



# NEXT NOW



*2025 Responsible Business and Impact*

**REPORTING APPENDIX**



# ABOUT THIS DOCUMENT

This Reporting Appendix is a stand-alone companion publication to our 2025 Responsible Business and Impact Report, which highlights Gilead’s related activities, performance and data. It supplements the information in Gilead’s 2025 Responsible Business and Impact Report with the following sections:

- [\*\*Responsible Business at Gilead\*\*](#)
- [\*\*Our Supply Chain Investments\*\*](#)
- [\*\*Our Approach to Tax\*\*](#)
- [\*\*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 responsible business performance frameworks, including the CDP Corporate Questionnaire, Global Reporting Initiative, Sustainability Accounting Standards Board and the United Nations Global Compact (UNGC).

The scope of Gilead’s 2025 Responsible Business and Impact Report and this Reporting Appendix includes all entities listed in [Gilead’s 2025 Annual Report on Form 10-K](#) and focuses primarily on our fiscal year ending Dec. 31, 2025. This Appendix is intended to highlight some of the company’s responsible business efforts during the fiscal year ended Dec. 31, 2025; it is not a comprehensive description or representation of all 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.

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. Please also refer to the disclaimers and qualifications included in the 2025 Responsible Business and Impact Report, which apply to this Reporting Appendix.

#### **NOTE ON ENVIRONMENTAL DATA**

Our most recent, externally assured environmental sustainability data can be found on [Gilead.com](#). Due to data collection and external assurance cycles, quantitative data for 2025 will be posted in June 2026.



Foster City, California

# *RESPONSIBLE BUSINESS* 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 responsible business 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 responsible business activities.

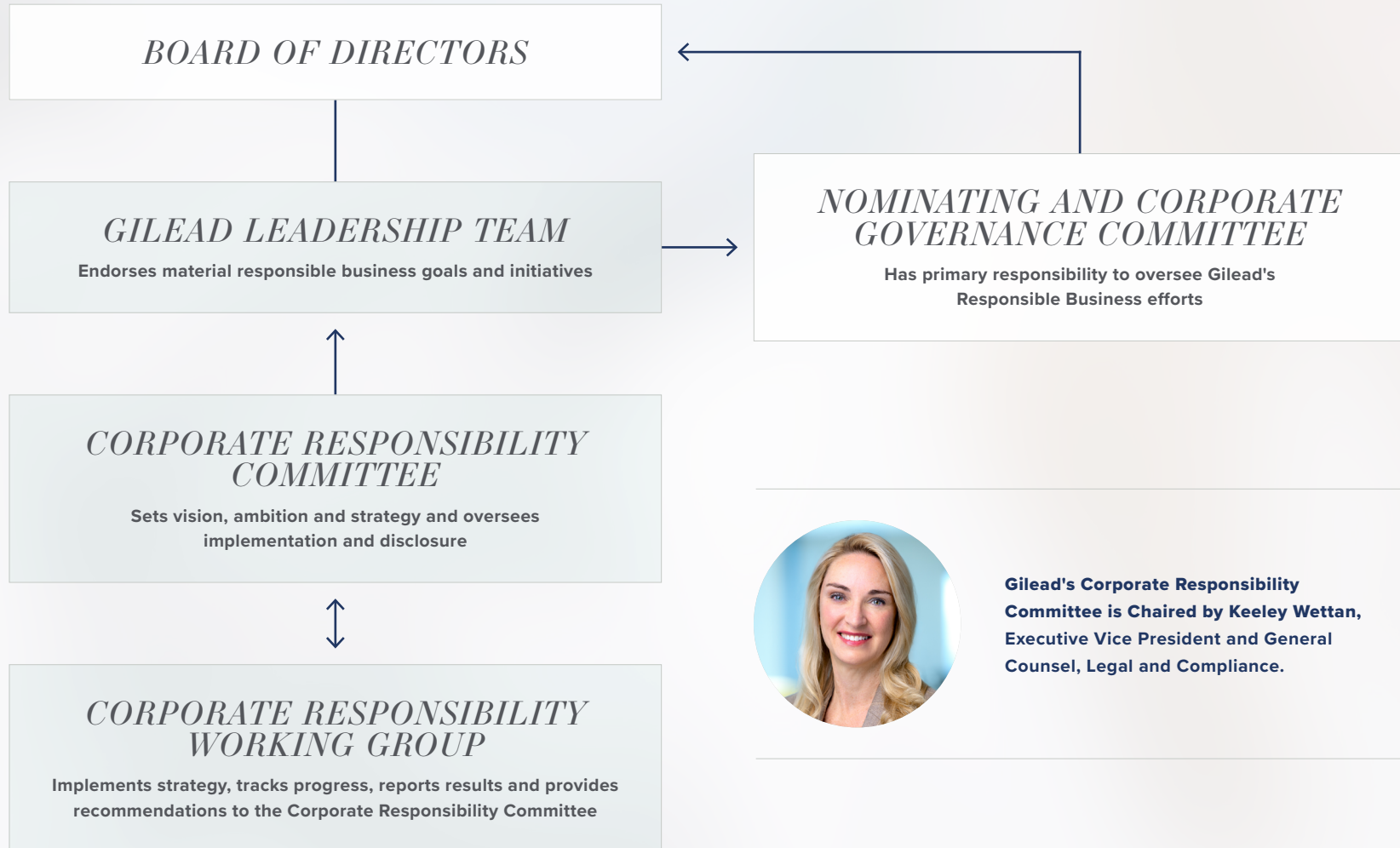
Our Nominating and Corporate Governance Committee of the Gilead Board of Directors has primary oversight of our responsible business program as part of its charter. Our full Board exercises risk oversight directly and through its committees. The committees, as well as management, provide regular updates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

To further support Gilead's robust oversight, the majority of our Board members have responsible business experience (see our [2026 Proxy Statement](#) for more information). Our management-led CRC meets quarterly and is tasked with managing responsible business issues and, in consultation with senior leadership, driving forward our goals and strategy.

Our responsible business 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.



**GILEAD'S RESPONSIBILITY BUSINESS GOVERNANCE STRUCTURE**



**Gilead's Corporate Responsibility Committee is Chaired by Keeley Wettan, Executive Vice President and General Counsel, Legal and Compliance.**



**MANAGEMENT AND STAKEHOLDER ENGAGEMENT**

Gilead regularly monitors our operations to reduce potential or actual negative responsible business 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 topics related to responsible business, 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.

**EXTERNAL STAKEHOLDERS WITH WHOM WE REGULARLY ENGAGE**

*INVESTORS AND RISK ASSESSORS*

- Stockholders
- Institutional investors and analysts
- Bankers and insurers
- Responsible business ratings and indices

*RULEMAKERS AND WATCHDOGS*

- Global NGOs
- Regulators
- Academic institutions
- Industry associations
- Media

*PEERS AND BUSINESS PARTNERS*

- Partners
- Peers
- Suppliers
- Generic drug manufacturers

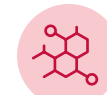
*CUSTOMER AND COMMUNITY*

- Healthcare providers
- Insurance providers
- Patients
- Communities

**MATERIALITY**

Gilead finalized a responsible business double materiality assessment in December 2025 and identified five priority topics to guide our corporate responsibility strategy. Our process included enterprisewide engagement with employees and considered the perspectives of external stakeholders throughout our value chain. Topics were further informed by global standards and frameworks, regulations, raters and rankers, and peer benchmarking. The assessment was performed under the supervision of the Corporate Responsibility Committee and topical subject matter experts. The results were endorsed by our Nominating and Corporate Governance Committee.

**2026 Responsible Business priority topics include:**



*INNOVATION*



*ACCESS TO MEDICINE*



*PATIENT SAFETY*



*PEOPLE AND CULTURE*



*SUSTAINABILITY*



# 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 2025, 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 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 Page 75 of our 2025 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.

## **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 have implemented a systematic, multifactor methodology 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 believe that a broad and inclusive supplier network generates a competitive advantage, increases access to innovation, enables greater agility in our supply chain and supports socioeconomic inclusion across our society. Therefore, we strive to attract qualified business partners that share our commitments to promoting equal opportunity, fostering inclusion and attracting a workforce with a broad spectrum of perspectives, experiences and backgrounds. Through supplier inclusion programs, we are promoting opportunity for all.

### QUANTIFYING SUPPLIER INCLUSION ECONOMIC IMPACT

The economic impact of a supply chain can be measured in many different ways. We follow a top-down approach by using a well-known and highly accurate model called Input-Output (I/O) in calculating the impact of Gilead’s supply chain of small and diverse suppliers. An Input-Output model applies economic analyses that tracks the interdependence among various industries in an economy. It measures the relationship between a given set of demands for final goods and services, and the inputs required to satisfy those demands. This model is widely applied in industry to calculate the supply chain ripple effects including direct, indirect and induced impacts.

#### SUPPLIER INCLUSION BY THE NUMBERS

9.4K TOTAL JOBS SUPPORTED

*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.*

\$1.25B TOTAL VALUE ADDED

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

\$695M 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.*

\$2.12B 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.*



Lori Mayall  
*Legal*

### **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 patients worldwide access authentic Gilead medicines, Gilead's Global Product Security program leads the Anti-Counterfeiting Team, a cross-functional network of experts from legal, quality, regulatory, supply chain, serialization and traceability, security, packaging and other functions working together to address counterfeit and illicit trade risks.

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.

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### **PROTECTING PATIENTS THROUGH ENFORCEMENT**

Gilead's innovative enforcement and litigation strategies drove rare criminal accountability, halted illegal importation and removed counterfeits from circulation, strengthening patient safety and helping to set new industry standards for supply chain integrity and responsible access.



2025 GLOBAL MEDICINES INTEGRITY METRICS

2 CIVIL PATIENT-PROTECTION ACTIONS  
RESULTING IN INJUNCTIVE RELIEF

21 LAW ENFORCEMENT REFERRALS

9 RAIDS / SEIZURES

14 ARRESTS

26.75 YEARS IN PRISON

20K+ COUNTERFEIT MEDICINES AND  
PACKAGING COMPONENTS SEIZED  
GILEAD-BRANDED

4M+ COUNTERFEIT MEDICINES AND  
PACKAGING COMPONENTS SEIZED  
OTHER

~ 1.8K ILLICIT ONLINE OFFERS OF GILEAD-  
BRANDED MEDICINES TAKEN DOWN

**Advancing Accountability for Counterfeits in the U.S.**

The owners of Safe Chain Solutions were convicted by a federal jury in 2025 and sentenced in 2026 for trafficking counterfeit medicines — an extraordinary and rare outcome in patient safety enforcement. The prosecution followed Gilead’s novel litigation strategy, launched in 2021, which exposed how counterfeit and black-market HIV medicines infiltrated the legitimate U.S. supply chain.

**Disrupting Illegal Importation Schemes in the U.S.** In 2025, Gilead secured a federal court order halting an illegal drug importation scheme, enabling the case to expand and cutting off unregulated pathways that put patients at risk. The outcome followed Gilead’s novel patient safety litigation strategy, which targeted the systems allowing non-FDA approved medicines — medicines that are materially different from U.S. approved products and lack required quality controls — to enter the U.S. supply chain, rather than focusing on isolated, one-off transactions.

**Disrupting Counterfeit Supply Chains Ex U.S.** In 2025, Gilead supported coordinated international enforcement actions that led to the seizure of tens of thousands of counterfeit medicines and components and the disruption of active counterfeit supply chains. These actions focused on dismantling the systems enabling counterfeit antivirals and oncology medicines — including repackaging operations, courier networks, and pharmacy level distribution — removing counterfeits from circulation and reducing patient exposure to these potentially dangerous counterfeits.

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](#).



# OUR APPROACH TO *TAX*

Our global tax strategy is 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, as required by 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 establishes and maintains 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 material tax 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. All material tax 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. All 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 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 to ensure Gilead's views are considered during the public discourse. We also support initiatives to increase public trust and transparency in national and international tax regimes.



Foster City, California



# GRI INDEX

DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>GENERAL DISCLOSURES</b>		
<b>2-1</b>	Organizational details	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Creating Possible, Gilead at a Glance, Page 9</li> <li><a href="#">Gilead 2025 Form 10-K</a>, Item 1. Business</li> </ul>
<b>2-2</b>	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Form 10-K</a>, Exhibit 21.1. Subsidiaries of Gilead Sciences, Inc.</li> </ul>
<b>2-3</b>	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, About This Report, Page 2</li> <li><a href="mailto:public_affairs@gilead.com">public_affairs@gilead.com</a></li> </ul>
<b>2-4</b>	Restatements of information	<ul style="list-style-type: none"> <li>Not Applicable</li> </ul>
<b>2-5</b>	External assurance	<ul style="list-style-type: none"> <li><a href="#">Gilead Website</a>, Environmental Sustainability Data Performance, Data and Disclosures</li> </ul>
<b>2-6</b>	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Creating Possible, Our Approach to Responsible Business, Pages 10-13; Curbing Carbon, Reducing Emissions Across Our Value Chain, Page 75</li> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Reporting Appendix, Our Supply Chain Investments, Pages 6-9</li> <li><a href="#">Gilead 2025 Form 10-K</a>, Item 1. Business; Item 1A. Risk Factors</li> <li><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>
<b>2-7</b>	Employees	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Workforce Data, Page 66</li> </ul>
<b>2-9</b>	Governance structure and composition	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Reporting Appendix, Active Leadership and Board Involvement, Pages 3-4</li> <li><a href="#">Gilead Website</a>, Board Governance and Committees</li> <li><a href="#">Gilead 2026 Proxy Statement</a>, Board Leadership Structure, Pages 34-37; Committees of Our Board of Directors, Pages 37-40</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>2-10</b>	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Gilead 2026 Proxy Statement</a>, Board Refreshment and Director Nomination Process, Pages 19-21</li> </ul>
<b>2-11</b>	Chair of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Gilead 2026 Proxy Statement</a>, The Gilead Board of Directors, Pages 16-19, 21; Nominees, Pages 22-28</li> <li><a href="#">Gilead Sciences Board Guidelines</a></li> </ul>
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li><a href="#">Gilead Nominating and Corporate Governance Committee Charter</a></li> </ul>
<b>2-13</b>	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Active Leadership and Board Involvement, Pages 3-4</li> </ul>
<b>2-14</b>	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 responsible business material topics; the CEO and Chairman of the Board review and approve the Gilead Responsible Business and Impact Report.</li> </ul>
<b>2-15</b>	Conflicts of interest	<ul style="list-style-type: none"> <li><a href="#">Gilead 2026 Proxy Statement</a>, Conflicts of Interest, Page 21; Certain Relationships and Related Person Transactions, Conflicts of Interest, Page 41</li> <li><a href="#">Gilead Code of Ethics</a>, Page 15</li> <li><a href="#">Gilead Anti-Bribery and Anti-Corruption Policy</a></li> </ul>
<b>2-16</b>	Communication of critical concerns	<ul style="list-style-type: none"> <li><a href="#">Gilead Stockholder Communications with the Board</a></li> <li><a href="#">Gilead Code of Ethics</a>, Page 28</li> </ul>
<b>2-17</b>	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Gilead 2026 Proxy Statement</a>, Director Skills, Experience and Background, Pages 17-18; Board Processes, Director Orientation and Continuing Education, Page 40</li> </ul>
<b>2-18</b>	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li><a href="#">Gilead 2026 Proxy Statement</a>, Board Refreshment and Director Nomination Process, Evaluate Candidates' Qualifications and Commitments, Page 20; Board Leadership Structure, Lead Independent Director, Roles and Responsibilities, Pages 34-35; Board Evaluations, Page 36; Committees of Our Board of Directors, Compensation and Talent Committee, Page 38; Committees of Our Board of Directors, Executive Sessions, Page 40</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>2-19</b>	Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2026 Proxy Statement</a>, Compensation of Non-Employee Board Members, Pages 42-43</li> <li>• <a href="#">Gilead 2026 Proxy Statement</a>, Executive Compensation, Pages 50-73</li> </ul>
<b>2-20</b>	Process to determine remuneration	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2026 Proxy Statement</a>, Committees of Our Board of Directors, Compensation and Talent Committee, Page 38; Compensation of Non-Employee Board Members, Pages 42-43; Executive Compensation, Compensation Overview, Page 50-73</li> </ul>
<b>2-21</b>	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2026 Proxy Statement</a>, CEO Pay Ratio, Page 72</li> </ul>
<b>2-22</b>	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, A Letter From Our Chairman &amp; CEO, Pages 4-5; Creating Possible, Our Approach to Responsible Business, Pages 10-13</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</a>, Policies and Procedures</li> <li>• See also: <a href="#">Gilead Website</a>, Governance Documents</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</a>, Policies and Procedures</li> <li>• See also: <a href="#">Gilead Website</a>, Governance Documents</li> </ul>
<b>2-25</b>	Process to remediate negative impacts	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Environmental Sustainability, Stewarding Sustainable Health, Page 72</li> <li>• <a href="#">Gilead Website</a>, Report an Adverse Event</li> <li>• <a href="#">Gilead 2025 Form 10-K</a>, Item 1A. Risk Factors</li> <li>• <a href="#">Gilead Website</a>, Consumer Product Safety</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 28</li> </ul>
<b>2-27</b>	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Form 10-K</a>, Item 8. Financial Statements and Supplementary Data, Note 12. Commitments and Contingencies, Legal Proceedings, Pages 84-86</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<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>
<b>2-29</b>	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Creating Possible, Our Approach to Responsible Business, Pages 10-11; Access and Impact, Pages 35-53; People and Communities, Pages 56-59, 61-63, 67-70; Environmental Sustainability, Pages 75, 78, 80, 88-91</a></li> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Responsible Business at Gilead, Pages 5-9</li> </ul>
<b>2-30</b>	Collective bargaining agreements	<ul style="list-style-type: none"> <li>All Gilead employees in Austria, Belgium, Brazil, Spain, France and Italy (6% of the worldwide workforce) were subject to collective bargaining agreements in 2025.</li> </ul>
<b>MATERIAL TOPICS</b>		
<b>3-1</b>	Process to determine material topics	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Materiality, Page 5</li> </ul>
<b>3-2</b>	List of material topics	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Materiality, Page 5</li> </ul>
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Form 10-K</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>ECONOMIC PERFORMANCE</b>		
<b>201-1</b>	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Form 10-K, Item 8. Financial Statements and Supplementary Data</a></li> </ul>
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>Gilead 2025 CDP Corporate Questionnaire Response</li> <li><a href="#">Gilead Task Force on Climate-related Financial Disclosures Summary Report</a></li> </ul>
<b>201-3</b>	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Form 10-K, Item 8. Financial Statements and Supplementary Data, Note 13. Employee Benefits, Pages 87-90</a></li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>201-4</b>	Financial assistance received from government	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Form 10-K, Item 8. Financial Statements and Supplementary Data, Note 15. Income Taxes, Pages 91-94</a></li> </ul>
<b>INDIRECT ECONOMIC IMPACTS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Access and Impact, Pages 35-53; People and Communities, Pages 67-70</a></li> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 6-7</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>203-1</b>	Infrastructure investments and services supported	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Access and Impact, Pages 35-53; People and Communities, Pages 67-70</a></li> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 6-7</a></li> </ul>
<b>203-2</b>	Significant indirect economic impacts	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Our Approach to Responsible Business, Pages 10-13; Access and Impact, Pages 35-53; People and Communities, Pages 67-70</a></li> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 6-7</a></li> </ul>
<b>PROCUREMENT PRACTICES</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Reducing Emissions Across Our Value Chain, Page 75</a></li> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 6-7</a></li> <li><a href="#">Gilead Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></li> </ul>
<b>204-1</b>	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>In 2025, 44% of our direct spend was with local suppliers, which Gilead defines as the state of California. Gilead’s most significant location of operations is its headquarters in Foster City, California, and we have a large presence in the state. 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
<b>ANTI-CORRUPTION</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Anti-Bribery and Anti-Corruption Policy</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> <li><a href="#">Gilead Code of Ethics, Page 15</a></li> </ul>
<b>205-1</b>	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>
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>In 2025, anti-bribery and anti-corruption training were provided to our Nominating and Corporate Governance 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>
<b>205-3</b>	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>In 2025, there were no judicial or administrative findings of corruption, anti-competitive behavior, violations of antitrust and monopoly legislation, or other similar violations.</li> </ul>
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Code of Ethics, Page 16</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>206-1</b>	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<ul style="list-style-type: none"> <li>In 2025, there were no findings of anti-competitive behavior or violations of antitrust and monopoly legislation from any government body.</li> </ul>
<b>TAX</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Approach to Tax, Pages 10-11</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>207-1</b>	Approach to tax	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Approach to Tax, Pages 10-11</li> </ul>
<b>207-2</b>	Tax governance, control and risk management	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Approach to Tax, Page 10</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>207-3</b>	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Stakeholder Engagement and Management of Concerns Related to Tax, Page 11</li> </ul>
<b>ENERGY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Pages 72-78, 84-86, 91</a></li> <li>Gilead 2025 CDP Corporate Questionnaire Response</li> <li><a href="#">Gilead 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><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>302-2</b>	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>302-3</b>	Energy intensity	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>302-4</b>	Reduction of energy consumption	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Pages 75-78, 84-86, 91</a></li> </ul>
<b>WATER AND EFFLUENTS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Preserving Water Resources, Pages 79-80</a></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><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Preserving Water Resources, Pages 79-80</a></li> </ul>
<b>303-5</b>	Water consumption	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>EMISSIONS</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Pages 72-78, 84, 87, 91</a></li> <li><a href="#">Gilead 2025 CDP Corporate Questionnaire Response</a></li> <li><a href="#">Gilead Task Force on Climate-related Financial Disclosures Summary Report</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>305-1</b>	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>305-4</b>	GHG emissions intensity	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>WASTE</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Optimizing Materials Minimizing Waste, Pages 81-83</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>306-1</b>	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Optimizing Materials Minimizing Waste, Pages 81-83</a></li> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>306-2</b>	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Environmental Sustainability, Optimizing Materials Minimizing Waste, Pages 81-83</a></li> </ul>
<b>306-3</b>	Waste generated	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>306-4</b>	Waste diverted from disposal	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>
<b>306-5</b>	Waste directed to disposal	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Environmental Sustainability Data Performance</a></li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Environmental Sustainability, Reducing Emissions Across Our Value Chain, Page 75</li> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Reporting Appendix, Our Supply Chain Investments, Page 6</li> <li>• <a href="#">Gilead 2025 CDP Corporate Questionnaire Response</a></li> <li>• <a href="#">Gilead Website</a>, ESG Focus Areas</li> </ul>
<b>308-1</b>	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>• 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>
<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Environmental Sustainability, Reducing Emissions Across Our Value Chain, Page 75</li> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, Reporting Appendix, Our Supply Chain Investments, Page 6-9</li> </ul>
<b>EMPLOYMENT</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Pages 54-66</li> <li>• <a href="#">Gilead Website</a>, ESG Focus Areas</li> </ul>
<b>401-1</b>	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Workforce Data, Page 66</li> </ul>
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Rewards at Gilead, Pages 64-65</li> </ul>
<b>401-3</b>	Parental leave	<ul style="list-style-type: none"> <li>• <a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Rewards at Gilead, Page 65</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Pages 60, 65</li> <li><a href="#">Gilead Website</a>, ESG Focus Areas</li> </ul>
<b>403-3</b>	Occupational health services	<ul style="list-style-type: none"> <li>Gilead employees have access to licensed occupational health services (OHS) during working hours. OHS providers can converse in the official country language. Gilead strives to comply with applicable privacy laws and local requirements to protect personal health information.</li> </ul>
<b>403-5</b>	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>Gilead reviews regulatory requirements to identify general and specific OHS training. We seek to align training content with applicable regulatory standards and ensure that trainers meet competency requirements. Training is provided free of charge and during paid working hours.</li> </ul>
<b>403-6</b>	Promotion of worker health	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Rewards at Gilead, Pages 64-65</li> </ul>
<b>403-9</b>	Work-related injuries	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Health and Safety Data, Page 60</li> </ul>
<b>403-10</b>	Work-related ill health	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Health and Safety Data, Page 60</li> </ul>
<b>TRAINING AND EDUCATION</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Pages 55-58, 62-63</li> <li><a href="#">Gilead Website</a>, ESG Focus Areas</li> </ul>
<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Pages 55-58, 62-63</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>404-3</b>	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>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Pages 57-58</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>405-1</b>	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Workforce Data, Page 66</li> <li><a href="#">Gilead 2026 Proxy Statement</a>, The Gilead Board of Directors, Pages 14-17</li> </ul>
<b>405-2</b>	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report</a>, People and Communities, Rewards at Gilead, Page 64</li> <li>In 2025, Gilead’s salary ratio for women to men globally was 100.03:100.00 taking into account factors such as job responsibility, level and experience.</li> </ul>
<b>NON-DISCRIMINATION</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Code of Ethics</a>, Page 9</li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>406-1</b>	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>
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></li> </ul>
<b>407-1</b>	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><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>CHILD LABOR</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></li> </ul>
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>
<b>FORCED OR COMPULSORY LABOR</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Supplier Code of Conduct</a></li> <li><a href="#">Gilead Website, Supplier Information</a></li> </ul>
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>
<b>LOCAL COMMUNITIES</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, Creating Possible, Investing in Partnerships, Page 13; People and Communities, Supporting Local Communities, Pages 67-70; Environmental Sustainability, A Culture Rooted in Sustainability, Pages 88-90</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> </ul>
<b>413-1</b>	Operations with local community engagement, impact assessments and development programs	<ul style="list-style-type: none"> <li><a href="#">Gilead 2025 Responsible Business and Impact Report, People and Communities, Supporting Local Communities, Pages 67-70; Environmental Sustainability, A Culture Rooted in Sustainability, Pages 88-90</a></li> </ul>
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 6-9</li> <li><a href="#">Gilead Supplier Code of Conduct</a></li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>414-1</b>	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>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>
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Our Supply Chain Investments, Pages 8-9</li> </ul>
<b>PUBLIC POLICY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li> </ul>
<b>415-1</b>	Political contributions	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, U.S. Public Policy Engagement</a></li> </ul>
<b>CUSTOMER HEALTH AND SAFETY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li><a href="#">Gilead Website, Report an Adverse Event</a></li> <li><a href="#">Gilead Website, ESG Focus Areas</a></li> <li>See also GRI 2-25</li> </ul>
<b>415-1</b>	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><a href="#">Gilead Website, Medicines</a></li> <li><a href="#">Gilead Website, Consumer Product Safety</a></li> </ul>
<b>MARKETING AND LABELING</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"> <li>See GRI 417-1</li> </ul>
<b>417-1</b>	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><a href="#">Gilead Website, Consumer Product Safety</a></li> </ul>
<b>417-2</b>	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 2025 related to our labeling practices.</li> </ul>



DISCLOSURE TITLE		DESCRIPTION/LOCATION
<b>CUSTOMER PRIVACY</b>		
<b>3-3</b>	Management of material topics	<ul style="list-style-type: none"><li><a href="#">Gilead Website, Privacy Statements</a></li></ul>
<b>418-1</b>	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 2025.</li></ul>



# SASB INDEX

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
<b>SAFETY OF CLINICAL TRIAL PARTICIPANTS</b>				
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="#">Gillette's 2025 Form 10-K</a> , Item 8. Financial Statements and Supplementary Data; Note 12. Commitments and Contingencies, Legal Proceedings, Pages 84-86.



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 2025 Responsible Business and Impact Report, Access and Impact, Page 35-53
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 at the individual case level and 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 detecting potential new safety signals for our products in development and on the market, as well as for disclosure, as applicable, to agencies, physicians and patients.
(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	<u>FDA Adverse Event Monitoring System (AEMS)</u>
Total amount of product accepted for takeback, reuse or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Gilead 2025 Responsible Business and Impact Report, Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8, Protecting Patients Through Enforcement, Pages 8-9



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
<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 2025 Responsible Business and Impact Report, Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8, Protecting Patients Through Enforcement, Pages 8-9
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 2025 Responsible Business and Impact Report, Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8, Protecting Patients Through Enforcement, Pages 8-9
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 2025 Responsible Business and Impact Report, Reporting Appendix, Helping to Provide Access to Genuine Medicines, Page 8, Protecting Patients Through Enforcement, Pages 8-9
<b>ETHICAL MARKETING</b>				
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 resulting from legal proceedings related to false marketing claims are included in Gilead’s 2025 Form 10-K, Item 8. Financial Statements and Supplementary Data, Note 12. Commitments and Contingencies, Legal Proceedings, Pages 84-86
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 Policies and related policies that incorporate the laws, regulations, industry codes and practices governing the pharmaceutical industry and our company.



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
<b>EMPLOYEE RECRUITMENT, DEVELOPMENT AND RETENTION</b>				
Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion and Analysis	N/A	HC-BP-330a.1	Gilead 2025 Responsible Business and Impact Report, People and Communities, Life at Gilead, Pages 57-58
(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 2025 Responsible Business and Impact Report, People and Communities, Workforce Data, Page 66
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 resulting from legal proceedings associated with corruption and bribery are included in <a href="#">Gilead's 2025 Form 10-K</a> , Item 8. Financial Statements and Supplementary Data, Note 12. Commitments and Contingencies, Legal Proceedings, Pages 84-86



ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DESCRIPTION/LOCATION
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Description of code of ethics governing interactions with health care professionals

Discussion and Analysis

N/A

HC-BP-510a.2

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.

Our expectations:

- Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions.
- Promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the Industry Standards.
- Ensure that all information and materials are accurate, fair, balanced, not misleading and shared appropriately.
- Do not provide anything of value to inappropriately influence a decision to approve, reimburse, prescribe, purchase or recommend a Gilead product.
- Read, understand and follow the applicable Gilead Business Conduct Manuals and related policies required for you to perform your role.

For more information, see our [Code of Ethics](#).

**ACTIVITY METRICS**

Number of patients treated

Quantitative

Number

HC-BP-000.A

Certain patient reach numbers are reported on the following pages: Gilead 2025 Responsible Business and Impact Report, Creating Possible, Investing in Partnerships, Page 13, Executive Summaries, Pages 15-16; Next Innovation, Oncology, Pages 28, 30, Inflammation, Page 33; Access and Impact, Virology, Pages 41-42

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 [Gilead’s 2025 Form 10-K](#), Item 1. Business, Pages 3-16.  
 (2) A detailed list of our R&D pipeline can be found on the [Pipeline](#) page of our company website.



*2025 Responsible Business and Impact*

**REPORTING APPENDIX**