

Gilead Sciences, Inc. Position on Waste and Circular Economy

Background and Principles

Gilead strives to create a healthier world for all people. We work to provide patients with world-class science, including new antiviral therapies, next-generation cancer treatments and medicines for inflammatory diseases. Gilead is committed to responsible stewardship of resources and to demonstrating leadership in sustainable business practices.

The linear economy, based on a "take, make, dispose" model, creates significant environmental challenges by encouraging the extraction of finite resources, generating excess waste, and promoting unsustainable consumption. This system leads to resource depletion, pollution, and growing landfill waste, as products are often discarded after a single use rather than being repurposed or recycled. In contrast, the circular economy, where materials are reused and recycled to extend their useful life, supports reduced waste generation, decreased material costs, and use of innovative technologies and services to promote business resiliency.¹

We believe that resource conservation, sustainable sourcing, and responsible waste management can help:

- **Reduce** the environmental impact of our products, packaging, and operations.
- **Protect** natural biodiversity.
- **Reduce** our impact on climate change.
- **Promote** efforts to maintain long-term ecological balance.
- **Address** our commitment to delivering life-saving healthcare products.

Circularity Principles

Our company endorses the following circularity strategies and actions:

- **Eliminate** waste and pollution.
- **Maintain** the value of our products and materials.
- **Preserve** biodiversity.

By embracing these strategies and actions, we can help to build a more sustainable and circular economy.²

We are seeking to **eliminate waste and pollution** by implementing processes designed to avoid waste generation and reduce environmental impact. We will support the design of new products (e.g., buildings and product packaging) with circularity in mind to help eliminate waste before it even occurs. We seek to manage the disposal of hazardous wastes in compliance with applicable laws and

¹ EPA, Circular Economy Background - <https://www.epa.gov/circulareconomy>

² Ellen MacArthur Foundation Circular Economy background - <https://www.ellenmacarthurfoundation.org/topics/circular-economy-introduction/overview>

regulations where we operate and do business. Where feasible and while upholding the highest standards of patient safety, we endeavor to employ greener practices and products, implement reagents and solvents that are less hazardous, less toxic, and biodegradable, and recycle solvent wastes to lessen negative effects of hazardous waste generated by our manufacturing and research processes. Regarding the end-of-life of Gilead products, we focus on the end-of life of product packaging. Our standard is to select packaging that is compatible with local recycling streams, where quality and safety requirements are met. The pharmaceutical product is meant to be completely consumed. We also partner with the Pharmaceutical Product Stewardship Work Group (PPSWG) which offers a pharmaceutical take back program in the U.S.

We are working to **maintain the value of our products and materials** through maintenance, reuse, and recycling. Preventive maintenance is regularly performed to prolong the useful life of equipment. Qualifying consumables and equipment can be reused or recycled via our surplus asset management program. Product packaging materials are selected under our policies to meet regulatory requirements for patient safety while being compatible with local recycling streams as permissible by quality and safety requirements. We focus on sourcing packaging made with recycled content that can be reused or recycled, so that materials can stay in circulation rather than ending up in landfills.

We will strive to **preserve biodiversity** by supporting practices that protect and enhance natural habitats. By procuring responsibly, decreasing wastes destined for landfill, and increasing recycled content in materials, we can help reduce environmental impacts that threaten biodiversity. These efforts, aligned with circularity principles, promote thriving ecosystems and the long-term health of our planet.

Strategy and Commitments

Product Packaging

Packaging made from virgin materials contributes to environmental degradation by depleting natural resources and increasing waste. In a linear economy, where products are created, used, and discarded without regeneration, this practice leads to more pollution, landfill overflow, and greater greenhouse gas emissions. Shifting to sustainable packaging helps reduce these harmful impacts and promotes resource conservation.³

Recycled content in packaging is key to reducing its environmental impact by conserving natural resources, reducing energy consumption, and minimizing waste. By incorporating recycled materials into our product packaging, Gilead can help close the loop in the production cycle by decreasing the demand for virgin raw materials. This practice also supports a circular economy, where materials are reused and recycled, helping to reduce pollution and the amount of waste that ends up in landfills and oceans. [Gilead is introducing recycled content](#) into our secondary and tertiary plastic and paper fiber

³ EPA, environmental impacts of virgin materials - https://19january2017snapshot.epa.gov/climatechange/climate-change-and-life-cycle-stuff_.html#:~:text=of%2DLife%20Management-Stage%201:%20Materials%20Extraction,more%20recycled%2Dcontent%20products%20available.

packaging of our finished goods product. Gilead also sources paper fiber packaging materials with sustainably managed forest certifications, where feasible. We continue to look for future opportunities to introduce more recycled content and create a more circular product supply chain.⁴

Gilead established targets to reduce the environmental impact of our product packaging. We aim to:

- Have 100% product packaging widely recyclable or reusable, including elimination of all unnecessary plastics⁵
- Use 30% post-consumer recycled content in all plastic packaging by 2025
- Use 70% recycled content paper from sustainably managed forests by 2025

Zero Waste to Landfill

Landfills contribute to environmental pollution and are major sources of greenhouse gases.⁶ Gilead locations are implementing the following operational approaches in an effort to reduce our landfill bound operational waste.

- **Reducing Waste at the Source:** We commit to reduce non-hazardous waste generation (excluding construction and demolition waste) by 20%, from our 2019 baseline, by 2030. We aim to achieve this by designing processes and products that minimize waste compared to current processes and products. Waste reduction is to be prioritized in the following order: refusal, reduction, reuse, recycling, and composting. This includes optimizing our operations, using materials efficiently, and choosing more sustainable alternatives.
- **Increasing Recycling and Reuse:** We will seek to maximize the diversion of waste from landfills and incineration through comprehensive recycling and reuse programs. This involves segregating waste materials, providing accessible recycling and composting facilities, and promoting the reuse of products and materials.
- **Training and Employee Engagement:** We intend to engage and educate our employees, service providers, and contracted/contingent workers on zero waste to landfill principles and practices. Regular training will be provided to help all staff understand their role in waste reduction and be equipped with the knowledge to contribute effectively.
- **Employing Innovative Solutions and Regularly Improving:** We seek to explore innovative waste management solutions and regularly improve our practices. We will actively seek opportunities for collaboration and stay informed about advancements in waste reduction and resource management.

Elimination of Single-Use Plastics

Single-use plastics (SUPs) refers to plastic products produced and designed to be discarded after being used only once. These products have limited reusability and are neither actively recycled nor widely recyclable.

⁴ EPA, environmental benefits of recycled content - <https://www.epa.gov/recycle/recycling-basics-and-benefits>

⁵ Where quality and safety requirements are met. Excludes primary packaging.

⁶ EPA, environmental impact of landfills - <https://www.epa.gov/lmop/basic-information-about-landfill-gas>

Gilead currently focuses on SUPs offered for sale and/or provided for use by our employees at our facilities. Single-Use plastics used in manufacturing and research and development are not in-scope for elimination due to challenges associated with the sourcing of suitable, reusable replacements in all applications. The targeted SUPs include items in site vending machines, cafes, and break areas-- wherever items are made available for purchase or offered for use at our facilities.

Acceptable replacement materials for single-use plastics under this effort include:

- Reusable materials (prioritized as preferred replacements)
- Compostable, fiber-based materials
- Recyclable aluminum
- Recyclable glass

Reporting and Verification

Verification of our progress on these initiatives is supported by several activities. Gilead routinely conducts waste audits, evaluates SUP elimination status, and performs bin optimization exercises to monitor progress towards zero waste to landfill and SUP elimination goals.

Waste generation, recycling rates, and other relevant metrics are tracked and reported to identify additional landfill diversion opportunities. We share these reports with internal and external stakeholders to maintain transparency and accountability.

- We strive to adhere to all applicable local, regional, and national regulations regarding waste management and environmental protection. Compliance with these regulations is a fundamental aspect of our zero waste to landfill strategy.
- We engage a third-party verifier to review annual waste generation data and supporting documentation. Data related to the recycled content and end of life recyclability of product packaging are also independently examined to support accuracy and objectivity.
- We pursue voluntary certifications (e.g. Zero Waste via [TRUE](#) (Total Resource Use and Efficiency)), a certification program accredited by [GBCI](#) (Green Business Certification, Inc.). While Gilead does not pursue these certifications across all operations, we seek certifications that exhibit our commitment to sustainable waste management, specifically at locations owned by Gilead.

Value Chain and Policy Engagement

Supplier and Value Chain Engagement

Gilead seeks to encourage our suppliers to adopt sustainable practices and collaborate on waste reduction initiatives. We intend to work closely with our suppliers and business partners to promote zero waste to landfill and circular practices throughout our supply chain.

We integrate sustainability criteria into our procurement processes. Gilead's [Sustainable Purchasing Standard](#) details the minimum sustainability requirements for consumer goods and products purchased by Gilead and identifies those product attributes that are strongly preferred. This integration includes

selecting suppliers who demonstrate a commitment to zero waste practices and choosing products that support lowering environmental impact.

Plastics Engagement

Gilead supports the overall goals of reducing plastic pollution that are currently in negotiations as part of the [UN Global Plastics Treaty](#). However, the goal of harmonizing requirements should acknowledge legitimate uses of certain plastic products, especially in the case of medicinal products where patient safety is concerned. Gilead is a member of the International Federation of Pharmaceutical Manufacturers and Associations (IFPMA), in which we are actively engaged in policy development. IFPMA is a global industry association that represents innovative biopharmaceutical companies and associations from around the world. It works closely with public health stakeholders in the UN system, including the World Health Organization, World Trade Organization, and the World Intellectual Property Organization. It also partners with governments, global health organizations, NGOs, civil society, patient groups, research and academic institutions, and others.

Sustainable Packaging Engagement

Gilead is working to adopt sustainable packaging for our products. We are actively participating in the [Sustainable Packaging Coalition](#) (SPC), a membership-based collaborative that believes in the power of industry to make packaging more sustainable. SPC's work is centered around the pillars of Innovation, Policy, Recovery, and Packaging Design.⁷ Gilead is currently engaged in the Flexible Packaging Recovery, Chemical Recycling, and Paper Packaging Recyclability collaboratives, working to break down hurdles in the circular model and test our solutions.

Forward-looking Statements

Statements in this Waste and Circular Economy Position Statement that are not historical in nature are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Gilead cautions readers that forward-looking statements are subject to certain risks and uncertainties that could cause actual results and outcomes to differ materially. These risks and uncertainties are identified in Gilead's disclosure documents filed with the U.S. Securities and Exchange Commission, and there may be other factors of which Gilead is not currently aware that may affect matters discussed in the forward-looking statements. The reader is cautioned that forward-looking statements are not guarantees of future performance and is cautioned not to place undue reliance on these forward-looking statements. All forward-looking statements are based on information currently available to Gilead or as of the dates indicated in the statements, and Gilead assumes no obligation to update or supplement any such forward-looking statements.

Revised June 2025

⁷ Sustainable Packaging Coalitions Pillars - <https://sustainablepackaging.org/our-work/our-pillars/>