



# Animal Use and Welfare Policy

Effective Date: December 1, 2021

At Gilead, our mission is to discover, develop and deliver innovative therapeutics for people with life-threatening diseases. In pursuit of this mission, we research, develop, manufacture and commercialize various medicines for unmet medical needs. In the course of researching and developing these potential medicines, a small but vital part of our efforts consists of animal studies. While it is a long-term aspiration to eliminate animal usage from these efforts, animal studies provide non-clinical data for Investigational New Drug applications and are required by regulatory agencies. In addition, many proof-of-concept and mechanistic studies are currently also best modeled in animal models of human disease. Gilead and Kite remain committed to the ethical treatment and responsible use of animals while conducting our research and development for the treatment of unmet medical needs and the cure of diseases.

When designing our research studies, animals are only used when alternatives will not provide the data necessary to discover, develop or obtain regulatory approval of safe and effective medicines. We believe that humane animal care is an essential aspect of high-quality science and drug development practices. In order to be studied in the most controlled manner, animals must be kept comfortable and be able to express innate behavior. Gilead and Kite are committed to ensuring that our animal research programs and facilities meet or exceed all requirements outlined by regulatory agencies, industry codes, the Guide for the Care and Use of Laboratory Animals and applicable laws (including the Animal Welfare Act of 1966 and, if applicable, the California Laboratory Animal Use Approval Program). Below we describe our approach to animal use and welfare and further set out the philosophy underpinning the conduct of Gilead and Kite animal research, whether it is undertaken by the company directly, by our Contract Research Organizations (CROs) or other third parties/service providers.

## The Three Rs

Gilead and Kite are committed to good scientific and ethical practices to ensure all animal welfare issues are properly considered, including but not limited to, the 3R principles:

- **Replacing** use of animals with any other methods when feasible;

- **Reducing** the number of animals to the minimum necessary to ensure reliable results; and
- **Refining** techniques to promote animal welfare, quality of life, and minimize pain and distress.

In furtherance of the 3R principles, we commit to implementing the following with respect to our animal studies:

- **Study Design:** all animal studies conducted or sponsored by Gilead or Kite must be supported by relevant scientific rationale for the studies, be designed to minimize animal pain and/or distress, and be performed only by trained laboratory staff and scientists.
- **Scientific and Ethical Reviews:** prior to initiation, all animal studies must be scientifically and ethically reviewed and approved by the Institutional Animal Care and Use Committee.
- **Animal Enrichment and Care Programs:** we utilize trained animal behavioral specialists to manage enrichment and support for a variety of animal behavioral needs with an emphasis on social well-being and provision of a variety of food treats, toys and activities.
- **Specific Animal Selection:** we use animals bred specifically for research purposes, and preferably bred in self-sustained colonies. We require high ethical standards at breeding centers and by the suppliers, both of whom undergo periodic audits by Gilead or Kite veterinary or animal welfare professionals.
- **Humane Animal Transport:** we require and provide safe, clean and comfortable conditions in all transportation methods.

## **Specific Animal Type Use Considerations**

### **Genetically Altered Animals**

A genetically altered animal (GAA) is an animal that has been altered to express specific characteristics it normally does not have. GAAs typically have either DNA added or have their existing DNA altered to express these specific characteristics. Most GAAs used by Gilead or Kite in biomedical research are rodents, and most of those are mice. GAAs have a number of critical roles in the identification of new drug targets, disease modelling and drug development. As for all animal work at Gilead and Kite, the development and use of GAAs in research is subject to stringent control, including government regulations and oversight, independent animal care and welfare accreditation, as well as internal company oversight. Our approach to the care, welfare

and treatment of GAAs is the same as that of non-GAA animals used in our research and development efforts.

### **Non-Human Primates**

For some diseases, the evaluation of potential new products can only be achieved in certain species of non-human primates (NHPs). NHPs might be needed to evaluate how potential new medicines are absorbed, distributed, metabolized and excreted. Additionally, they might be required for safety testing in a small number of cases. The company is committed to using NHPs only as required and appropriate. We have implemented a set of guiding principles for Gilead and Kite scientists in determining the scientific rationale for studies with NHPs. It is a regulatory requirement that new medicines are tested for safety and tolerability in rodent and/or non-rodent species prior to first-in-human clinical trials. NHPs are used as the non-rodent species only when it is scientifically demonstrated that no other non-rodent research model can provide the required information.

### **Education / Accreditation**

We are continually seeking ways to better and more fully educate, train and qualify relevant Gilead and Kite personnel on the principles and practices of animal welfare and compliance to help ensure quality science and animal well-being. For those associates who will be working directly with animals, hands-on training is required, and demonstrated competency in any procedure is necessary before being allowed to perform the procedure independently. Supplemental training is provided on an on-going basis to maintain proficiency and develop skills and knowledge. Continuing education opportunities are offered, such as annual online education through the American Association for Laboratory Animal Science (AALAS) learning library, participation in AALAS meetings and training opportunities, or other scientific or professional meetings and conferences. We also encourage our personnel to work toward additional technical certifications on the use of animals to ensure a superior level of training. Such certifications require annual trainings.

The Association for Assessment and Accreditation of Laboratory Animal Care International (AAALACi) is a private independent international organization that sets guidelines and policies ensuring animal welfare, training of personnel, and administrative and institutional support of animal research. When CROs are utilized for animal studies, Gilead and Kite seek to work with those CROs that maintain accreditation from AAALACi for their animal programs. We voluntarily seek and maintain accreditation from AAALACi for all internal animal programs.

### **Engagement with Third Parties**

Gilead and Kite engage third parties to breed animals, perform animal studies on our behalf and supply materials for use in our in vivo nonclinical studies. We require that such third parties comply with all applicable legal and regulatory requirements and industry codes in addition to adhering to our standards and guidelines for animal care and welfare. We have implemented review processes to ensure we monitor the use of animals in third-party sponsored research, including visiting animal rooms and being either present at the first dosing at the beginning of a study or conducting periodic visits. Gilead and Kite (physically or virtually) visit, monitor and approve CROs prior to initiation of and during a project to review the CROs' policies and procedures.

## **Governance**

The above efforts are led by the company's Animal Welfare Committee, which is comprised of scientists and senior leaders who share innovative methods and technologies that support the 3Rs. Ethics committees and/or institutional animal care and use committees are formed to oversee the animal care and use program and ensure the humane and ethical treatment of animals. Typically, they are comprised of senior animal researchers, animal care and laboratory staff, a veterinarian, and an independent member from the community that serves as a non-scientific member (who has no affiliation with animal welfare, the institution or employees affiliated with the institution). This committee is tasked with programmatic and protocol review, facility inspections and oversight and approval of animal use activities.

Veterinarians and veterinary technicians with a focus on laboratory animal care are available at all times for guidance and help in the care of animals and in the conduct of the research. All due measures are taken to prevent or minimize pain or distress before, during and after experimental procedures. Consequences of mistreatment of animals by a collaborator or CRO are grounds for dismissal or termination of contracts.

## **External Collaboration**

Gilead is a member of the 3Rs Leadership Group with the Innovation and Quality Consortium. The mission of this group is to promote the integration of science and technology to advance the reduction, refinement and replacement of animals used in the discovery and development of new medicines, vaccines, medical devices and health care products for humans and animals. Through the Innovation and Quality Consortium, Gilead makes financial contributions to AAALAC for the Global 3Rs Awards.

## **How to Report a Concern**

As we state in our Code of Ethics, we expect all company personnel to raise a concern if they become aware of possible non-compliance of laws, regulations, our Code of Ethics or any other company policy, including this policy on animal use and welfare. There are a number of ways that Gilead and Kite personnel can raise a concern in relation to a potential violation of this policy, including raising it to the manager supervising the study, to the Animal Welfare Committee or through Gilead's Ethics Hotline (details of which can be found in our Code of Ethics).

Gilead and Kite personnel who violate this policy will be subject to appropriate measures, including disciplinary action up to and including termination. Violations of this policy by a third party or service provider may be grounds for termination of contracts.