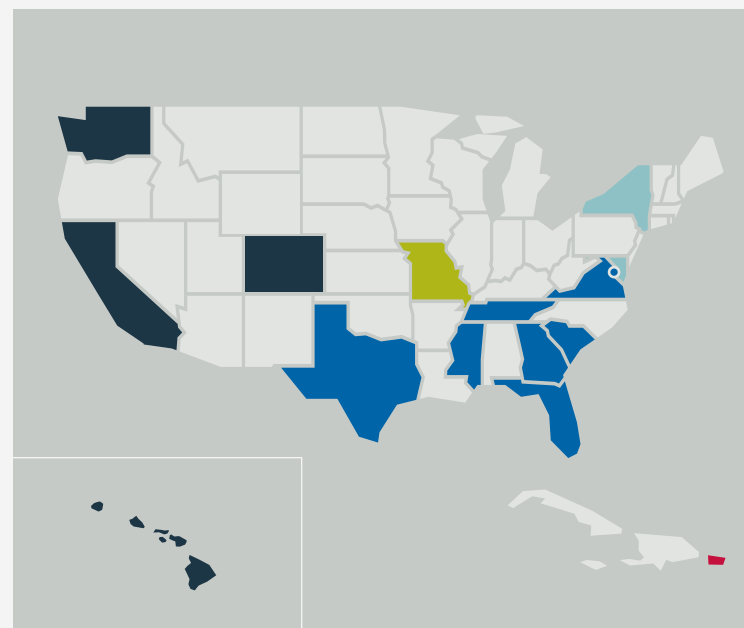
The Zeroing In program is aimed at supporting community-based and grassroots organizations in their efforts to combat the HIV epidemic. By aligning with established Ending the HIV Epidemic (EHE) goals, the program funds projects that enhance HIV prevention and care services for key populations.

Through local community programming, multi-organization collaborations and coalition-led proposals, Zeroing In seeks to increase health equity and wellness in communities most impacted by HIV, ensuring that all people have access to quality healthcare.

Zeroing In has three focus areas — Comprehensive HIV Innovation Programs, Digital Health Innovations, Community Outreach and Education — where funded organizations work to impact communities.

→ [Learn more](#) about the impact of Zeroing In to date.

### ORGANIZATIONS FUNDED BY ZEROING IN ACROSS FIVE KEY U.S. REGIONS



#### ● South Region

District of Columbia, Florida, Georgia, Mississippi, South Carolina, Tennessee, Texas, Virginia

#### ● Northeast Region

Maryland, New York

#### ● Midwest Region

Missouri

#### ● West Region

California, Colorado, Hawaii, Washington

#### ● Puerto Rico Region

Puerto Rico



### COMMUNITY AWARD PROGRAM: GILEAD ITALY

In order to strengthen support for patient organizations and communities that are most impacted by infectious diseases and cancer, Gilead Italy launched the Community Award Grants Program in 2012. The program prioritizes initiatives with significant social impact that are developed by Italian patient organizations to address unmet healthcare needs and improve the quality of life for individuals living with HIV, liver diseases and cancer.

Over the past 12 editions, the Community Award Grants Program has funded more than 220 projects, providing support to 87 patient organizations with over EUR 5.4 million funding. This initiative has helped more than 5,000 patients access healthcare services and treatment pathways, facilitated over 10,000 HIV and HCV tests, produced and distributed more than 120,000 educational materials and trained over 2,000 cultural mediators and patients in infectious and oncological diseases.

### SUPPORTING CHILDREN LIVING WITH HIV IN SHANXI PROVINCE, CHINA

Linfen Red Ribbon School is the only school of its kind, dedicated to caring for children living with HIV in China. Many of these children lost their mothers at an early age and rely on the school for all their needs. Gilead partners with a local foundation to fund medical care and medicines for children at the school, with 55 children currently benefiting.

Building on this project, Gilead is working with the Red Ribbon School and media partners in China to drive HIV awareness and reduce stigma discrimination against people living with HIV in China.

In addition to grant funding, Gilead China employees volunteer at the Red Ribbon School providing sports and other programs for the children.



## IMPROVING QUALITY OF LIFE FOR PATIENTS LIVING WITH LIVER DISEASE

Gilead's legacy in addressing transmittable liver diseases such as HBV, HDV and HCV positioned us to rapidly support people living with primary biliary cholangitis (PBC).

PBC is an autoimmune liver disease. Diagnosed individuals can experience severe abdominal pain, uncontrollable itching, dry mouth and eyes, brain fog and more. Left untreated, complications from PBC can lead to liver scarring and chronic liver disease or liver failure. For decades, Gilead has been a pioneer in developing transformational medicines for people with liver disease, and Livdelzi® (seladelpar) builds on our legacy and commitment. People living with PBC have been waiting for treatment advancements for many years. Livdelzi creates new possibilities and delivers on Gilead's long-term commitment to groundbreaking science that helps make the world a healthier place.

Unlike HCV and HBV, PBC is not transmittable, but it impacts the liver nonetheless. Since Gilead has partnered with liver-focused physicians for decades in our efforts to eradicate viral hepatitis, we are uniquely positioned to further enhance treatment options that physicians offer to patients living with PBC.

### Supporting People Living with PBC

Informed by patients and endorsed by advocacy groups for patients living with PBC, Gilead co-developed an evidence-based guide to living well with PBC. The guide includes tips for managing symptoms and information to empower patients and encourage them to proactively share all their symptoms with their healthcare provider. This resource was distributed at The Liver Meeting® and the Annual Congress of the American Association for the Study of Liver Diseases (AASLD), and will soon be distributed by the Gilead field teams. It will also be mailed to providers along with direct mailing via liver organizations to providers. In addition to offering the patient guide, Gilead actively supports several patient advocacy groups focused on PBC and liver to raise awareness about PBC.

## DONATING EMERGENCY MEDICINE IN RESPONSE TO MARBURG VIRUS DISEASE

The Ministry of Health of the Republic of Rwanda declared an outbreak of Marburg Virus Disease (MVD) on Sept. 27, 2024. MVD is a severe and often fatal illness caused by the Marburg virus, which is a member of the filovirus family, similar to the Ebola virus. The disease has a high mortality rate, reaching up to 88% in outbreaks depending on virus strain and case management.

There are no treatments or vaccines currently approved for MVD. Remdesivir is being provided for the treatment of MVD in Rwanda for emergency use. Remdesivir is not approved for the treatment of MVD anywhere globally, and the safety and efficacy of this use is not known. This emergency use donation is based on the preclinical data for the Marburg virus together with extensive clinical safety data from the use of remdesivir for the treatment of COVID-19.

In response to the MVD outbreak — one of the largest in history — Gilead donated approximately 5,000 vials of remdesivir for emergency use to the Rwanda Medical Supply, in conjunction with the Ministry of Health of the Republic of Rwanda and the Africa Centres for Disease Control and Prevention.

# EMPOWERING





## — THE COURAGE *to Invest in Passion*

# GIVING EMPLOYEES AND COMMUNITIES TOOLS TO THRIVE

Our 17,600 employees across the globe have the knowledge and the passion to advance our fight against the world's most devastating diseases. And they live, work and play in communities poised to tackle not just disease, but all the factors that diminish the health of our world.

At Gilead, it's our job to harness the passion, skills and talents of our people and our communities in our pursuit of a healthier world. Life at Gilead is centered on a culture of impact and inclusion. From our headquarters in Foster City, California, to our global footprint across six continents, life at Gilead is about leading the industry as innovators and corporate citizens.

That's why one of our top corporate aspirations is to be an **employer of choice**. The best employees — the ones we need to achieve our bold ambitions — want a chance to grow, excel and make an impact. We meet these expectations by providing tailored learning opportunities that aim to build the leadership potential of every employee. We also strive to cultivate an environment where diverse ideas are valued, individuals can thrive personally and professionally, and everyone is part of making a difference for the people and communities we serve.

Ellen Suen  
Commercial



Lisa Perry, Joe Quemby  
Commercial

## Life at Gilead

**Every person is empowered to be a leader.** That is our driving vision for the employee experience at Gilead. From interns to executive leaders, we are investing in leadership development with an aim to give every employee the tools to succeed in an increasingly complex environment. Throughout the year, we invest in growth and development to support:



### Growth for People

Developing individual skills and capacities across the organization



### Growth for People Leaders

Empowering those who manage others to create an industry-leading employee experience



### Growth for Enterprise Leaders

Investing in the continued development of our senior leadership team for maximum business and personal success

**Fostering inclusion.** We can better meet our business goals when our employees do their best work. We believe that is better achieved when we have employees with different experiences, ideas and perspectives who can work and collaborate in a supportive, inclusive environment. To support these goals, Gilead seeks to create a culture where employees feel safe to offer ideas, take risks, voice contrary opinions and break down silos — and in doing so, unleashes the full capacities of our teams.

**Inspiring and recognizing employees.** Our aspiration to be an employer and partner of choice requires that we attract and retain the industry's best talent. The benefits and programming we provide to our employees reflect our commitment to a culture where employees feel respected and proud to work at Gilead. In 2024, we introduced a new recognition program, *Gratitude*, to spotlight the contributions and achievements of our exceptional employees. Our culture of appreciation inspires greatness.



## DEVELOPING OUR PEOPLE LEADERS

Our people drive Gilead's mission of creating a healthier world for all people, and we develop talent to fulfill that mission. We invest in employee growth and development, empowering leaders and their teams to steer us toward continued success.

### High Impact Leadership Skills (HILS) Program

In 2024, we focused on engaging people leaders through Gilead's HILS program, which aims to increase leaders' capacity to lead in ever-changing, increasingly complex work environments. The concept that leadership is a journey of continuous growth and requires practice, experimentation, testing assumptions and asking for feedback, is core to the experience. These opportunities begin with an in-person immersion designed to shift mindsets in transformative ways. Following the immersion, we continue engagement within our peer-to-peer pods and practice implementing our lessons learned within our everyday work activities. As of year-end 2024, 93.1% of people leaders had completed the program.

### Fostering Accountable Leadership

*Our managers are held to the following People Leader Accountabilities to help every employee feel included, developed and empowered to contribute their best, every day:*



#### Creates Inclusion

Makes employees feel valued, respected and trusted, resulting in more collaboration and innovation



#### Develops Talent

Provides employees the feedback and insight needed to grow, develop and realize their purpose; our talent is supported in their aspirations



#### Empowers Team

Connects their team to the organization by aligning goals, purpose and organizational objectives, encouraging collaboration across the ecosystem

### 2024 HILS Program Participation

**96** HILS sessions hosted

**2.6K+** People leaders participated

**21** Locations around the globe

Christopher Collins  
Human Resources



## MAXIMIZING PERFORMANCE AND GROWTH

We strive to help employees navigate growth within the company while fostering a consistent and engaging experience. To achieve this, all employees set individual performance goals, annually, and are expected to seek feedback that drives their own professional growth including through agile conversations. People leaders center performance management on goals and expectations, providing 360-degree feedback through annual reviews and quarterly conversations.

### Promoting Professional Development

All employees have the opportunity to develop professional skills through online courses designed 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, collaboration, influence and navigating a matrix organization.

**4.8** Average learning and development training hours completed by employees

### Providing Early Career Opportunities

We're passionate about investing in the biopharmaceutical industry's leaders of tomorrow. We fuel professional and personal development by providing opportunities to contribute to best-in-class science, play a role in transformative business developments and collaborate with some of the brightest minds in the industry.

Gagan Gohlar  
Medical Affairs



“The meaningful impact Gilead has made is only possible because of the exceptional talents and dedication of our people. Employees shape our culture and drive innovation, enabling us to deliver life-changing medicines and build a healthier world for all people.”

**Jyoti Mehra**

*Executive Vice President, Human Resources*

## KEEPING A PULSE ON EMPLOYEE EXPERIENCE

Gilead continues to shape a company culture that empowers individuals to succeed. Our engagement strategy is centered on listening to our employees and striving to make every voice heard. We strive to foster a collaborative environment where doing meaningful work is part of our collective identity and to understand how Gilead can continue to evolve our culture to achieve our ambitions. We maintain a consistent dialogue through annual pulse surveys and conduct global surveys every other year.

### 2024 PULSE SURVEY

**71%** of eligible global employees responded to the 2024 Pulse Survey.

Gilead’s mission and people are foundational strengths of the company, supporting everything we do. Throughout the Pulse Survey results and comments, a commitment to Gilead’s mission and deep appreciation of the impact we create for communities around the world were clearly evident. The survey results also pointed to collaboration, trust and teamwork as areas of strength. Employees indicated they felt empowered to make decisions, trusted by their people leaders and appreciated for their contributions. In addition, sentiment around Gilead’s care for employee wellbeing continued to increase.

Efficiency remained an area of focus and potential improvement. As we continually evaluate the technology, processes and structures we use to achieve our goals, employee feedback continues to shape and guide these efforts. The survey provided targeted, useful insights on several ongoing projects as we work to deliver our full impact.



## EMPLOYEE RESOURCE GROUPS

Gilead's seven Employee Resource Groups (ERGs) help to support employee wellbeing. These communities nurture belonging and foster inclusion of employees from differing backgrounds, perspectives and life experiences. They also provide Gilead leadership with valuable insight into employee perspectives and opportunities to further advance our strategic ambitions.

**More than 6,100 employees across the globe** are members of one or more of our ERGs, which are open to all employees. Visit the [Inclusion section](#) of our website for more information on Gilead ERGs.

### ADVANCING DISABILITY INCLUSION

Gilead is making a multiyear investment focused on disability inclusion. We built a strategy to create an accessible ecosystem of best practices, policies, programs and resources designed to help us better support and enable everyone to reach their full potential.

As part of this strategy, in 2024, we focused on furthering the foundational work, improving the accommodations experience in the U.S., centralizing disability resources for employees and strengthening awareness on areas of disability. At the end of the year, we celebrated a year of progress at our annual disability inclusion event and announced the launch of our newest ERG, ADAPT (Accelerating Disability Awareness & Progress Together).

**ADAPT Mission Statement.** ADAPT is a community for all employees focused on advancing disability inclusion and building a deeper understanding of disability-related topics. Through conversation, awareness, influence and action, we seek to foster a working environment where everyone feels supported, empowered and valued for their lived experience with apparent and nonapparent disabilities, offering them an equal opportunity to thrive.

### The Five Pillars of Gilead's ERGs



#### Recruiting

Supporting Gilead's talent acquisition strategy and reputation as an inclusive work environment



#### Professional Development

Providing employees with opportunities and experiences to foster career growth through various trainings, mentoring opportunities, workshops and seminars



#### Cultural Awareness

Educating and raising awareness of different cultures within the workplace, encouraging a more open and welcoming environment



#### Business Impact

Aligning efforts across internal and external networks to strengthen business outcomes



#### Community Outreach and Engagement

Engaging in philanthropic endeavors and investments that provide opportunities to give back to the communities where we live and work





Gilead Science Day  
Foster City, CA

## INSPIRING EMPLOYEES

### Science Day

Each year in Foster City, Gilead employees gather to share exciting progress and developments across departments. New pipeline developments, patient stories and research milestones are shared with employees by the people on the front lines. These annual gatherings are a showcase for employees to build community internally by sharing their work and having the opportunity for peer questions and answers about new developments that can shape the trajectory of Gilead.

Considered one of their favorite company events by many employees, this year's Science Day showcased recent company milestones and clinical trials while spotlighting Gilead's steadfast commitment to ongoing scientific innovation in the therapeutic areas of virology, oncology and inflammation.

The Science Day annual event also highlighted how Gilead's therapeutic areas continue to evolve. Inflammation is a key area of research at Gilead, and we investigate numerous ways for research to innovate for unmet needs. Flavius Martin, MD, Executive Vice President, Research, said, "As we continue to expand our inflammation portfolio, we're committed to developing next-generation therapies to support long-term remission in patients, or in some cases, a cure, for many of these diseases despite the challenges they present. There remains significant unmet need for people living with inflammatory and fibrotic diseases, including inflammatory bowel disease, atopic dermatitis, asthma, lupus and metabolic dysfunction-associated steatohepatitis (MASH). In that spirit we're advancing a range of programs to help address these chronic conditions and the toll they take on patients' lives."

Flavius Martin  
Gilead Science Day



## ENSURING PAY EQUITY

Aligned with our aspiration to be respected for 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 with diversity of experiences, backgrounds and perspectives.

Our employee salaries are assessed annually in consideration of prior-year performance and competitive positioning against market-competitive salary ranges. In the U.S., we conduct an annual review of all employees' compensation to confirm our pay practices promote equal pay for equal work. In addition, we conduct an annual global pay equity study based on gender to gain a more comprehensive view of pay equity across all employees in the organization.

In 2024, Gilead's salary ratio for women to men globally was 99.90:100.00 taking into account factors such as job responsibility, level and experience.

## BENEFITS AND WELLNESS

Our business thrives when we attract, retain and support the best, most passionate people. We've structured our compensation and benefits packages to actively support our employees' wellbeing in the ways that matter most to top talent, including health and family benefits, work-life balance and long-term financial investments. We review our packages annually to make sure we continue to provide the benefits our employees need and deserve.

### Our Total Rewards Benefits



#### Savings for the Future

- Retirement savings programs with 100% matching contributions up to a maximum of \$15,000 per year, available and vested on the first day of employment.<sup>1</sup>
- 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.



#### Education Assistance for Employees

- Support for education expenses through our global tuition reimbursement program and for our U.S. employees, a student loan repayment program and access to a subsidized MBA graduate program.



#### Health and Wellbeing

- Paid family time off and paid parental time off.
- Paid vacation days and holidays, including a global December shutdown<sup>2</sup> and, in the U.S., our week-long Independence Day holiday.
- Comprehensive medical benefits and mental health services.
- Culturally competent guidance, advocacy and support services for U.S. employees and their families.
- Cancer Care Support Services in the U.S. providing leading-edge cancer expertise for those facing a cancer diagnosis.
- Family forming benefits, including assistance with fertility care and adoption expenses in the U.S.
- 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.

<sup>1</sup> Available in many countries based on local market practice and regulations.

<sup>2</sup> Subject to annual approval based on business needs.





“Compliance at Gilead is designed to reinforce our commitment to our high standards, ethics and integrity. It’s about maintaining a strong foundation of trust.”

**Robert Ladd**  
*Senior Vice President,  
Chief Ethics & Compliance Officer*

## ACTING WITH ETHICS AND INTEGRITY

### Gilead’s Commitment to Protecting Patients and Global Public Health

We believe protecting patients and their trust in our company is a social responsibility that supports our health equity mission. Gilead is committed to protecting patients from bad actors selling counterfeit, adulterated and other illicit versions of our medicines. In addition to reporting to and working closely with law enforcement around the world, Gilead takes an active role to detect and prevent counterfeits and other pharmaceutical crime. To learn more about how Gilead is investing to support patient safety and reduce the availability of counterfeit medicines, [click here](#).

### Integrity Centers the Employee Experience

Gilead’s Office of Compliance and Ethics regularly assesses the company’s business conduct manual, compliance policies and escalation efforts to keep us apprised of, and responsive to, industry best practices as informed by consistent stakeholder engagement and shifting regulations.

To support these critical goals, we prioritize enterprise-wide, global awareness and training campaigns that help employees understand their role and inform leadership expectations to escalate key areas of patient, healthcare provider, supplier, community or employee concerns.

Globally, Gilead invests in training and educational programs that advance ethics and compliance throughout our value chain. Each year, our leadership reviews the [Gilead Code of Ethics](#) and evolves our policies, alongside the shared priorities of our stakeholders.

### Responsible Use of Artificial Intelligence (AI)

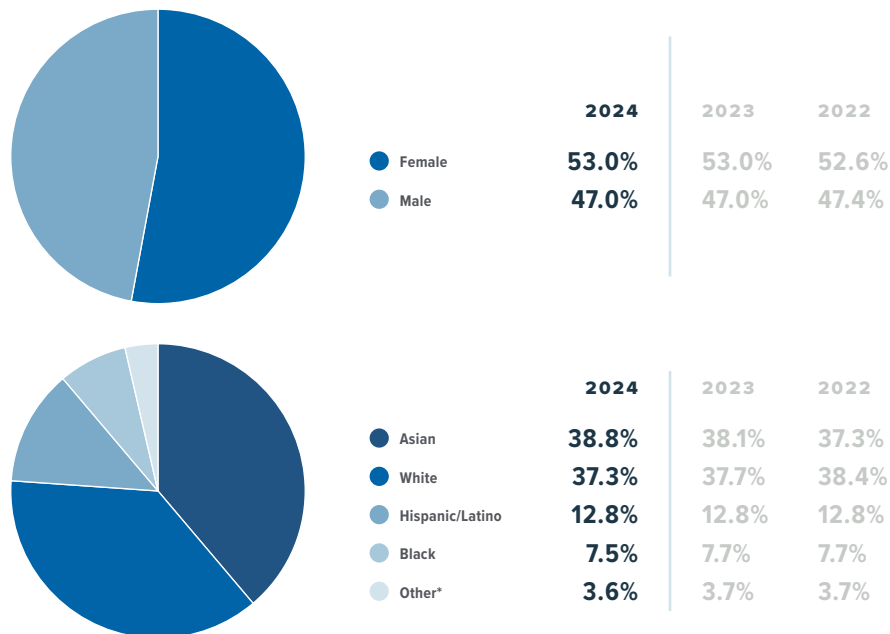
Gilead’s use of AI is designed to promote end-to-end productivity, drive efficiencies, improve customer engagement, accelerate the development timeline for therapeutics and improve patient and customer experiences. In February 2025, Gilead’s Enterprise Data Science Council published our [AI Principles](#). Our use of AI systems is expected to align with — among other standards — the Gilead Code of Ethics, which focuses on the most important principles and expectations about how we work with our customers, third parties, business partners and each other.



# Reporting Workforce Data

We have a talented global workforce dedicated to creating a healthier world for all people. Gilead is purposeful in maintaining an efficient and effective organization — as our business evolves to meet patient needs, our workforce must evolve to meet business needs.

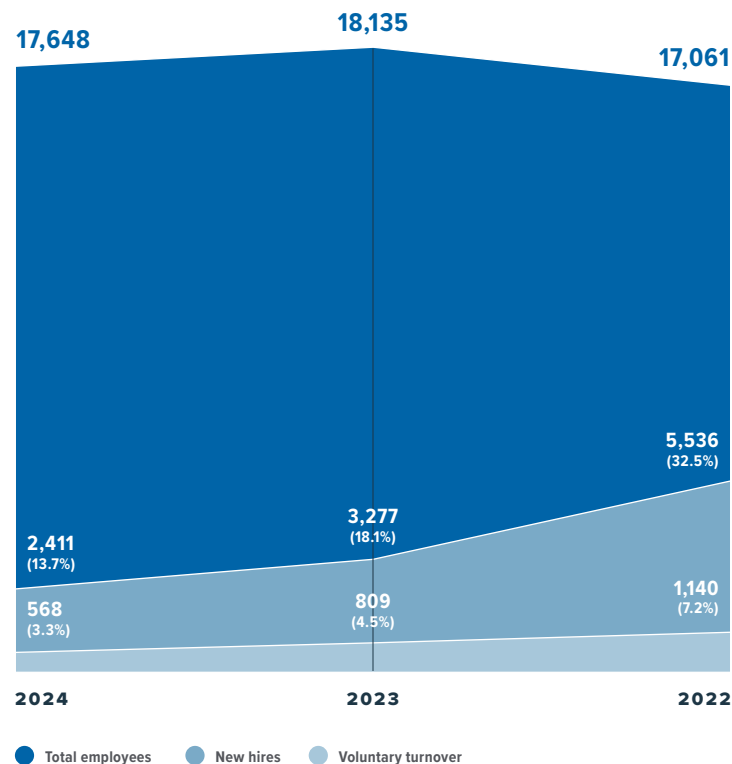
## TOTAL GILEAD U.S. POPULATION



Data based on 2024 EEO-1 report

\*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
Number of employees eligible for parental leave in 2024 <sup>1</sup>	9,354	8,294	17,648
Number of employees who took parental leave in 2024	566	396	962
Number of employees who returned to work after parental leave ended in 2024	420	380	800
Number of employees retained 12 months after returning to work following a period of parental leave in 2023	372	324	696
Number of employees who took parental leave in 2023	586	439	1,025
2024 return-to-work rate <sup>2</sup>	74.2%	95.9%	83.2%
2023 return-to-work rate	98.0%	98.9%	98.3%
2023 retention rate	63.5%	73.8%	67.9%

<sup>1</sup> Employees eligible for parental leave means those employees who are covered by organizational policies, agreements or contracts that contain parental leave entitlements.

<sup>2</sup> 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.



## HEALTH AND SAFETY

Because 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. We encourage 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.

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

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

<sup>3</sup> Beginning in 2020, OSHA regulations added COVID-19 as a recordable illness. As a result, our 2022-2024 workplace incident data includes cases of probable workplace transmissions of COVID-19.

### HEALTH AND SAFETY DATA (FTEs and Non FTEs)

	2022	2023	2024
Number of fatalities as a result of work-related injury <sup>1,2</sup>	0	0	0
Rate of fatalities as a result of work-related injury <sup>1,2</sup>	0	0	0
Number of high-consequence work-related injuries <sup>1,2</sup>	2	4	2
Rate of high-consequence work-related injuries (per 200K hours) <sup>1,2</sup>	0.01	0.02	0.01
Rate of high-consequence work-related injuries (per 1M hours) <sup>1,2</sup>	0.06	0.11	0.06
Total number of recordable work-related injuries <sup>1,2,3</sup>	204	160	104
Annual total hours worked	33,321,277	36,631,592	36,488,584
Rate of recordable work-related injuries (per 200K hours) <sup>1,2</sup>	1.22	0.87	0.57
Rate of recordable work-related injuries (per 1M hours) <sup>1,2</sup>	6.12	4.37	2.85
Lost Time Rate (per 200K hours) <sup>1,2</sup>	0.90	0.58	0.24
Lost Time Injury Frequency Rate (per 1M hours) <sup>1,2</sup>	4.50	2.89	1.18
Days Away, Restricted or Transfer Rate (per 200K hours) <sup>1,2</sup>	1.02	0.69	0.34
Days Away, Restricted or Transfer Rate (per 1M hours) <sup>1,2</sup>	5.10	3.44	1.70



Science and Engineering Innovation Center dedication  
San Francisco State University

Joydeep Ganguly  
Creating Possible Fund reception in Oakland, CA

## Lifting Our Local Communities

Inequities create barriers that prevent access to healthy, fulfilling lives. The Gilead Foundation\* strives to achieve prosperity for all through initiatives designed to drive impact in our communities, classrooms and workplaces.



Centered on three pillars, the Gilead Foundation is working to deliver impact, starting with a culture of giving among our employees and branching out to organizations in our communities.



### 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®

Access to education is a key social determinant of health. The Gilead Foundation established the Creating Possible Fund to provide significant, multiyear funding for local initiatives that drive education opportunity. By supporting underserved students, grantees of the Gilead Foundation Creating Possible Fund are increasing social connections, fostering a positive learning environment and creating systems of support to advance our vision of education and opportunity for all.

In 2024, the Creating Possible Fund grantees engaged more than 4,220 youth. Grant activities created impact at the individual, community and societal levels.



### INDIVIDUAL

63%

Report strong coping and problem-solving skills and/or increased self-efficacy and empowerment



### COMMUNITY

69%

Report increased leadership opportunities and connection to community



### SOCIETY

71%

Report they are likely to pursue a career in a STEM field

### Gilead Foundation 2024 Impact at a Glance

**\$21.5M**

Donated

**\$6.5M**

Contributed through  
Creating Possible Fund

**\$1.6M**

Donated through  
Giving Together

**11.7k**

Employee  
volunteer hours

**800**

Employee volunteers

**11k**

Employee donors

Michelle Nguyen, Beth McCann, Omar Ayad, Kristen Bartlett  
Legal



Science & Engineering Innovation Center  
San Francisco State University

### **San Francisco State University (SFSU)**

Because we recognize the importance of promoting quality education, providing access to advanced equipment and preparing students to excel as they enter the workforce, the Gilead Foundation awarded \$5 million in total grant funding for SFSU's new Science & Engineering Innovation Center. SFSU's student population, where 31% of students are the first in their families to attend college, is a key contributor to developing a promising talent pipeline.

The new 125,000-square-foot science building is anticipated to benefit more than 7,000 students. It will help expand the robust science and engineering education at the university and support SFSU's role as a leader in fueling the Bay Area's workforce.

### **Healthcare Education, Access and Leadership (HEAL) Initiative**

There is a critical shortage of healthcare workers in the San Francisco Bay Area where Gilead is headquartered. To create healthcare career pathways for more students in our community from all walks of life, the Gilead Foundation awarded \$5 million in grant funding to 20 organizations working to increase healthcare education opportunities. Through this investment, HEAL grantee organizations will work to develop skilled healthcare professionals of all backgrounds by increasing access to opportunities and promoting healthcare as a valuable career option for students residing in Alameda, San Francisco and San Mateo counties.

These grants represent the first round of funding for the HEAL Initiative, a two-year commitment toward developing a Bay Area healthcare workforce comprising diverse backgrounds, perspectives and experiences that can help lower barriers to healthcare and ensure access for all.

# SUSTAINING

Brian M. Nilsoft, PDM Manufacturing Operations

*Overview /// Strategy /// Carbon /// Water /// Materials and Waste /// Buildings and Labs /// Culture*





## THE COURAGE *to Drive Sustainable Value*

# SUSTAINABLE INNOVATION, GENERATIONAL HEALTH

Unprecedented challenges weigh heavily on the health of our planet and, by extension, the health of its people.

Making a genuine difference on these indivisible fronts requires the courage to act boldly and think differently about how to help cure what ails our shared planet. Our determination to drive sustainable value is rooted in our aspiration to create a healthier world for all. It's at the heart of how we deliver life-changing medicines on a global scale.

Since establishing our current sustainability targets in 2021, Gilead has continued to push into a progress-over-pledge era, embracing environmental strategy throughout the organization, our global footprint and our growth journey.

Focusing on our priorities, we tenaciously explore and adopt new ways of working in our offices, labs and manufacturing facilities. We help mobilize stakeholders throughout the pharma value chain in the sustainable development of essential medicines for millions of people today and for generations to come.

### RE-IMAGINING SUSTAINABILITY

Four key principles underpin our sustainability strategy:



#### Rethinking

how we conduct business



#### Reducing

impact via more efficient operations and maintaining resiliency



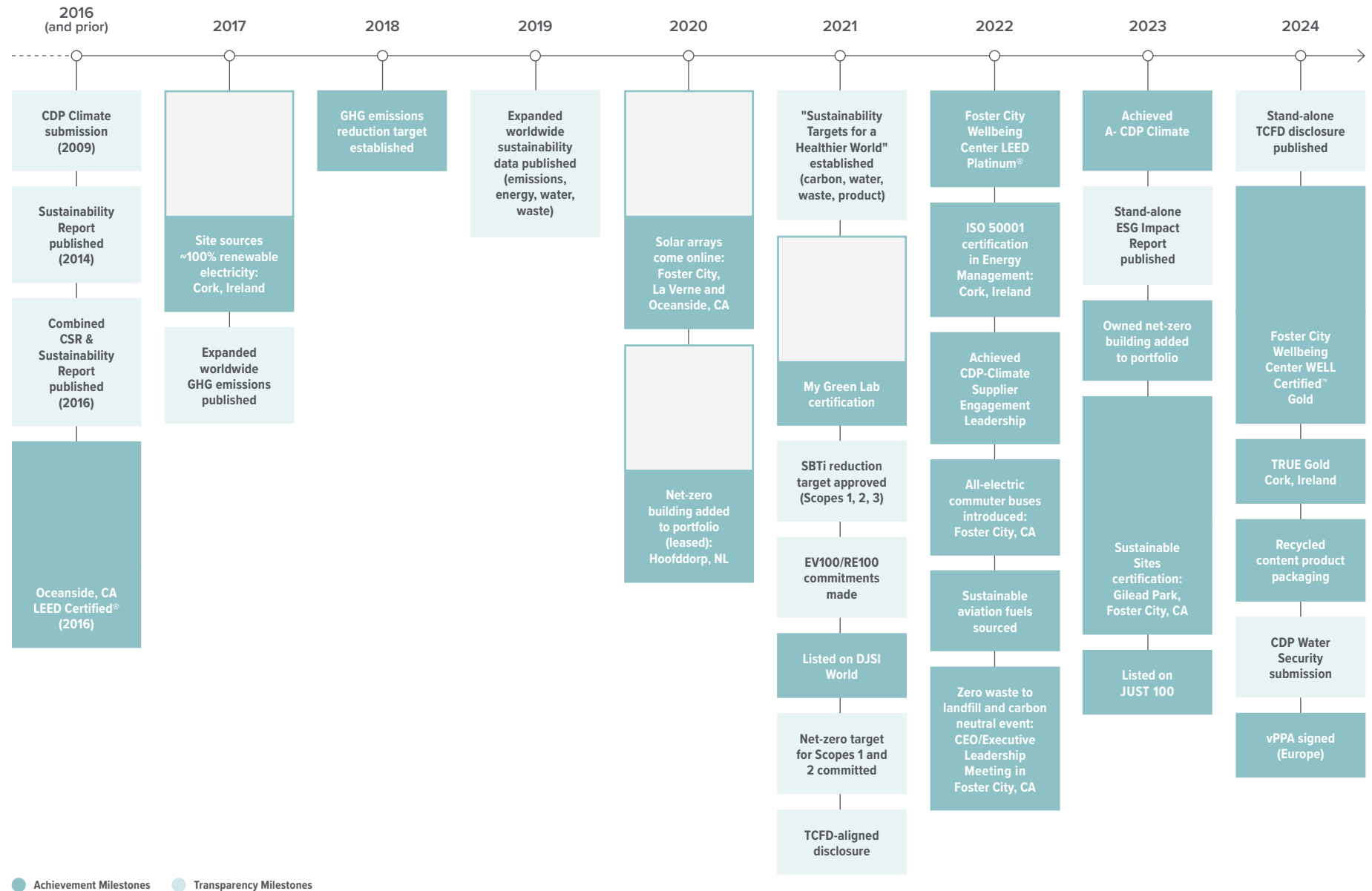
#### Replacing

our use of high-carbon, energy, water and single-use sources with renewable fuels and more efficient, circular sources when feasible



#### Restoring

the planet by investing in solutions to offset residual emissions and improve water quality

**SUSTAINABILITY AT GILEAD: A JOURNEY OF FIRSTS**



# A Scalable Strategy for Sustainable Progress

## GILEAD'S SUSTAINABILITY STRATEGY AT A GLANCE

Gilead has set strategic targets across four sustainability focus areas where we believe we can have the most impact: **Carbon, Water, Waste and Product**. Our ambitious reduction targets for Scopes 1 and 2 (operations) and Scope 3 (supply chain) greenhouse gas (GHG) emissions have been validated by the Science Based Targets initiative (SBTi). We monitor our progress against all of our goals by reviewing our annual emissions against the baseline year.

**Governance of our sustainability strategy starts at the top**, with our Nominating and Corporate Governance Committee and Audit Committee of our Board of Directors receiving regular briefings from the Gilead executive team on ESG matters. Our CFO is the Executive Champion of our Sustainability program. For a more comprehensive look at ESG governance, see Pages 3-4 of our stand-alone [2024 Responsible Business and Impact Report: Reporting Appendix](#).



### Carbon

#### TARGETS

##### Net-Zero Operations

Achieve carbon net-zero operational GHG emissions by 2030

↓ **46%**

Reduce Scopes 1 and 2 GHG emissions by 46% by 2030 (SBTi approved target)<sup>1</sup>

↓ **15%**

Reduce Scope 3 GHG emissions by 15% by 2030 (SBTi approved target)<sup>1</sup>

**100%**

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

**100%**

Utilize 100% renewable electricity in operations by 2025



### Water

#### TARGETS

##### Water Neutrality

Achieve water neutrality in water-stressed regions by 2030

↓ **30%**

Reduce potable water use at owned facilities by 30% by 2030<sup>1</sup>



### Waste

#### TARGETS

↓ **20%**

Reduce total waste generation by 20% by 2030 (nonhazardous only, excludes construction and demolition waste)

##### Zero Waste

Achieve zero waste to landfill status at owned facilities by 2030; Foster City to achieve by 2025 (may exclude leased facilities)

##### Elimination

Eliminate single-use plastics by 2025 (excludes manufacturing and R&D operations)



### Product

#### TARGETS

**100%**

Product packaging widely recyclable or reusable, including elimination of all unnecessary plastics<sup>2,3</sup>

**30%**

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

**70%**

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

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

<sup>2</sup> Excludes primary packaging

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

Due to data collection and external assurance cycles, we are reporting 2023 progress against some targets and will report 2024 progress on our website and in our 2025 Responsible Business and Impact Report.



# Cutting Carbon

## OUR COMMITMENT TO A LOW-CARBON FUTURE

As colleagues and collaborators, we're helping propel the transition to a lower-carbon future. We believe in the importance of sustainability on global health, as well as the impact it can have on biodiversity, society, economies and to Gilead's supply chain. The same people who benefit from our efforts to prevent and cure HIV and break new ground in cancer treatment may be impacted by climate change. Producing our therapies in a more sustainable way is key to our sustainability strategy.

The global healthcare sector is a significant contributor to GHG emissions. Reducing our own emissions and encouraging peers to do the same can have a real impact on total carbon emissions, helping to create a healthier world for all people.

Because we believe our future will benefit from balancing growth with sustainability, we are positioning our teams for increased impact on reducing emissions and other environmental impacts. Our efforts today to lower emissions, implement electric vehicles and embrace renewable energy are intended to bring us closer to our target of net-zero operations by 2030 — which will, indeed, help build a healthier world for our patients, employees and communities.

## MANAGING RISKS, OPTIMIZING OPERATIONS

Severe weather, wildfires, extreme heat and other physical risks may disrupt business continuity. Regulatory developments, stakeholder expectations and financial implications present both risks and opportunities. Progress toward our targets aligns with healthcare system goals, helps Gilead adapt to new regulations and protects our reputation. Energy efficiency and operational savings support financial goals. Aligning with healthcare system net-zero initiatives influences our standing as a supplier to national healthcare systems.

“We aspire to lead the industry in demonstrating it's possible for us to grow and embrace the goals we've set in alignment with the Science Based Targets initiative (SBTi). We do this through a deliberate effort to build sustainable practices into every foundational business process.”

**Joydeep Ganguly**

*Senior Vice President, Corporate Operations*



For in-depth information on Gilead's climate strategy, governance and activities, see our **TCFD Summary Report**.

*The report includes detailed physical and transition risk scenario analyses, making it our most robust TCFD statement to date. Also, learn how Gilead earned an A- for **CDP climate leadership**.*

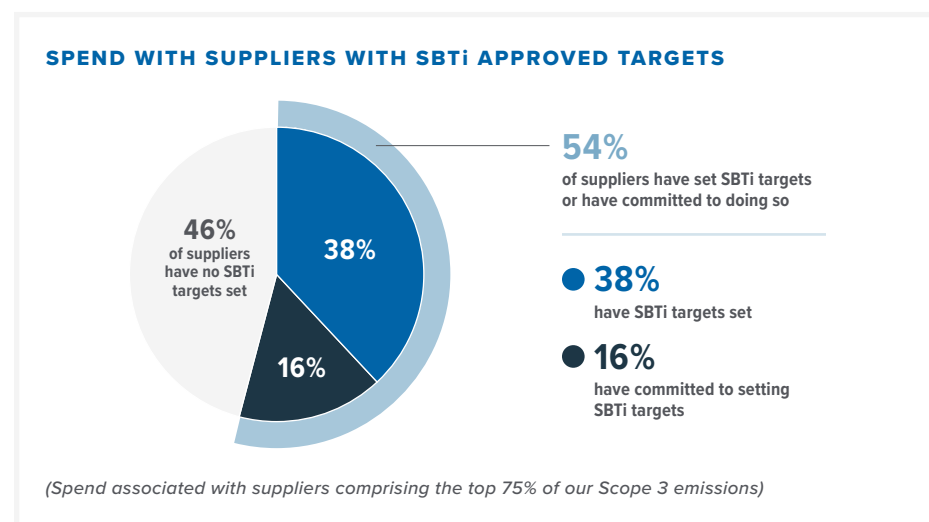


## REDUCING EMISSIONS FROM OUR VALUE CHAIN

The majority of GHG emissions connected to our business are associated with our broader value chain emissions, also known as Scope 3. These emissions comprise 93%\* of our total GHG emissions footprint, and highlight why collaborating with suppliers is essential to achieving our reduction goals and our broader mission. As part of our supply chain decarbonization program, Gilead periodically monitors progress, assesses carbon footprints of suppliers and engages in focused conversations with our supply chain partners on a number of sustainability topics, including GHG emissions.

Prioritizing conversations with identified key suppliers using segmentation and emissions contributions allows Gilead to better evaluate and support GHG reduction initiatives and other sustainability goals. Based on an analysis of suppliers comprising 75% of our Scope 3 emissions in 2024, approximately 38% of our spending is associated with suppliers committed to reduction plans formally approved by the SBTi. Starting in 2025, we have added a new KPI to increase our proportion of spend with SBTi committed suppliers by 10% annually as compared to the previous reporting period.

*\*Based on 2023 data*



**“Sustainability and GHG management drive resilience, innovation and long-term value.** By working with our suppliers and service providers to reduce emissions, optimize resources and embrace sustainable solutions, we can cultivate a supply chain that is both efficient and environmentally responsible.”

**Veronica Jones**  
Vice President, Procurement

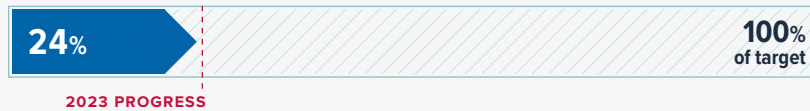


## Net-Zero Operations by 2030

*Gilead is committed to transitioning our operations in line with a net-zero pathway by 2030. Reducing Scopes 1 and 2 emissions through portfolio and capital expenditure planning, adopting more renewable and low-carbon fuels and implementing innovative efficiency measures contribute to reaching this target.*

### PROGRESS TOWARD GHG REDUCTION TARGETS

**Target:** Achieve carbon net-zero operational GHG emissions by 2030



**Target:** Reduce Scopes 1 and 2 GHG emissions by 46% by 2030



### PROGRESS TOWARD GHG REDUCTION TARGETS

**Target:** Reduce Scope 3 GHG emissions by 15% by 2030



*An updated U.S. Environmentally-Extended Input-Output emissions methodology is reflected for 2019, 2022 and 2023 data. A significant portion of our Scope 3 Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) data is generated using this methodology. Therefore progress against our target in any given year will fluctuate. To better manage this fluctuation, Gilead is striving to increase the integration of data from our suppliers using the hybrid methodology.*



Manufacturing Facility  
Cork, Ireland

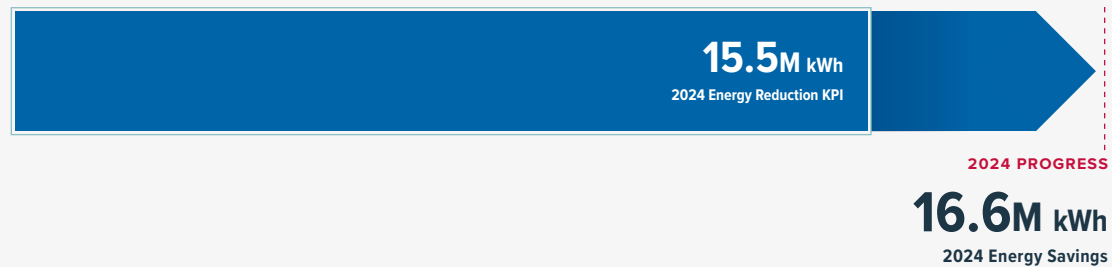
## USING ENERGY STRATEGICALLY

By investing in operational efficiencies, embracing renewable energy and other sustainable fuels, and transitioning our fleet to electric/low-emissions vehicles, Gilead is contributing to a low-carbon future and moving closer to reaching our 2030 net-zero operations target.

Gilead has been focused on seeking out ways to use less energy over the years. Through operational and capital expenditures, equipment retrofits and upgrades, building management systems and operational changes, we're rethinking how we do business.

### Surpassing Our 2024 Energy Reduction KPI

*Decisive action enabled Gilead to surpass our annualized 2024 energy reduction KPI by 1.1 million kWh and realize \$1.8M in total energy cost savings/avoidance.*





## Taking a 360 Degree Approach to Energy Savings

Gilead reduced facility energy consumption in 2024 through the following energy savings measures:

### RETRO-COMMISSIONING

6,796,861 kWh

### BMS OPTIMIZATION

4,834,091 kWh

### FACILITY OPTIMIZATION

3,383,955 kWh

### HVAC OPTIMIZATION

1,278,013 kWh

### DECOMMISSIONING

261,752 kWh

### NEW TECHNOLOGY

19,622 kWh

Alex Le, Qi Shen, Russell Early  
La Verne, CA

## Energy Savings Spotlight: La Verne, CA

Water for Injection (WFI) is a high-purity water used in pharmaceutical processes. The WFI system at our La Verne site generates approximately 7 million gallons of purified water each year to use in critical manufacturing processes. WFI is stored in a 12,000-gallon tank and maintained at sanitizing temperatures to ensure purity. In 2024, we implemented an energy-saving project at La Verne by lowering the temperatures of our water systems, reducing the demand for energy needed in water heating by 355,785 kWh per year, while still meeting the latest regulatory standards.

## GILEAD EARNS AEE 2024 INTERNATIONAL AWARD

The Association of Energy Engineers (AEE) honored Gilead with a 2024 International Award in corporate energy management. Created to recognize the “individuals, organizations, agencies and corporations who are leading the way in innovation and excellence,” the award recognizes Gilead’s efforts to implement a comprehensive energy management program focusing on energy consumption analysis, identification of reduction projects, effective monitoring and measurement of performance, and prioritization of capital investments to maximize impact.

**“Success has been built through governance, reporting, data and risk management. This success has been achieved through engaging staff at all levels of the organization.”**

— From the Association of Energy Engineers on Gilead’s award-winning effort

### International Award Winner:

Corporate Energy Management –  
Gilead Sciences, Inc.

### Regional Award Winners:

Western U.S.

Santa Monica, California

Mid-Atlantic & Southwest U.S.

Frederick, Maryland





## RENEWABLE ENERGY

Gilead is closing in on our bold target to transition to 100% renewable electricity by 2025. Expanding our adoption of renewable energy sources is a key component of Gilead's long-term emissions-reduction strategy. As of 2023, 64% of our global electricity demand comes from renewable sources. In preparation for our complete transition in 2025, we analyzed our current renewable energy purchases to assess whether our future renewable energy is sourced to align with RE100 requirements.

### PROGRESS TOWARD RENEWABLE ENERGY TARGETS

**Target:** Use 100% renewable electricity in operations by 2025



### IMPLEMENTATION ACTIVITIES



#### Self-generation

From our solar arrays, including significant installations at facilities in Ireland and the U.S., meet 4% of our total electricity demand



#### Contracts with electricity suppliers

Enrollment at some of our facilities through our local utility support demand in clean energy resources



#### Unbundled energy attribute certifications

Are purchased for locations where green tariffs or RE100 compliant solutions are not available or cost prohibitive

### Investing in Additionality\*: Our European Renewables Footprint

*Schneider Electric's Energize Program is a supply chain renewables initiative that aims to accelerate renewable energy adoption within the pharmaceutical and healthcare value chain. Through this program, Gilead has established its first Virtual Power Purchase Agreement (vPPA), in partnership with Thermo Fisher Scientific, GSK and Hialeah in Spain. The project is expected to come online in 2026 and deliver 369 MW of new solar energy to the European grid.*

\*To preserve environmental integrity, Energy Attribute Certificates (EACs) must come from projects that are "additional." An additional project is one that would not have occurred without the incentive provided by EACs revenues.



## MOVING TO CLEANER FUELS: OUR FLEET

Transitioning 100% of our fleet vehicles to electric vehicles (EVs) or low-emissions vehicles is an audacious undertaking in support of our net-zero target. Electric vehicles eliminate tailpipe GHG emissions and reduce maintenance time and costs when compared to internal combustion engines.

In 2024, Gilead continued to grow our EV fleet, increased charging infrastructure and took additional steps to reduce GHG emissions associated with transportation. We advanced our company car policy internationally to enable the transition to EVs.

EV Charging Station  
Foster City, CA

### Collaborating on Climate

Gilead is a member of two initiatives by the Climate Group, a nonprofit organization working with industry and government to address climate change.



As a signatory to RE100, we have set a 100% renewable electricity target.



Our participation in EV100 signals our commitment to transitioning our fleet and increasing our corporate EV charging infrastructure.

### Decarbonizing Transportation

**58**

Electric vehicles in our U.S. fleet as of 2024 in association with our EV pilot program

**Incentives**

Now offered for home charging in 10 countries for fleet EVs

**626**

Total charging points in 40 locations

**546 MT**

GHG emissions avoided using sustainable aviation fuel

### PROGRESS TOWARD EV TRANSITION

**Target:** Transition 100% of fleet vehicles to electric or low-emissions vehicles and increase charging infrastructure by 2030.





### Focusing on Water Scarcity

*Based on data from World Resources Institute's Aqueduct tool, we've determined 28% of Gilead locations (excluding our supply chain) operate in water-stressed basins. These locations comprised 65% of our 2023 water withdrawal.*

## Protecting Critical Water Resources

Clean, high-quality water is vital for life, the production of our life-changing medicines and to fulfill our mission — to create a healthier world for all people. However, its supply is in decline in many regions, threatening Earth's biodiversity and the health and sustainability of the people, industries and ecosystems that depend on it to thrive.

We are committed to reducing water use in our operations, prioritizing high-risk areas, with a target to reduce 30% of the potable water we use at our owned facilities and to achieve water neutrality in water-stressed regions by 2030. Throughout the manufacturing process, water is nearly always a key ingredient given its role in maintaining sanitation, including the rigorous attention to purity standards.



## UNDERSTANDING THE TRUE COST OF WATER

Water plays a vital role in multiple stages of drug development. To better understand the impact of our usage, we look beyond the simple consumption of incoming water, calculating the effects of heating, cooling and wastewater disposal and treatment on our overall environmental goals.

In 2024, Gilead enlisted a third-party expert to conduct comprehensive, multisite water audits at seven of our targeted sites representing 75% of our total water withdrawals (2023 value). The audits were performed to meet the following objectives:

- Understand our baseline to drive financially sound water conservation and resilience practices.
- Better understand the “true cost” of water considering factors such as incoming water treatment, on-site wastewater treatment, lost product, maintenance, added chemicals, pumping and energy needed for heating and cooling.
- Understand water balance, including inflows, outflows and consumptive systems across material sites.
- We've identified and are adopting projects intended to result in annualized water usage savings of more than 120,000 kL.

### Assessing Our Water Strategy

*In our first CDP Water Security submission, Gilead achieved a score of B-.*

## PROGRESS TOWARD WATER TARGETS

**Target:** Reduce potable water use at owned facilities by 30% by 2030



**2023 PROGRESS**

*The 2023 status of -44% is an improvement from -66% in 2022.*

**Target:** Achieve water neutrality in water-stressed regions by 2030





## Generating Water Savings

*Gilead implemented projects to reduce water consumption across sites, achieving 214% of our annual water savings KPI (39,810 kL). In 2024, two sites in particular significantly surpassed their annual water reductions KPIs.*

### **Enhancing irrigation management in Foster City**

*Across our Foster City campus, our facilities team initiated targeted efforts to address irrigation-main leaks and campus landscaping water usage. Leveraging an online irrigation management tool, we established and monitored a water budget tailored to site-specific conditions and actual water use, factoring in local weather patterns. The tool enables ongoing monitoring and offers detailed performance reports. In our first year, we estimate an annual water savings of 10,600 kL.*

### **Implementing a chemical-free water treatment system in Santa Monica**

*The facilities team implemented a chemical-free cooling tower vortex treatment system, which is used to enhance water efficiency in its cooling tower. This system circulates water from the cooling tower basin, treats it through a partial electrolysis process and returns it for reuse. The treatment system reduces scale buildup, controls corrosion and bio-contamination, and eliminates the need for chemicals, significantly reducing water consumption at the site. The estimated annual water savings from this effort is 6,400 kL.*

Chemical-free Water Treatment System  
Santa Monica, CA

## CONNECTING BIODIVERSITY AND WATER RESOURCES

In 2024, Gilead conducted a preliminary biodiversity risk assessment of our sites and surrounding areas, using the World Wide Fund for Nature (WWF) Biodiversity Risk Filter and ENCORE to identify the ecosystems within or adjacent to our footprint that are facing the most pressure. This information will help us implement targeted conservation measures, engage with stakeholders to promote biodiversity stewardship and develop strategies to reduce our greatest biodiversity impacts.

Based on the results of this assessment, we've determined that water usage in our manufacturing facilities and labs represent our main potential impacts on biodiversity. When implementing water stewardship projects, we aim to support a diverse array of flora and fauna as a co-benefit. We also have water-reduction targets at our R&D and manufacturing sites as initial steps to help mitigate the impacts to biodiversity.

## Aligning on Water Stewardship

*The Alliance for Water Stewardship (AWS) brings together businesses, nongovernmental organizations and the public sector to drive adoption of sustainable water practices and the International Water Stewardship Standard, a universal framework for the sustainable use of water.*

*Gilead joined AWS in 2024 to participate in its mission to "ignite and nurture global and local leadership in credible water stewardship that recognizes and secures the social, cultural, environmental and economic value of freshwater."*



## Catalyzing Materials Stewardship and Waste Reduction

From the compostable provisions used in our cafeterias to the packaging materials used to transport our products, Gilead is moving boldly to reduce waste and improve circularity in our operations. In 2024, to demonstrate our commitment to meeting waste diversion KPIs, our owned sites implemented actions, including expanded recycling programs and waste bin optimizations, to drive waste program performance.

### Using Our Scale to Reduce Waste via Sustainable Purchasing

*In 2024, we introduced a company-wide Sustainable Purchasing Standard, providing employees with minimum and preferred guidelines for procuring goods and services.*

**The Standard directs employees and our suppliers to:**



Consider whether an item needs to be purchased, rented or repaired



Give preference to vendors that can provide environmentally preferable products or services



Aim to purchase sustainably produced materials, used or refurbished items and durable goods over disposable items

*These steps also support our zero waste to landfill performance objectives and pursuit of **TRUE (Total Resource and Use Efficiency) Zero Waste** certification. Facilities can achieve certification by meeting seven minimum program requirements, including at least 90% waste diversion from landfills and incineration and less than 10% contamination rate for all materials leaving the site. Gilead-owned sites aim to target certification at TRUE Gold level by attaining at least 46 points across 15 categories in the TRUE Rating System.*



**“Achieving TRUE certification reinforces Gilead’s commitment to sustainability and operational efficiency. It validates our efforts to minimize waste, optimize resources and align with global sustainability goals. The certification also serves as a testament to the dedication of our employees and leadership in fostering a culture of environmental responsibility, helping us to lead by example in the pharmaceutical industry.”**

**David Cadogan**  
Vice President, Manufacturing Operations

#### PROGRESS TOWARD WASTE REDUCTION TARGETS

**Target:** Reduce total waste generation by 20% by 2030  
(Nonhazardous only, excludes construction and demolition waste)

**200%**  
(target met and surpassed since 2022)

2023 TARGET

2023 PROGRESS

**Target:** Eliminate single-use plastics by 2025  
(Excludes manufacturing and R&D operations)

**89%**

**100%**  
of target

2024 PROGRESS

**Target:** Achieve zero waste to landfill status at owned facilities by 2030;  
Foster City to achieve by 2025  
(Represents a total of seven in-scope facilities)

**14%**

**100%**  
of target

2024 PROGRESS

#### Cork Manufacturing Site Earns TRUE Gold

*In 2024, the Cork manufacturing facility became a TRUE Gold project for demonstrating that its zero-waste strategies contributed to a 92.3% waste-diversion rate.*

*Gilead’s submission described the Cork facility’s elimination of single-use plastics, introduction of reusable alternatives in food-service areas, and use of effective waste segregation and recycling techniques in administrative and manufacturing operations as reasons behind the designation. The site also exhibited employee engagement for reducing landfill use and delivering significant cost savings through improved waste management. TRUE is a zero waste certification program for businesses to assess performance in reducing waste and maximizing resource efficiency. Learn more at [true.gbci.org](https://true.gbci.org).*



## PACKAGING OUR PRODUCTS WITH PURPOSE

The steps we take to reduce waste extend to the packaging we choose. As part of our commitment to responsible packaging practices, we strive to eliminate nonessential materials and use recycled and recyclable plastic and paper materials, including paper-based packaging sourced from sustainably managed forests. Worldwide, 96% of our secondary and tertiary packaging is designed to be recyclable.

### Reducing Styrofoam in Our Cell Therapy Packaging

*When transporting our cell therapies between our manufacturing sites and treatment centers, expanded polystyrene (EPS) is used to insulate our therapies. Through new innovative design in 2024, we were able to sustain the insulation quality while improving the handling process and reducing the amount of EPS material by weight used by 24%.*

### Integrating Recycled Content

*The Cork facility launched its first product packaging with 70% recycled content in the cartons and approximately 100% recycled content in the corrugated shippers.*

## CONFRONTING THE CHALLENGES OF SINGLE-USE PLASTICS

The widespread use and persistence of plastics pose substantial threats to the environment. Gilead is confronting these challenges with a multifaceted approach. Compostable, nonplastic and recycled materials can be viable alternatives in many business environments despite the role single-use plastics play in the quality and safety of drug development. Where feasible, Gilead also recycles single-use laboratory plastics. Exclusive of our R&D and manufacturing operations, 89% of our facilities globally have eliminated single-use practices in favor of compostable, nonplastic or reusable materials in required areas, and the remaining sites are taking steps to do so by 2025.

Our global reach and scale afford us the ability to test and experiment with alternative materials, working with shipping and supply partners to identify quality replacement solutions that that we believe could one day benefit the entire value chain. Currently, for our secondary and tertiary packaging, we are testing plastics made from 15% to 30% post-consumer recycled content, as well as paper-based packaging made from 30% to 100% recycled content at our largest finished goods packaging facilities.

### PROGRESS TOWARD PRODUCT PACKAGING TARGETS

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

96%\*

2024 PROGRESS

\*Represents 98% of packaging volume

**Target:** Use 30% post-consumer recycled content in all plastic packaging by 2030  
(Excludes primary packaging; where quality, availability and safety permit)

Ongoing

**Target:** Use 70% recycled content paper from sustainably managed forests by 2025  
(Excludes primary packaging; where quality, availability and safety permit)

Ongoing





# Embedding Sustainability Into Our Buildings

As we evolve our footprint through investments in new and updated facilities, we seek to apply a sustainable lens to the entire life cycle, from planning to construction to operations and beyond. Global certification programs help us make building decisions that can reduce our ecological footprint and promote energy efficiency, water conservation, material selection and overall environmental performance.

In 2024, we saw six new projects become certified:



Foster City  
Laboratory Major  
Renovation  
LEED Silver®



Foster City  
Preclinical Labs  
Major Renovation  
LEED Gold®

Foster City  
Wellbeing Center  
WELL Certified™ Gold



New Jersey  
Commercial Interiors  
LEED Silver®



Sao Paulo  
Commercial Interiors  
LEED Gold®



Washington, D.C.  
Commercial Interiors  
LEED Silver®

## The LEED® Green Building Program

LEED (Leadership in Energy and Environmental Design) is the world's most widely used green building rating system. LEED certification provides a framework for healthy, highly efficient, and cost-saving green buildings, which offer environmental, social and governance benefits. Learn more at [usgbc.org/LEED](https://usgbc.org/LEED).



## DESIGNING WITH HIGH STANDARDS FOR SUSTAINABILITY

Gilead is building a new research facility in Foster City and applying high sustainability standards that aim to achieve the following:

- Gilead's first International Living Futures Institute (ILFI) Zero Carbon certification, which requires certified buildings to undergo a 12-month performance period and verification by a third party to confirm they are energy efficient, combustion free and powered by approximately 100% renewable sources (on-site installation and procurement)
- Carbon emissions associated with the project's raw materials extraction, manufacturing, transportation and installation will be under 500 kg CO<sub>2</sub>e/m<sup>2</sup>
- 50% water savings against baseline design
- 85% of construction and deconstruction materials diverted from landfill
- Target 10% to 60% post-consumer and pre-consumer recycled content for highest-impact materials
- Eliminate targeted Living Building Challenge 'Red List' chemicals from material selection
- Use of next-generation refrigerants

**31**

Certifications achieved since embarking  
on our green-building strategy in 2016



### Powering Off

*The Foster City Formulations and Process Development labs implemented an Ultra Performance Liquid Chromatography (UPLC) program where the equipment is expected to be rotated and powered off when not in use. While idle, UPLCs can consume 52,000 kWh annually, which is roughly equivalent to the average annual energy consumption of five U.S. homes.*

**“Our teams understand that sustainable research is essential for a healthy future for all. Our Green-level My Green Lab certification is a testament to their dedication to reducing our environmental footprint through efficiency, waste reduction and increased awareness. We're not only protecting our environment but also paving the way for innovative and sustainable cell therapy manufacturing processes that will benefit our patients and planet.”**

**Mitra Cruz**

*Vice President, Manufacturing Operations*

### RAISING THE INNOVATION BAR WITH MY GREEN LAB

The lifesaving treatments delivering positive outcomes around the world all begin as a single inspiration inside our laboratories. As Gilead embeds sustainability across our business, we strive to equip these facilities with state-of-the-art resources that enable our scientists to explore and create pharmaceutical solutions that are as good for the planet as they are for its people.

Since 2021, the My Green Lab (MGL) program has served as a beacon for our sustainable lab practices. Recognized by the United Nations for its important role in working toward a zero-carbon future, MGL is a global education and certification program, working to foster a sustainable culture within the scientific community through guidance and best practices for sustainable techniques, procurement and equipment usage, maintenance and retirement. To date, more than 770 scientists have actively participated in My Green Lab teams across six locations, driving the adoption of MGL principles and monitoring progress.

**In 2024, we saw three new labs become certified:**

**Santa Monica:  
Viral Vector Lab**  
*My Green Lab Platinum*

**Oceanside:  
Quality Control Lab**  
*My Green Lab Green*

**El Segundo:  
Quality Control Lab**  
*My Green Lab Green*

### Greening Our Chemistry

*Driven by the Green Chemistry Working Group within Process Chemistry, development teams have embraced expanding the use of greener solvents in manufacturing processes. As part of this endeavor, we now routinely evaluate green solvents in the cleaning processes of manufacturing equipment, which are particularly solvent intensive activities. One highlight of these efforts involved a project team at our Alberta facility being able to switch out the use of dichloromethane for 1,3-dioxolane in their equipment cleaning protocol, avoiding the use of large volumes of a less sustainable solvent. As projects like these continue to scale, using these greener chemicals will reduce the toxicity of hazardous waste streams and contribute to a healthier planet for all.*



## *Broadening Our Reach and Impact*

Our passionate employees participate in sustainability-driven initiatives both within and beyond our walls. Whether working in a Gilead facility or local community, or participating in forums to share sustainability best practices, the people of Gilead have a myriad opportunities to live their purpose in creating a healthier future for our planet and its people.



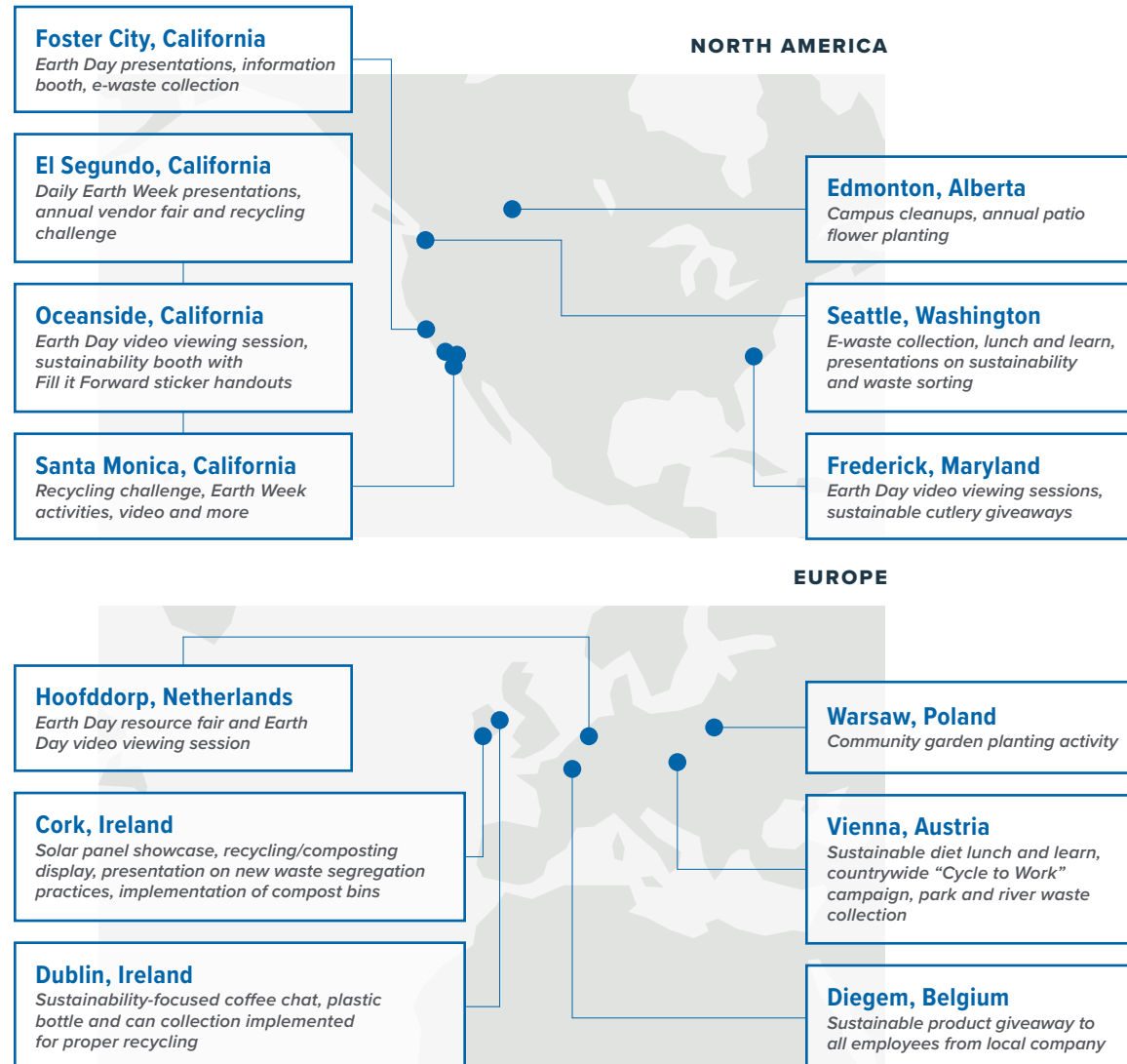
### Promoting Plastic Reuse with Fill it Forward

*Fill it Forward is a Certified B Corporation supporting clean-water projects around the world by enabling contributions to select nonprofit organizations each time a reused plastic water bottle is tracked on its mobile app. This year, we enlisted the organization to further our collective Earth Day impact with a goal to enable 10,000 reuses. Employees exceeded this goal, tallying nearly 11,500 reuses — close to one reuse for each of the 12,000 employees who participated. In recognition of this program, Gilead was also awarded the **Fill it Forward 2024 Changemaker Award for Employee Engagement**. The award celebrates a holistic approach to employee engagement by investing in education and engagement programs.*



## CHANNELING OUR COLLECTIVE ENERGY FOR EARTH DAY

Each year, Gilead marks Earth Day with educational events and resources that engage our employees globally in making sustainable decisions. In 2024, we aligned with global EarthDay.org events by adopting the theme “Planet vs. Plastics” to underscore our companywide commitment to reducing single-use plastics.



### Rallying for Clean Air in California

In 2024, all our California sites participated in the state's Clean Air Day, designed to raise awareness about individual efforts to reduce emissions, with over 680 employees taking the California Clean Air Day Pledge.

Neil Liu, Michelle Esanu  
Edmonton, Alberta

Green Team Members  
Foster City, CA



Christiaan Muijlderman, Karen Vink  
Hoofddorp, Netherlands

## COLLABORATING FOR THE GREATER GOOD

Our passion for creating a better, healthier world drives us to share our expertise and best practices and provide learning opportunities for industry organizations and other external stakeholders.

### TiECon

Gilead chaired a unique track session on technology's role in enabling business and sustainability performance. Joydeep Ganguly delivered the opening keynote presentation on ESG excellence at this conference that showcases technology, entrepreneurship and innovation in Santa Clara, California.

### CWRI

Gilead participated in the California Water Resilience Initiative in Sacramento. CWRI is an initiative backed by the CEO Water Mandate and the UN Global Compact that aims to accelerate collective action between the private, public and nonprofit sectors to achieve a water-resilient future for California.

## UNIVERSITY STUDENTS EXPLORE SUSTAINABLE FUTURES IN BIOPHARMA

To help train the next generation of leaders in the biopharmaceutical industry, Gilead hosted the Cornell University Sloan Healthcare Case Competition, bringing college students from seven different universities to Foster City. Marking the first time the university collaborated on the competition with a biopharmaceutical company, the event prompted students to explore the transformative power of digital technologies to achieve sustainability goals within a company with growing infrastructure needs.

Finalist teams had just 48 hours to present their case to academic and Gilead judges, with first place honors – *and a \$10,000 prize funded by the Sloan Alumni Association* – going to The Ohio State University team for presenting a comprehensive sustainability solution for an organization that included costs, implementation timelines and impact. The University of Michigan and George Washington University teams took second and third places, respectively.

