



# REPORTING *Appendix*

2024 RESPONSIBLE BUSINESS AND IMPACT REPORT



# About This Document

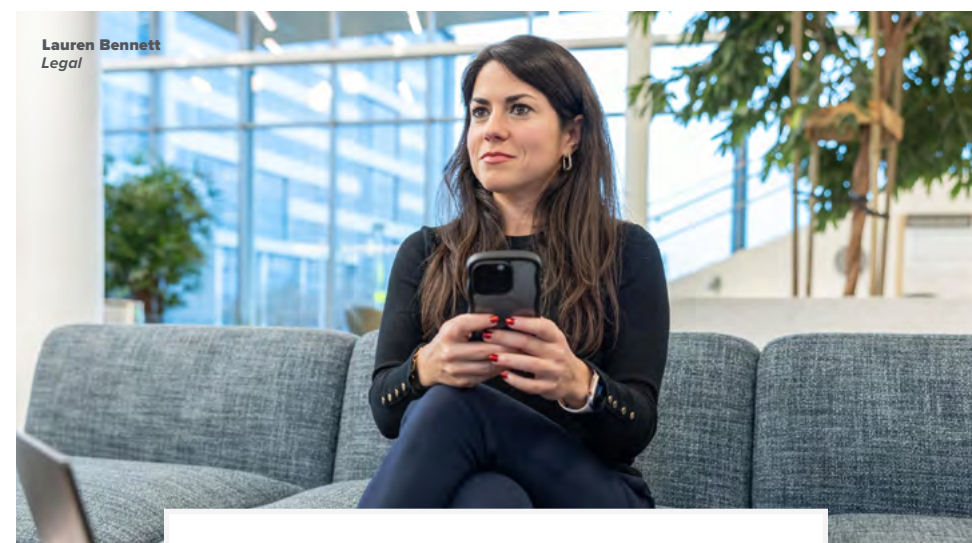
This Reporting Appendix is a stand-alone companion publication to our 2024 Responsible Business and Impact Report, which highlights Gilead's related activities, performance and data. It supplements the information in Gilead's 2024 Responsible Business and Impact Report with the following sections:

- **Corporate Responsibility at Gilead**
- **Our Supply Chain Investments**
- **Our Approach to Tax**
- **Aligning With the United Nations Sustainable Development Goals**
- **Environmental Data**
- **Global Reporting Initiative (GRI) Index 2021 (reporting "with reference to")**
- **Sustainability Accounting Standards Board (SASB) Biotechnology & Pharmaceuticals Standard 2018**

We endeavor to align our data collection, measurement and reporting activities with industry-leading environmental, social, governance (ESG)-related performance frameworks, including the United Nations Global Compact (UNGC), United Nations Sustainable Development Goals (UN SDGs) and CDP Corporate Questionnaire.

The scope of Gilead's 2024 Responsible Business and Impact Report and this Reporting Appendix 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 Appendix 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 the second fiscal quarter.

The content featured in this report focuses on Responsible Business topics material to Gilead's business operations. The phrase "materiality" as used in the context of this report and our materiality review process is different than the definition used in the context of our filings with the U.S. Securities and Exchange Commission (SEC) or any other laws or requirements that may apply to us. Issues deemed material for purposes of this report and for purposes of determining our Responsible Business strategies may not be considered material for SEC or any other mandatory reporting purposes. Within this Reporting Appendix and our 2024 Responsible Business and Impact Report, we are using the following terms to represent various aspects of our Responsible Business efforts: "Responsible Business," "ESG," "Corporate Responsibility" and "Sustainability."



Lauren Bennett  
Legal



See also our stand-alone **Task Force on Climate-Related Financial Disclosures Summary Report**





# Corporate Responsibility at Gilead

## ACTIVE LEADERSHIP AND BOARD INVOLVEMENT

Gilead's Corporate Responsibility Committee (CRC) is responsible for the strategic direction, accountability and review of the impact of our ESG activities. The CRC comprises leadership across Public and Government Affairs, Human Resources, Legal, Finance, Medical Affairs, Commercial and Manufacturing. These cross-functional executives are responsible for obtaining wide organizational buy-in while also providing regular feedback to Gilead's senior leadership team and Board of Directors about ESG activities.

Our Nominating and Corporate Governance Committee of the Gilead Board of Directors has primary oversight of our ESG program as part of its charter. Our full Board exercises risk oversight directly and through its committees. The committees, as well as management, provide regular updates on delegated areas of oversight, specific ESG material risks and legal developments.

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

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



Shreya Jani  
Public Affairs

### Board of Directors Composition



#### ESG EXPERIENCE\*

**55%**

5 of 9 board members have ESG skills and experience



#### GENDER

**33%**

3 of 9 board members identify as women



#### ETHNICITY

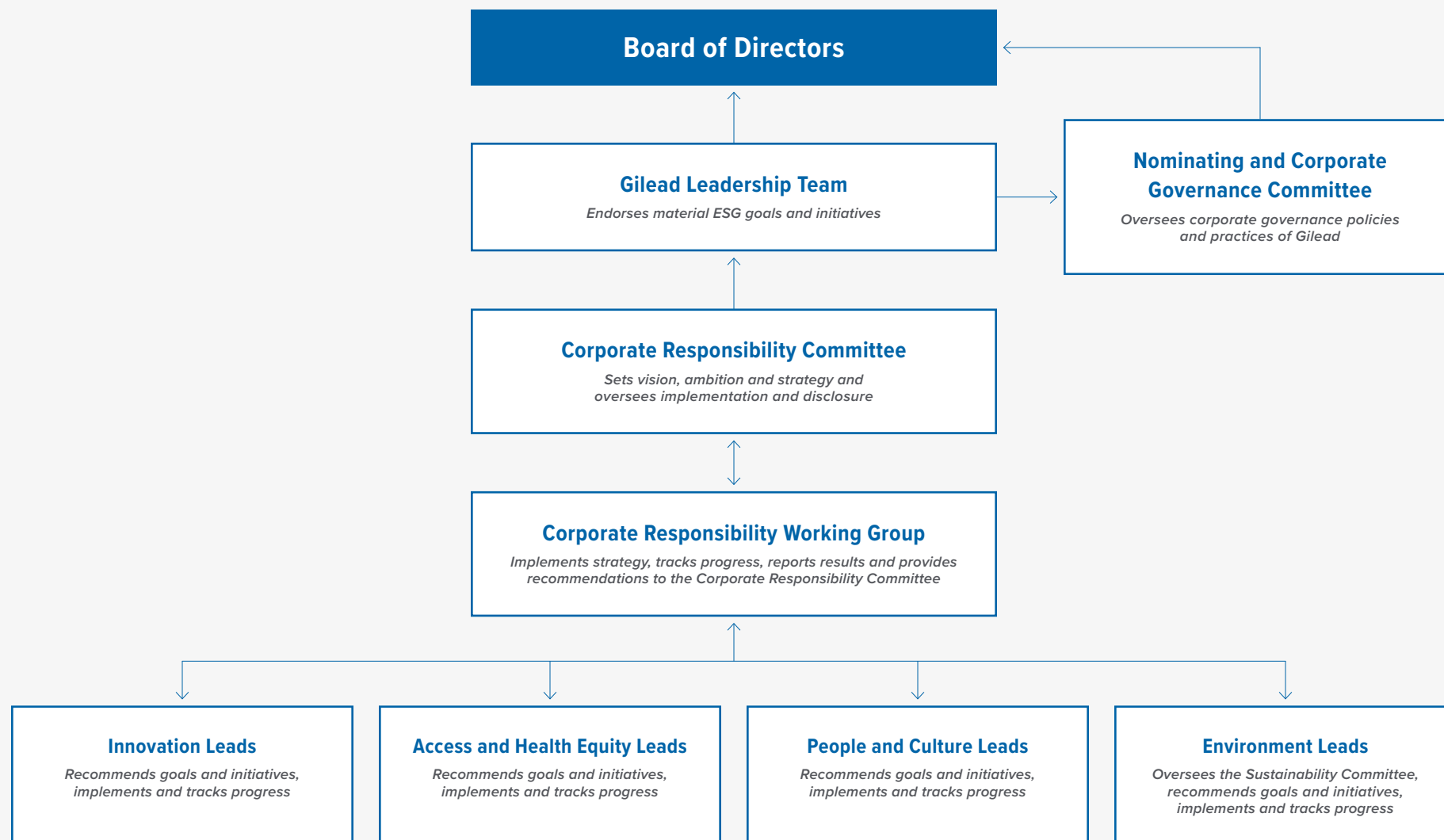
**44%**

4 of 9 board members identify as ethnically diverse

\*Has had direct responsibility for ESG issues as demonstrated by experience as a Chief Sustainability Officer, Corporate Secretary, Chair of a related committee (e.g., Governance, Sustainability, Corporate Responsibility) or Chief Executive Officer of a company with leading ESG practices.



## GILEAD'S ESG GOVERNANCE STRUCTURE





## MANAGEMENT, STAKEHOLDER ENGAGEMENT AND MATERIALITY

Gilead regularly monitors our operations to reduce potential or actual negative ESG material impacts, both internal and external. Business leaders with direct oversight over each topic area are responsible for managing these impacts, and internal and external stakeholders conduct annual evaluations to identify strengths and areas for improvement.

### Internal Stakeholders

To review potentially relevant ESG-related topics, we assembled a team of internal stakeholders from across Gilead, representing Corporate Sustainability, Public Affairs, Gilead Patient Solutions, Pharmaceutical Development and Manufacturing, Global Value and Access, Research, Environmental Health and Safety, Accounting, Human Resources, Legal, Tax, Investor Relations and Regulatory Affairs.



Sarika Mujumdar, Samantha Strong  
Medical Affairs

### EXTERNAL STAKEHOLDERS

#### Investors and Risk Assessors

Stockholders  
Institutional investors and analysts  
Bankers and insurers  
ESG ratings and indices

#### Rulemakers and Watchdogs

Global NGOs  
Regulators  
Academic institutions  
Industry associations  
Media

#### Peers and Business Partners

Partners  
Peers  
Suppliers  
Generic drug manufacturers

#### Customer and Community

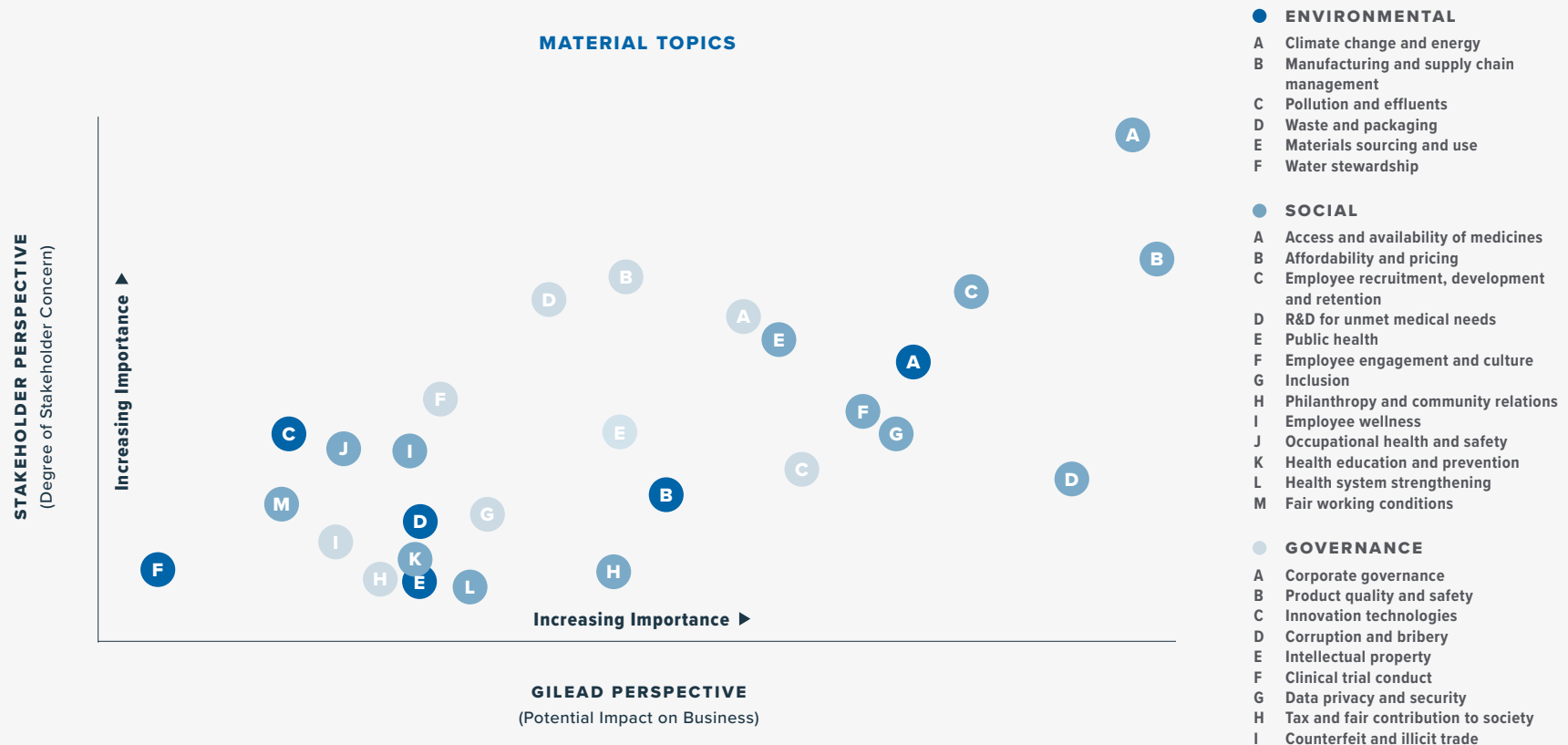
Healthcare providers  
Insurance providers  
Patients  
Communities





## ESG MATERIALITY

Through our ESG materiality assessment, business leaders from across the company assessed and ranked ESG material topics for our ESG program based on the level of Gilead's internal or external influence, our relative impact, peer evaluations and due diligence.





# Our Supply Chain Investments

## Gilead's supply chain consists of hundreds of direct suppliers and thousands of indirect suppliers in various geographies.

We expect both our direct and indirect suppliers and business partners to share our commitment to ethics and compliance, and to read, understand and follow the Gilead [Supplier Code of Conduct](#). And we collaborate with them to address issues, build capacity and achieve shared goals.

The Supplier Code of Conduct is included in our standard purchase order terms and conditions. By the end of 2024, we were more than halfway to our 2025 goal of 90% (based on spend) of our direct and indirect suppliers having attested to our Supplier Code of Conduct.

### SUPPLIER EXCELLENCE

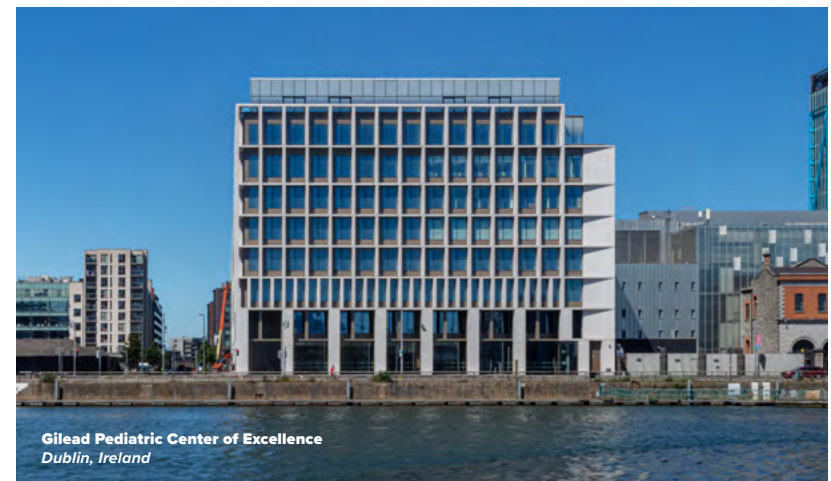
Supplier Excellence is one of our core strategic procurement pillars and serves as an important lever in establishing effective engagements and consistent standards with Gilead suppliers and service providers. In support of this pillar, we employ a comprehensive framework to guide the supplier engagement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

We implemented a systematic, multifactor methodology in 2024 to segment our existing suppliers as part of ongoing refinement of our Supplier Excellence framework. This segmentation process further enables us to conduct thorough diligence via risk and performance management assessments for our key suppliers, facilitating more informed decision-making and strategic planning. We are dedicated to integrating Gilead's sustainability commitments and practices into our relationships with suppliers and service providers, including initiatives focused on supplier inclusion and decarbonization. To learn more about our supplier programs and standards for conducting business with Gilead, visit our [Supplier Information website](#).

### SUPPLIER INCLUSION

We are committed to creating and fostering an inclusive and high-performing supplier base. We do so by striving to create equal opportunity for all suppliers to compete for our contracts and striving to make sure our pool of potential suppliers comprises businesses of all sizes and backgrounds, including small businesses and businesses owned by women, minorities, U.S. veterans, people with disabilities and members of the LGBTQ+ community. Regardless of background, we always seek to select the supplier who is best able to work with us to achieve Gilead's business objectives.

We believe supplier inclusion is a strategic business imperative that generates a competitive advantage, increases access to innovation, enables greater agility in our supply chain and supports socioeconomic inclusion across our society.





## QUANTIFYING SUPPLIER INCLUSION ECONOMIC IMPACT

Promoting a more inclusive supply chain furthers Gilead's efforts to deliver positive impacts for the communities where we work and live. In 2024, these efforts significantly supported and contributed to the broader U.S. economy.

**9.7k**

**Jobs supported in total**

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

**\$1.2B**

**Total value added**

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

**\$701M**

**Total wages**

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

**\$2.15B**

**Total output**

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

## HELPING TO PROVIDE ACCESS TO GENUINE MEDICINES

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

Gilead is committed to protecting patients and global public health from bad actors selling counterfeit, adulterated and other illicit versions of our medicine. To help individuals worldwide access the authentic Gilead medicines they have been prescribed, Gilead maintains a Global Product Security group that leads an inclusive, cross-functional Anti-Counterfeiting Task Force consisting of legal, quality, regulatory, trades, global serialization and traceability, security, supply chain, packaging and other Gilead professionals.

Gilead's work to provide safe, unaltered medicines for patients involves working with law enforcement globally and taking swift and direct legal action when needed. Gilead's efforts to monitor, detect and investigate illegal activity threatening patient safety can end in raids of illegal counterfeiting operations. In 2024, Gilead's efforts led to eight raids, 10 arrests, over 200 Gilead-branded counterfeit medicines seized, and over 6,000 other counterfeit medicines and medicine components seized, helping to protect patient trust in Gilead medicine. We believe protecting global public health, patients and their trust in our company is a social responsibility that supports our health equity mission.

To learn more about how Gilead is investing beyond expectations to support patient safety and reduce the availability of counterfeit medicines, please visit our [website](#).

### Supplier Engagement on Environmental Sustainability

*We view our suppliers as extensions of our business. As such, we engage with them on Scope 3 greenhouse gas (GHG) emissions and other environmental footprint topics. See Pages 65-66 of our [2024 Responsible Business and Impact Report](#) to learn more about how we're working with key suppliers on gathering footprint data, GHG reduction targets and plans and other initiatives.*





# Our Approach To Tax

**Our global tax strategy is designed to be in line with Gilead's general framework of maintaining a low-risk tolerance level in the countries in which we operate.**

**Our strategy focuses on:**

- Putting in place appropriate levels of governance, risk management and accountability
- Complying with tax laws in a responsible manner
- Having open and constructive conversations with stakeholders, including governments and tax authorities

This strategy guides our approach to tax compliance. We are committed to paying our fair share of tax, and we seek to comply with applicable laws, rules and regulations in meeting our tax compliance and reporting responsibilities. Accordingly, we pay a variety of taxes, including corporate income taxes, customs duties, excise taxes, stamp duties, employment and other business taxes in these jurisdictions, in our efforts to comply with local law. We also withhold and pay employee taxes and indirect taxes, such as the Value Added Tax.

This strategy also guides our approach to tax planning. We analyze the potential tax implications with a focus on clarifying business tax consequences in locations where we operate in order to enhance compliance and business alignment.

## TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT

Our management is responsible for establishing and maintaining robust internal controls that govern our tax policies and financial reporting procedures, including management of associated risks. Under this system, key tax processes are reviewed by our internal and external auditors for adherence. Our Chief Financial Officer and Board Audit Committee receive updates on at least a quarterly basis.

Despite our strong governance, a level of risk associated with tax compliance naturally exists because tax law is inherently complex and can result in a variety of interpretations with respect to how our operations are taxed.

Our tax processes and procedures are designed to mitigate such risks. Among other processes and procedures, transactions between our affiliated companies are guided by the arm's length standard as set out by the Organisation for Economic Co-operation and Development (OECD) guidelines for international tax matters. Certain significant planning proposals are discussed with and approved by our executive management, Chief Financial Officer and the Board Audit Committee. Where appropriate, we seek high-quality external advice on tax consequences of business transactions.

Moreover, all Gilead employees are responsible for upholding Gilead's **Core Values** and Code of Ethics. Employees receive training on Gilead's Core Values and Code of Ethics, which includes specific reporting procedures for any suspected violations.





## STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX

We engage with tax authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. Our tax positions and filings are subject to review and audit by tax authorities in jurisdictions where we conduct business. In the course of such a review, we strive to be transparent with tax authorities, providing relevant facts and documentation to support our tax positions and to resolve disputes constructively and in a timely manner on current, future and past tax risks.

Where appropriate, we also seek to proactively engage with tax authorities on their interpretation of local tax laws and their application to our specific facts and circumstances.

New tax laws and regulations often bring uncertainty in their interpretation and application, and inconsistent treatment of a transaction by different jurisdictions brings the risk that the same income may be taxed by two or more tax authorities. In those situations, we also seek to work with tax authorities in a transparent manner to mitigate or, if possible, prevent double taxation of our economic profits, in compliance with tax treaties and applicable national legislation.

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

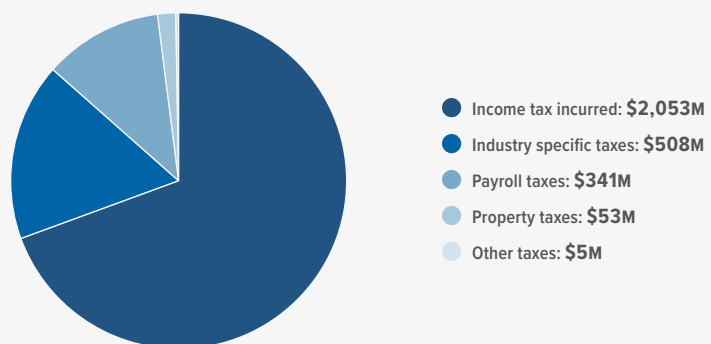


Chan Chea  
Tax



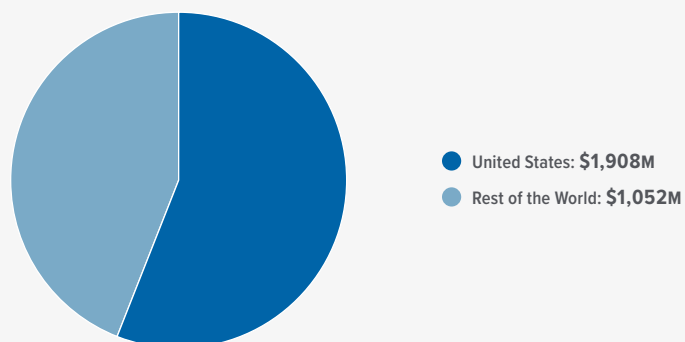
## 2024 TAX AND JURISDICTIONAL DATA

The following charts have been prepared to provide more insight into Gilead's tax profile. These numbers and figures follow Gilead's accounting policy as outlined in our 2024 Annual Report on Form 10-K (Note 1: Summary of Business and Significant Accounting Policies). Tax jurisdictional data is determined based on the activities of Gilead's subsidiaries that are tax resident in said jurisdiction.



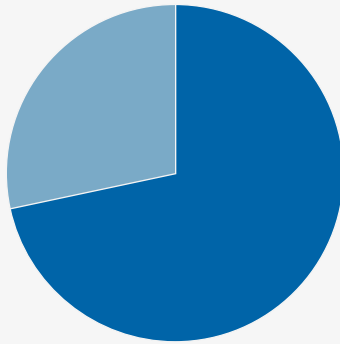
### TAX INCURRED BY TYPE

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



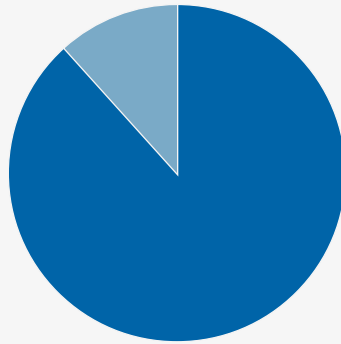
### TAX INCURRED BY JURISDICTION

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



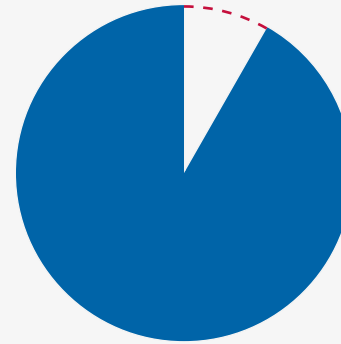
**REVENUE  
BY JURISDICTION**

● United States: \$20,619M  
● Rest of the World: \$8,136M



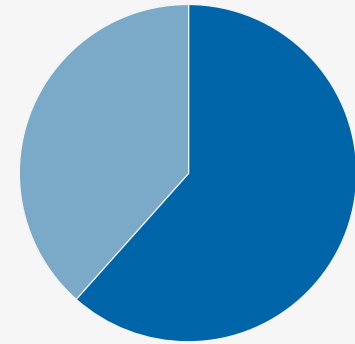
**FIXED ASSETS  
BY JURISDICTION**

● United States: \$4,787M  
● Rest of the World: \$627M



**OPERATIONAL PROFIT  
BY JURISDICTION**

○ United States: -\$163M  
● Rest of the World: \$1,825M



**EMPLOYEES  
BY JURISDICTION**

● United States: 10,862  
● Rest of the World: 6,785

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





## ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Gilead supports all of the 17 UN SDGs. We believe our business activities are most aligned with the UN SDGs below.



### GOOD HEALTH AND WELLBEING

*We deliver innovative therapies that offer new hope for patients and seek to make our therapies broadly available to people living with, or at risk from, life-threatening conditions. We go beyond the medicine and help promote access to care for all communities. Our ambitions have led us to a cure for hepatitis C and to transforming the treatment and prevention of HIV. We continue to set our sights on curing more viral diseases and certain cancers and inflammatory diseases.*



### QUALITY EDUCATION

*We educate and train healthcare providers on advanced therapies, including in resource-limited countries. One example is Gilead's Research Scholars Program that supports innovative research from emerging investigators around the world to incorporate new perspectives in our pursuit of scientific understanding and progress. To learn more, please [click here](#).*



### GENDER EQUALITY

*We strive to cultivate an inclusive workforce comprised of skilled employees of all backgrounds, experiences and perspectives, and we seek to empower all to thrive and succeed. This is exemplified by our equal pay practices and global pay ratio, which seek to promote equal pay for equal work.*



### CLEAN WATER AND SANITATION

*We have committed to achieve water neutrality in water-stressed regions by 2030 and to reduce potable water use at owned facilities by 30% by 2030. We also responded to the water-related section of the CDP Corporate Questionnaire in 2024 for our first time and received a B- score. To learn more about our efforts to reduce water consumption, please visit Pages 71-73 of our [2024 Responsible Business and Impact Report](#).*



### AFFORDABLE AND CLEAN ENERGY

*We generate and purchase renewable energy to offset grid-supplied energy at some of our worldwide facilities. We have committed to 100% renewable electricity in our operations by 2025 and to transitioning 100% of our fleet to electric or low-emissions vehicles and increasing charging infrastructure by 2030. In February 2025, Gilead along with three other partners, collaborated to execute an aggregated purchase of 245 GWh of renewable energy per year in Spain for a 10-year term.*



#### INDUSTRY, INNOVATION AND INFRASTRUCTURE

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



#### REDUCED INEQUALITIES

*Gilead is committed to building a culture where employees feel respected and proud to work at Gilead. Gilead has various programs and initiatives that seek to empower all employees to thrive and succeed, including its High Impact Leadership Skills (HILS) Program and Employee Resource Groups and other professional development opportunities that are open to all. Gilead is also committed to breaking down barriers to health access and supporting inclusion of broad populations in clinical trials and public health initiatives.*



#### RESPONSIBLE CONSUMPTION AND PRODUCTION

*We aspire to the following: By 2030, reduce total solid waste generated (nonhazardous only, excludes construction and demolition waste) by 20% compared to 2019, including elimination of single-use plastics (excluding manufacturing and R&D operations), and achieve zero-waste status through diversion programs. We are also increasing secondary and tertiary product package composition to 30% post-consumer recycled plastic content and 70% recycled content paper from sustainably managed forests by 2025. For more information on our environmental sustainability targets, see Page 63 of our [2024 Responsible Business and Impact Report](#).*



#### CLIMATE ACTION

*We aspire to reducing absolute GHG emissions across our direct operations (Scope 1 and 2) by 46%, and across our value chain (Scope 3) by 15%, by 2030, from a 2019 baseline. We have committed to 100% renewable electricity in our operations by 2025 and to transitioning 100% of our fleet to electric or low-emissions vehicles and increasing charging infrastructure by 2030. Collectively, these efforts seek to achieve our ambition of net-zero operational greenhouse gas emissions by 2030.*



#### PARTNERSHIPS FOR THE GOALS

*We forge internal and external partnerships to improve patient care, strengthen health systems and reduce our environmental impact.*



# Environmental Data

**NOTE:** The tables below present our environmental performance data from 2019-2023. We have published 2024 environmental data on our [website](#), which may reflect updates to the data contained in the following tables.

SCOPE 1 AND 2 GHG EMISSIONS Metric tons CO <sub>2</sub> e (mt CO <sub>2</sub> e)	2019	2020	2021	2022	2023
Scope 1	54,098	48,630	55,104	55,919	56,096
Mobile	19,539	10,906	14,118	18,915	20,382
Fugitive/Refrigerants	880	1,323	2,612	1,078	2,033
Stationary	33,679	36,401	38,374	35,926	33,681
Scope 2 (market-based)	33,331	32,132	34,297	26,291	22,339
Electricity	33,331	32,065	34,252	26,251	22,260
Heat/Steam/Cooling	—*	67	45	40	80
Scope 2 (location-based)	55,248	52,526	56,347	57,255	53,778
<b>Scope 1 and 2 (market-based)</b>	<b>87,429</b>	<b>80,762</b>	<b>89,401</b>	<b>82,210</b>	<b>78,435</b>
Scope 1 and 2 percent change from 2019	N/A	-8%	2%	-6%	-10%
Data Coverage (as a percentage of global full-time employees)	~100%	~100%	~100%	~100%	~100%

GHG EMISSIONS INTENSITY (Scope 1 and 2) Kilograms CO <sub>2</sub> e per square foot (kg CO <sub>2</sub> e/sq. ft.)	2019	2020	2021	2022	2023
Scope 1	7.49	6.04	6.71	6.61	6.54
Scope 2 (market-based)	4.61	3.99	4.18	3.11	2.60
Scope 2 (location-based)	7.65	6.53	6.86	6.77	6.27

\*Data not collected or reported



SCOPE 3 GHG EMISSIONS Metric tons CO <sub>2</sub> e (mt CO <sub>2</sub> e)	2019	2020	2021	2022	2023
Purchased Goods and Services <sup>2, 5</sup>	608,432	834,264	785,443	858,104	828,191
Capital Goods <sup>2, 5</sup>	98,941	129,302	84,328	119,051	67,687
Fuel- and Energy-Related Activities <sup>1, 3</sup>	14,821	14,474	17,120	16,252	15,219
Upstream Transport & Distribution <sup>1, 2, 3, 5</sup>	53,051	73,605	68,445	87,576	68,315
Waste <sup>1, 3</sup>	5,166	4,464	4,728	3,884	3,300
Business Travel (required only) <sup>1, 2, 3, 5</sup>	50,290	8,615	8,123	38,146	56,569
Employee Commuting <sup>1, 2</sup>	23,656	7,565	15,023	30,046	39,143
Upstream Leased Assets <sup>4</sup>	N/A	N/A	N/A	N/A	N/A
Downstream Transport & Distribution <sup>1</sup>	192	178	218	167	126
Processing of Sold Products <sup>4</sup>	N/A	N/A	N/A	N/A	N/A
Use of Sold Products <sup>4</sup>	N/A	N/A	N/A	N/A	N/A
End of Life Treatment of Sold Products <sup>1, 6</sup>	7	7	7	7	7
Downstream Leased Assets <sup>4</sup>	N/A	N/A	N/A	N/A	N/A
Franchises <sup>4</sup>	N/A	N/A	N/A	N/A	N/A
Investments <sup>1, 2</sup>	238,326	79,477	51,012	49,471	43,241
<b>Total Scope 3 GHG Emissions</b>	<b>1,092,882</b>	<b>1,151,951</b>	<b>1,034,447</b>	<b>1,202,704</b>	<b>1,121,798</b>

#### Scope 3 GHG Emissions Footnotes

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

<sup>2</sup> Scope 3 emissions based on spend data (EEIO or supplier allocations)

<sup>3</sup> Scope 3 verified emissions (FERA, waste, business air travel in all years; upstream transportation and distribution from 2022 onward)

<sup>4</sup> N/A: These Scope 3 categories are not applicable to Gilead in alignment with guidance found in the current Greenhouse Gas Protocol (GHGP).

Upstream leased assets: all leased assets are reported in Gilead's Scope 1 and 2 emissions.

Processing of sold products: Gilead products are not subject to further processing after they are sold.

Use of sold products: The use of Gilead's therapeutic products does not cause GHG emissions.

Downstream leased assets: Gilead does not sublet sites.

Franchises: Gilead does not have franchises.

<sup>5</sup> Updated EEIO emissions methodology is reflected in 2019/2022/2023. 2020 and 2021 EEIO emissions may be updated in the future.

<sup>6</sup> Due to the immateriality of these emissions, the End of Life Treatment of Sold Products emissions have been held flat year over year.





ENERGY CONSUMPTION Megawatt hour (MWh)	2019	2020	2021	2022	2023
<b>Total Energy Consumption from Renewable Sources*</b>	<b>89,900</b>	<b>97,854</b>	<b>94,078</b>	<b>125,639</b>	<b>133,759</b>
Purchased Electricity	89,793	97,668	89,575	115,475	122,543
Mobile Fuels	56	9	336	1,852	3,206
Self-generation	51	177	4,167	8,312	8,010
<b>Total Energy Consumption from Nonrenewable Sources</b>	<b>358,887</b>	<b>340,883</b>	<b>374,597</b>	<b>354,689</b>	<b>341,049</b>
Distillate Fuel Oil	472	217	142	308	234
Mobile Fuels	79,546	44,053	56,994	75,702	81,433
Natural Gas	185,116	200,491	211,478	197,729	185,450
Other Stationary	8	5	6	17	16
Purchased Electricity	93,745	95,935	105,838	80,808	73,616
Purchased Heat/Steam/Cooling	—	182	139	125	300
<b>Total Combined Energy Consumption</b>	<b>448,788</b>	<b>438,737</b>	<b>468,675</b>	<b>480,327</b>	<b>474,807</b>
Data Coverage (as a percentage of global full-time employees)	~100%	~100%	~100%	~100%	~100%
<b>BUILDING ENERGY INTENSITY</b> Kilowatt hours per square foot (kWh/sq. ft.)	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Total Energy Intensity from Renewable Sources	12.4	12.2	11.4	14.6	15.2
Total Energy Intensity from Nonrenewable Sources	38.7	36.9	38.7	33.0	30.3
<b>Total Building Energy Intensity</b>	<b>51.1</b>	<b>49.1</b>	<b>50.1</b>	<b>47.6</b>	<b>45.5</b>

\*This figure includes renewable energy from self-generation, contracts with electricity suppliers and unbundled energy attribute certificates (EACs) in alignment with RE100 technical guidance.



NONHAZARDOUS WASTE DISPOSAL Metric tons (mt)	2019	2020	2021	2022	2023
Composting	2,710	2,521	2,079	1,623	1,769
Incineration	27	30	34	8	9
Incineration with Energy Recovery	0	79	69	135	184
Landfill	6,562	4,174	3,712	3,278	2,693
Other	437	0	0	0	0
Recycling	4,993	4,109	3,469	3,946	4,058
Reuse	0	1	54	60	115
<b>Total Nonhazardous Waste</b>	<b>14,729</b>	<b>10,913</b>	<b>9,417</b>	<b>9,050</b>	<b>8,828</b>
Data Coverage (as a percentage of global full-time employees)	83%	88%	92%	96%	94%

HAZARDOUS WASTE DISPOSAL Metric tons (mt)	2019	2020	2021	2022	2023
Deep Well Injection	1,680	2,042	1,604	1,491	1,092
Incineration	1,049	1,020	817	919	881
Incineration with Energy Recovery	886	1,006	958	739	1,673
Landfill	0	195	246	601	142
Neutralization	0	1	0	117	18
Other	5	3	0	0	0
Recovery	4	19	14	8	11
Recycling	57	33	366	322	25
<b>Total Hazardous Waste</b>	<b>3,681</b>	<b>4,319</b>	<b>4,005</b>	<b>4,197</b>	<b>3,842</b>
Data Coverage (as a percentage of global full-time employees)	~100%	~100%	~100%	~100%	~100%



WATER USAGE Megaliters (ML)	2019	2020	2021	2022	2023
Fire/Life Safety Water	0.3	0.7	0.4	0.5	0.6
Indoor Water	575.9	580.1	702.1	712.6	640.3
Irrigation Water	77.7	112.6	72.7	92.5	82.0
<b>Total Water Usage</b>	<b>654</b>	<b>693</b>	<b>775</b>	<b>806</b>	<b>723</b>
Data Coverage (as a percentage of global full-time employees)	78%	88%	88%	89%	88%

FLOOR AREA Square feet (sq. ft.)	2019	2020	2021	2022	2023
<b>Total Area of Facilities Under Operational Control</b>	<b>7.22M</b>	<b>8.05M</b>	<b>8.21M</b>	<b>8.46M</b>	<b>8.58M</b>



# GRI Index

DISCLOSURE TITLE		DESCRIPTION/LOCATION
GENERAL DISCLOSURES		
2-1	Organizational details	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Creating Possible: About Gilead, Page 11</li> <li><a href="#">Gilead 2024 Form 10-K</a>, Item 1. Business</li> </ul>
2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 Form 10-K</a>, Exhibit 21.1. Subsidiaries of Gilead Sciences, Inc.</li> </ul>
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, About This Report, Page 2</li> <li><a href="mailto:public_affairs@gilead.com">public_affairs@gilead.com</a></li> </ul>
2-4	Restatements of information	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>
2-5	External assurance	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance Tables</a></li> </ul>
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Creating Possible, Our Approach to Responsible Business, Pages 12-13; Sustaining Our Shared Planet, Reducing Emissions From Our Value Chain, Page 65</li> <li><a href="#">Gilead 2024 Form 10-K</a>, Item 1. Business; Item 1A. Risk Factors</li> <li><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>
2-7	Employees	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Reporting Workforce Data, Page 54</li> </ul>
2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Active Leadership and Board Involvement, Pages 3-4</li> <li><a href="#">Gilead Website, Board Governance and Committees</a></li> <li><a href="#">Gilead 2025 Proxy Statement</a>, Board Leadership Structure, Pages 32-35; Committees of Our Board of Directors, Pages 36-39</li> </ul>





DISCLOSURE TITLE		DESCRIPTION/LOCATION
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, Board Refreshment and Director Nomination Process, Pages 17-19; Nominees, Pages 20-26</li> </ul>
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, The Gilead Board of Directors, Pages 14-17</li> <li>Gilead Sciences Board Guidelines</li> </ul>
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>Gilead Nominating and Corporate Governance Committee Charter</li> </ul>
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Gilead's ESG Governance Structure, Page 4</li> </ul>
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>Gilead's Board of Directors reviews and approves Gilead's ESG material topics; the CEO and Chairman of the Board reviews and approves the Gilead Responsible Business and Impact Report.</li> </ul>
2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, Conflicts of Interest, Page 40</li> <li>Gilead Code of Ethics, Page 14</li> <li>Gilead Anti-Bribery and Anti-Corruption Policy</li> </ul>
2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>Gilead Stockholder Communications with the Board</li> <li>Gilead Code of Ethics, Page 25</li> </ul>
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, Board Overview, Pages 14-17</li> </ul>
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, Board Evaluations, Page 34</li> </ul>
2-19	Remuneration policies	<ul style="list-style-type: none"> <li>Gilead 2025 Proxy Statement, Compensation of Non-Employee Board Members, Pages 41-43</li> <li>Gilead 2025 Proxy Statement, Executive Compensation, Pages 50-58</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>2-20</b>	Process to determine remuneration	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Proxy Statement</a>, Compensation of Non-Employee Board Members, Pages 41-43</li> <li>• <a href="#">Gilead 2025 Proxy Statement</a>, Executive Compensation, Pages 50-58</li> </ul>
<b>2-21</b>	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Proxy Statement</a>, CEO Pay Ratio, Page 71</li> </ul>
<b>2-22</b>	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• Gilead 2024 Responsible Business and Impact Report, A Letter From Our Chairman and CEO, Pages 3-4; The Courage to End an Epidemic, Pages 5-8; Creating Possible, Our Approach to Responsible Business, Pages 12-13; Sustaining Our Shared Planet, A Scalable Strategy for Sustainable Progress, Page 63</li> </ul>
<b>2-23</b>	Policy commitments	<ul style="list-style-type: none"> <li>• The <a href="#">Gilead Code of Ethics</a> is approved by our Board of Directors. Employees are required to read and abide by our Code of Ethics.</li> <li>• See also: <a href="#">Gilead Website, Policies and Procedures</a></li> <li>• See also: <a href="#">Gilead Website, Governance Documents</a></li> </ul>
<b>2-24</b>	Embedding policy commitments	<ul style="list-style-type: none"> <li>• The <a href="#">Gilead Code of Ethics</a> is approved by our Board of Directors. Employees are required to read and abide by our Code of Ethics.</li> <li>• See also: <a href="#">Gilead Website, Policies and Procedures</a></li> <li>• See also: <a href="#">Gilead Website, Governance Documents</a></li> </ul>
<b>2-25</b>	Process to remediate negative impacts	<ul style="list-style-type: none"> <li>• Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Pages 61-79</li> <li>• <a href="#">Gilead Website, Report an Adverse Event</a></li> <li>• <a href="#">Gilead 2024 Form 10-K</a>, Item 1A. Risk Factors</li> <li>• <a href="#">Gilead Website, Consumer Product Safety</a></li> </ul>
<b>2-26</b>	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• <a href="#">Gilead Code of Ethics</a>, Page 25</li> </ul>
<b>2-27</b>	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2024 Form 10-K</a>, Note 13. Commitments and Contingencies, Legal Proceedings</li> </ul>
<b>2-28</b>	Membership associations	<ul style="list-style-type: none"> <li>• Gilead is a member of many industry associations, including the following: Pharmaceutical Research and Manufacturers of America, Biotechnology Innovation Organization, International Federation of Pharmaceutical Manufacturers &amp; Associations, American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable, International Aids Society, RE100 and EV100.</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, The Courage to End an Epidemic, Pages 5-8; Advancing Access and Health Equity, Pages 31-43; Empowering People and Communities, Pages 45-59; Sustaining Our Shared Planet, Pages 61-82</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Management, Stakeholder Engagement and Materiality, Pages 5-6</li> </ul>
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> <li>All Gilead employees in Austria, Belgium, Brazil, Spain, France and Italy (6% of worldwide workforce) were subject to collective bargaining agreements in 2024.</li> </ul>
MATERIAL TOPICS		
3-1	Process to determine material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Management, Stakeholder Engagement and Materiality, Pages 5-6</li> </ul>
3-2	List of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Management, Stakeholder Engagement and Materiality, Pages 5-6</li> </ul>
3-3	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 Form 10-K</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 Form 10-K</a>, Item 8. Financial Statements and Supplementary Data</li> </ul>
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 CDP Corporate Questionnaire Response</a></li> <li><a href="#">Task Force on Climate-related Financial Disclosures Summary Report</a></li> </ul>
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 Form 10-K</a>, Deferred Compensation, Page 91</li> </ul>
201-4	Financial assistance received from government	<ul style="list-style-type: none"> <li><a href="#">Gilead 2024 Form 10-K</a>, Income Taxes, Pages 91-92</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
INDIRECT ECONOMIC IMPACTS		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, The Courage to End an Epidemic, Pages 5-8; Advancing Access and Health Equity, Pages 31-43; Empowering People and Communities, Pages 45-59,</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Quantifying Supplier Inclusion Economic Impact, Page 8</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, The Courage to End an Epidemic, Pages 5-8; Advancing Access and Health Equity, Pages 31-43; Empowering People and Communities, Pages 45-59,</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Quantifying Supplier Inclusion Economic Impact, Page 8</li> </ul>
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, The Courage to End an Epidemic, Pages 5-8; Advancing Access and Health Equity, Pages 31-43; Empowering People and Communities, Pages 45-59,</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Quantifying Supplier Inclusion Economic Impact, Page 8</li> </ul>
PROCUREMENT PRACTICES		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Reducing Emissions from Our Value Chain, Pages 65-66</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Pages 7-8</li> <li><a href="#">Gilead Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></li> </ul>
204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>In 2022, 44% of our direct spend was with local suppliers, which Gilead defines as the state of California. Gilead's most significant location of operation is its headquarters in Foster City, California, and we have a large presence in California. In this instance, we define "local" as any supplier that has identified its company headquarters as located in the state of California.</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
ANTI-CORRUPTION		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead Anti-Bribery and Anti-Corruption Policy</li> <li>Gilead Website, ESG Focus Areas</li> </ul>
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>Gilead performs internal and external audits to monitor for compliance with regulatory and company policies.</li> </ul>
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>In 2024, anti-bribery and anti-corruption trainings were provided to our Audit Committee, which is a subset of our Board of Directors, and regional business partners and distributors located in Europe, Asia, Africa, North America and South America.</li> </ul>
205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>In 2024, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.</li> </ul>
ANTI-COMPETITIVE BEHAVIOR		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead Code of Ethics, Page 16</li> <li>Gilead Website, ESG Focus Areas</li> </ul>
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<ul style="list-style-type: none"> <li>In 2024, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.</li> </ul>
TAX		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Pages 9-12</li> <li>Gilead Website, ESG Focus Areas</li> </ul>
207-1	Approach to tax	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Pages 9-12</li> </ul>
207-2	Tax governance, control and risk management	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Pages 9-12</li> </ul>
207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Page 10</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>207-4</b>	Country-by-country reporting	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, 2024 Tax and Jurisdictional Data, Pages 11-12</li> </ul>
<b>ENERGY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Pages 63-70</li> <li><a href="#">Gilead 2024 CDP Corporate Questionnaire Response</a></li> <li><a href="#">Task Force on Climate-related Financial Disclosures Summary Report</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>302-1</b>	Energy consumption within the organization	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 17</li> </ul>
<b>302-2</b>	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 17</li> </ul>
<b>302-3</b>	Energy intensity	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 17</li> </ul>
<b>302-4</b>	Reduction of energy consumption	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Pages 67-68</li> </ul>
<b>WATER AND EFFLUENTS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Protecting Critical Water Resources, Pages 71-73</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>303-1</b>	Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Protecting Critical Water Resources, Pages 71-73</li> </ul>
<b>303-5</b>	Water consumption	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 19</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
BIODIVERSITY		
3-3	Management of material topics	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Connecting Biodiversity and Water Resources, Page 73</li><li><a href="#">Gilead Website, ESG Focus Areas</a></li></ul>
304-3	Habitats protected or restored	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Broadening Our Reach and Impact, Pages 80-82</li></ul>
EMISSIONS		
3-3	Management of material topics	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Pages 63-70</li><li><a href="#">Gilead 2024 CDP Corporate Questionnaire Response</a></li><li><a href="#">Task Force on Climate-related Financial Disclosures Summary Report</a></li><li><a href="#">Gilead Website, ESG Focus Areas</a></li></ul>
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 15</li></ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 15</li></ul>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 16</li></ul>
305-4	GHG emissions intensity	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Environmental Data, Page 15</li></ul>
WASTE		
3-3	Management of material topics	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Catalyzing Materials Stewardship and Waste Reduction, Pages 74-76</li><li><a href="#">Gilead Website, ESG Focus Areas</a></li></ul>





DISCLOSURE TITLE		DESCRIPTION/LOCATION
306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Catalyzing Materials Stewardship and Waste Reduction, Pages 74-76</li> <li>Gilead 2024 Responsible Business and Impact Report, Reporting Appendix, Environmental Data, Page 18</li> </ul>
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Catalyzing Materials Stewardship and Waste Reduction, Pages 74-76</li> </ul>
306-3	Waste generated	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Reporting Appendix, Environmental Data, Page 18</li> </ul>
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Reporting Appendix, Environmental Data, Page 18</li> </ul>
306-5	Waste directed to disposal	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Reporting Appendix, Environmental Data, Page 18</li> </ul>
SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Reducing Emissions from Our Value Chain, Page 65</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Page 7</li> <li><a href="#">Gilead 2024 CDP Corporate Questionnaire Response</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>In 2024, we made progress toward our 2025 goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our Supplier Code of Conduct.</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Reducing Emissions from Our Value Chain, Page 65</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Page 7</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
EMPLOYMENT		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Pages 45-56</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Reporting Workforce Data, Page 54</li> </ul>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Benefits and Wellness, Page 52</li> </ul>
401-3	Parental leave	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Global Parental Leave Data, Page 55</li> </ul>
OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Health and Safety, Page 56</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
403-3	Occupational health services	<ul style="list-style-type: none"> <li>Gilead employees have access to licensed occupational health services (OHS) during working hours, and we are able to arrange transportation to OHS locations. OHS providers converse in the official country language. OHS and Gilead strive to comply with applicable privacy laws and local requirements for protecting personal health information.</li> </ul>
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>Gilead uses hazards exposure assessments to identify general and specific OHS trainings. We seek to align training content with applicable regulatory standards and that trainers meet local competency requirements. Trainings are provided free of charge and during paid working hours.</li> </ul>
403-6	Promotion of worker health	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Our Total Rewards Benefits, Page 52</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
403-9	Work-related injuries	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Health and Safety, Page 56</li> </ul>
403-10	Work-related ill health	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Health and Safety, Page 56</li> </ul>
TRAINING AND EDUCATION		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Developing Our People Leaders, Page 47; Maximizing Performance and Growth, Page 48</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Developing Our People Leaders, Page 47; Maximizing Performance and Growth, Page 48</li> </ul>
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>All Gilead employees are expected to receive regular performance and career development reviews.</li> </ul>
DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Employee Resource Groups, Page 50; Advancing Disability Inclusion, Page 50</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Reporting Workforce Data, Page 54</li> <li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Page 3</li> <li><a href="#">Gilead 2025 Proxy Statement</a>, The Gilead Board of Directors, Pages 14-17</li> </ul>
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li>Gilead's salary ratio for women to men globally is 99.90:100.00.</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
NON-DISCRIMINATION		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead Code of Ethics, Pages 8-9</li> <li>Gilead Website, ESG Focus Areas</li> </ul>
406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>Gilead tracks incidents of discrimination and corrective actions taken; however we do not publicly report on this due to employee privacy concerns and any pending legal or regulatory actions (information is subject to specific confidentiality constraints).</li> </ul>
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Gilead Website, Supplier Information</li> </ul>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> </ul>
CHILD LABOR		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Gilead Website, Supplier Information</li> </ul>
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> </ul>
FORCED OR COMPULSORY LABOR		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> <li>Gilead Website, Supplier Information</li> </ul>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>Supplier Code of Conduct</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
LOCAL COMMUNITIES		
3-3	Management of material topics	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Lifting Our Local Communities, Pages 57-59; Sustaining Our Shared Planet, Broadening Our Reach and Impact, Pages 80-82</li><li><a href="#">Gilead Website, ESG Focus Areas</a></li></ul>
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report, Sustaining Our Shared Planet, Broadening Our Reach and Impact, Pages 80-82</li></ul>
SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of material topics	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Pages 7-8</li><li><a href="#">Supplier Code of Conduct</a></li></ul>
414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"><li>In 2024, we made progress toward our 2025 goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our Supplier Code of Conduct.</li><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Pages 7-8</li></ul>
414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"><li>Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Our Supply Chain Investments, Pages 7-8</li></ul>
PUBLIC POLICY		
3-3	Management of material topics	<ul style="list-style-type: none"><li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li></ul>
415-1	Political contributions	<ul style="list-style-type: none"><li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li></ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
CUSTOMER HEALTH AND SAFETY		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead Website, Report an Adverse Event</li> <li>Gilead Website, ESG Focus Areas</li> <li>See also GRI 2-25</li> </ul>
415-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> <li>These assessments are included in the downloadable Prescribing Information and Patient Information documents on our website.</li> <li>Gilead Website, Medicines</li> <li>Gilead Website, Consumer Product Safety</li> </ul>
MARKETING AND LABELING		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>See GRI 417-1</li> </ul>
417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> <li>Instructions for the safe use of our medicines are included in the downloadable Prescribing Information and Patient Information documents on our website.</li> <li>Gilead Website, Consumer Product Safety</li> </ul>
417-2	Incidents of noncompliance concerning product and service information and labeling	<ul style="list-style-type: none"> <li>Gilead did not receive from any government body any warnings, fines or penalties in 2024 related to our labeling practices.</li> </ul>
417-3	Incidents of noncompliance concerning marketing communications	<ul style="list-style-type: none"> <li>Gilead did not receive from any government body any warnings, fines or penalties in 2024 related to our marketing communications.</li> </ul>
CUSTOMER PRIVACY		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Gilead Website, Privacy Statement</li> </ul>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>Gilead did not have any substantiated complaints concerning losses of customer data in 2024.</li> </ul>



# SASB Index

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
SAFETY OF CLINICAL TRIAL PARTICIPANTS				
Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	N/A	HC-BP-210a.1	Informed Consent: A document given to those considering enrolling in a clinical trial by the research team. It describes the rights of a study participant and provides details about the trial, such as its purpose, duration, required procedures and key contacts. Risks and potential benefits are explained in the informed consent document. Institutional Review Board/Ethics Committee (IRB/EC): A committee at hospitals and medical institutions whose purpose is to protect the rights and welfare of study participants recruited to take part in research activities at their locations. In accordance with the Food and Drug Administration (FDA) and the European Medicines Agency (EMA) regulations, an IRB/EC has the authority to approve, require modifications to or disapprove research trials. Data Safety Monitoring Board: A group of qualified individuals who monitor the clinical study to ensure the safety of trial participants, as well as the validity and integrity of the study data. For more information, see our <a href="#">Guide to Clinical Trials</a> .
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Presentation currency	HC-BP-210a.3	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with clinical trials in developing countries are included in <a href="#">Gilead 2024 Form 10-K</a> , Note 13, Commitments and Contingencies, Legal Proceedings, Pages 84-87.





ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
<b>ACCESS TO MEDICINES</b>				
Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion and Analysis	N/A	HC-BP-240a.1	Gilead 2024 Responsible Business and Impact Report, The Courage to End an Epidemic, Pages 5-8; Advancing Access and Health Equity, Pages 32-43
List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion and Analysis	N/A	HC-BP-240a.2	Gilead has five products on the WHO List of Prequalified Medicinal Products including Lenacapavir, Remdesivir, Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate.
<b>DRUG SAFETY</b>				
Products listed in public medical product safety or adverse event alert databases	Discussion and Analysis	N/A	HC-BP-250a.1	Gilead collects Adverse Events from sources globally and assesses those data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide in its effort to comply with applicable safety regulations. Furthermore, Gilead has robust and comprehensive processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure, as applicable, to agencies, physicians and patients.  FDA Adverse Event Reporting System (FAERS)
(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	Gilead issued a voluntary recall of one lot of Veklury® (remdesivir).



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8
<b>COUNTERFEIT DRUGS</b>				
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion and Analysis	N/A	HC-BP-260a.1	See Gilead's full response to SASB Counterfeit Drugs. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8
Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Discussion and Analysis	N/A	HC-BP-260a.2	See Gilead's full response to SASB Counterfeit Drugs. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8
Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	See Gilead's full response to SASB Counterfeit Drugs. (HC-BP-260a.1 – HC-BP-260a.3), Gilead 2024 Responsible Business and Impact Report: Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
ETHICAL MARKETING				
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation currency	HC-BP-270a.1	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in <a href="#">Gilead 2024 Form 10-K</a> , Note 13, Commitments and Contingencies, Legal Proceedings, Pages 84-87.
Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	N/A	HC-BP-270a.2	We promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company.
EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION				
Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	N/A	HC-BP-330a.1	Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Pages 46-53
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Quantitative	Percentage (%)	HC-BP-330a.2	Gilead 2024 Responsible Business and Impact Report, Empowering People and Communities, Reporting Workforce Data, Page 54



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
BUSINESS ETHICS				
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Presentation currency	HC-BP-510a.1	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in <a href="#">Gilead 2024 Form 10-K</a> , Note 13, Commitments and Contingencies, Legal Proceedings, Pages 84-87.
Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	N/A	HC-BP-510a.2	<p>We work with healthcare professionals, patient organizations, payer bodies and others in the healthcare community for the right reasons, in a transparent and ethical way. We strive to comply with the applicable laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company (collectively, “Industry Standards”) in the promotion of prescription medicines.</p> <p>Our expectations:</p> <ul style="list-style-type: none"><li>• Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions.</li><li>• Promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the Industry Standards.</li><li>• Ensure that all information and materials are accurate, fair, balanced, not misleading and shared appropriately.</li><li>• Do not provide anything of value to inappropriately influence a decision to approve, reimburse, prescribe, purchase or recommend a Gilead product.</li><li>• Read, understand and follow the applicable Gilead Business Conduct Manuals and related policies required for you to perform your role.</li></ul> <p>For more information, see our <a href="#">Code of Ethics</a>.</p>



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
ACTIVITY METRICS				
Number of patients treated	Quantitative	Number	HC-BP-000.A	Certain patient reach numbers are reported on the following pages: Gilead 2024 Responsible Business and Impact Report, Innovating Scientific Solutions, Pages 19, 24 and 27-28; Advancing Access and Health Equity, Pages 33, 35 and 43
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Quantitative	Number	HC-BP-000.B	(1) A list of our primary revenue-generating products approved in the U.S. was included in <a href="#">Gilead 2024 Form 10-K</a> , Item 1. Business. (2) A detailed list of our R&D pipeline can be found on the <a href="#">Pipeline</a> page of our company website.



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## PHOTOGRAPHY

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*On Our Cover:*  
**Edward Son, Corporate Legal**