About This Report

This 2021 Year in Review is an annual report highlighting Gilead’s business performance, corporate activities and Environmental, Social and Governance (ESG) data. We align our data collection, measurement and reporting activities with industry-leading frameworks, including the United Nations Global Compact (UNGC), United Nations Sustainable Development Goals (UN SDGs), the Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP) and other frameworks. This report has been prepared in reference to the GRI Standards: Core option. This report’s scope includes all entities listed in Gilead’s 2021 Annual Report on Form 10-K and focuses on ESG 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). Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.
Forward-Looking Statements

Statements included in this 2021 Year in Review 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 to differ materially. These risks and uncertainties are identified from time to time in Gilead’s reports filed with the SEC, including annual reports on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K. All forward-looking statements are based on information currently available to Gilead, and Gilead assumes no obligation to update or supplement any such forward-looking statements other than as required by law. Any forward-looking statements speak only as of the date hereof or as of the dates indicated in the statements.

Report Content, Period and Boundary

In line with GRI’s principles for defining report content, Gilead considered stakeholder inclusiveness, sustainability context, materiality, completeness and other reporting principles when developing this 2021 Year in Review. The activities and data contained in this report cover the period from January 1, 2021 through December 31, 2021, except where otherwise noted. For any environmental data with 2020 reporting periods indicated, we will provide updated 2021 figures on our website once data validation and verification are complete. (See Environmental Data Content, Period and Boundary for more information.) We regularly re-evaluate the reporting for material topics. (See Materiality for more information on our material topics.)
We are committed to supporting global health and sustainable development through our business operations. Below are three of our key focus areas within the UN SDGs:

SDG 3  Good Health and Wellbeing
Providing life-saving medicines to underserved communities

SDG 5  Gender Equality
Cultivating an inclusive and diverse workforce that celebrates differences in race, age, gender, sexual orientation, gender identity and thinking style

SDG 17  Partnership through the Goals
Providing greater access to science-based learnings, technology and innovations

Additional information on alignment between our work and the UN SDGs can be found in the Appendix and GRI Content Index of this report.
A Letter from Chairman and CEO

Daniel O’Day

In 2021, the availability of therapies and vaccines for COVID-19 allowed us to look ahead with optimism to life beyond the pandemic. These advances were made possible through a combination of innovative science and collaboration, which is the same combination that has been fueling Gilead’s progress for decades. As our progress continued in 2021, we delivered transformative therapies to patients, supported community efforts to advance health equity and advanced a pipeline that promises innovation for generations to come.

One of the therapies we’re delivering today is our antiviral treatment for COVID-19, remdesivir. Thanks to our long-term investment in antivirals, the speed of our response and global collaboration, remdesivir has now reached millions of patients with COVID-19. Voluntary license programs helped to expand access in more than 120 low- and lower-middle-income countries across the world. As new variants of SARS-CoV-2 emerged in 2021, remdesivir continued to demonstrate durable activity against the virus. No changes were identified in the variants that would significantly alter the viral RNA polymerase targeted by remdesivir. Today, Gilead scientists are working to advance additional options for patients with COVID-19, including an oral nucleoside that, once metabolized, works in the same way as remdesivir. At the same time, we are investing in antiviral research and development to help address potential future viral outbreaks and pandemics.
Gilead’s efforts to tackle viral diseases go back more than three decades and include our pioneering work in HIV. 2021 marked the 40th year since the first reported case of AIDS in the United States. Gilead has been continuously innovating to improve outcomes over the years, and now HIV is a chronic and manageable disease for many. Biktarvy, our once-daily oral treatment, is the number one prescribed HIV therapy in the U.S., and our medicines are used across the world to prevent and treat HIV. Today, we are in a very strong position to help end the HIV epidemic through further scientific innovation and collaboration. Our teams are advancing new long-acting options and pursuing a cure. In 2021, Gilead made important progress across our entire HIV portfolio.

The COVID-19 pandemic has disrupted testing, diagnosis and treatment for many conditions and highlighted stark disparities in care. In 2021, we doubled down on efforts to address these issues through our partnerships with community organizations. These organizations are doing critical work to remove barriers to care, such as social injustice and stigma. Since 2018, Gilead has been recognized as the largest private funder of nonprofit HIV programs in the U.S., and the second largest in the world. In 2021, we also made a new $200 million endowment to the Gilead Foundation to help address social, economic and environmental factors that contribute to health and wellbeing.

Having set and achieved bold ambitions in addressing viral diseases, we are keeping a high bar for our expansion into oncology. We continued to build strong momentum in 2021 with regulatory approvals and promising data readouts. Gilead and Kite now have a world-class combined oncology portfolio that is driving results today and will contribute to a significant portion of our revenues in the coming years. We are on track to achieve approval for more than 20 new indications by 2030 and are confident that we will deliver on our ambitions through our differentiated science, strong collaborations and commitment.

We continue to grow our employee population to support the evolution of the company and we added 2,900 talented employees across Gilead and Kite in 2021. As we grow, we remain focused on our culture and values. We firmly believe that the values of inclusion and diversity, which are woven into the fabric of the company, are critical to fulfilling our mission and improving the world for generations to come. We are committed to building an environment where every individual can truly be themselves and feel empowered to share their ideas. At Gilead, we know that a single idea can lead to innovation that could help millions of people across the globe.

With our growth comes a strong commitment to sustainability. We strive to work in a way that protects our planet, knowing that human health also depends on the health of our environment. Newsweek ranked Gilead sixth overall, and second in the Health Care and Life Sciences industry, in its 2022 list of America’s Most Responsible Companies. We were also added to the Dow Jones Sustainability World Index. This is an area where we feel a passionate sense of responsibility and are fully committed to driving change.

Our journey with the pandemic has reminded us that through science and collaboration, we can make the world a healthier place for everyone. All of us at Gilead look forward to playing a meaningful part in delivering on that goal, in 2022 and beyond.

Daniel O’Day
### 2021 Financial Highlights

<table>
<thead>
<tr>
<th><strong>Total Revenues</strong></th>
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<td><strong>Cash Dividend Payments</strong></td>
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<td><strong>Cash, Cash Equivalents and Marketable Securities</strong></td>
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</table>

### Product Sales

Gilead delivered strong financial performance in 2021, driven by the increased demand for Veklury® (remdesivir), the strong underlying demand for our virology products and increased contributions from our oncology franchise. We continued to expand our commercial portfolio and clinical pipeline across various therapeutic areas to drive future growth potential.

Total product sales of $27 billion grew 11% year-over-year with Veklury sales contributing $5.6 billion in 2021. HIV sales of $16.3 billion were down 4% compared with 2020, reflecting the loss of exclusivity (LOE) of Truvada® (emtricitabine/tenofovir disoproxil fumarate) and Atripla® (efavirenz/emtricitabine/tenofovir disoproxil fumarate) in the U.S. Excluding the LOE impact, HIV sales grew 4% year-over-year, driven by the continued strong performance of Biktarvy® (bictegravir/emtricitabine/tenofovir alafenamide). Our oncology sales were $1.25 billion in 2021, with cell therapy sales of $871 million growing 43% compared with 2020 and Trodelvy® (sacituzumab govitecan-hziy) sales of $380 million.

With our strong operating cash flows, we paid $3.6 billion in dividends to shareholders in 2021, up from $3.4 billion in 2020, as quarterly dividends increased from $0.68 to $0.71 per share.

* Excludes acquired in-process research and development expenses of $77 million.
** Represents the balance as of December 31, 2021.
At Gilead, we create a healthier world for all people by delivering innovative medicines that aim to prevent, treat and cure life-threatening diseases. We pursue advancements in science with the goal of improving care in areas of unmet medical need.

Advancing therapies for life-threatening diseases requires innovation — not just in the lab, but also in how we deliver medicines to the people who need them most. We are tireless in our work to reduce health disparities globally by reducing barriers to care that include stigma, discrimination and access to healthcare services. We have the chance to make a healthier world for people through what we create and how we create it, adhering to the highest quality and ethical standards and, recognizing the ecosystem in which we operate, doing all we can to protect the environment and help improve communities around the world.

We remain committed to creating and advancing an inclusive culture that enables all employees to bring their best selves to work while accurately representing the diversity of the people, patients and communities we serve. Our workplace is always evolving to reach our ambition of being the biotech employer of choice for more than 14,000 employees, and for the people who join our team in the future.

Driven by a relentless passion for creating a healthier world for everyone, our team is committed to continuing our leadership in antivirals while growing our leadership in cutting-edge oncology treatments and making progress in inflammatory diseases.
Innovation powers Gilead. We have helped to transform global public health challenges like HIV and hepatitis C into chronic or, in the case of hepatitis C, even curable conditions. And now we’re poised to deliver transformative therapies in oncology. Innovation is embedded in our DNA and will propel us toward better solutions across our work in virology, oncology and inflammatory diseases.

As we work to meet the demands of an increasingly complex world, we know we cannot do it alone. We believe in teamwork and proudly partner with other innovative companies to accelerate our progress. We have the reach of a large biopharma company while retaining the agility and creativity that is core to our biotech heritage.

In 2021, we expanded and advanced our clinical pipeline through our robust internal research and development (R&D) team and in collaboration with external partners. We have built a broad and deep pipeline with 55 clinical stage programs and we are poised to bring forward medicines in several areas of unmet need.
We strengthened our portfolio with key approvals in 2021:

A new low-dose tablet form of Biktarvy received FDA approval for pediatric patients who are virologically suppressed or new to antiretroviral therapy.

Trodelvy received FDA approval in the U.S. as a second line (2L) treatment for metastatic triple-negative breast cancer (TNBC).

Trodelvy received global approvals as a 2L treatment for metastatic TNBC in the European Union, Australia, Canada, Great Britain and Switzerland.

Tecartus® (brexucabtagene autoleucel) received FDA approval for the treatment of adults with relapsed or refractory B-cell precursor acute lymphoblastic leukemia (ALL).

Yescarta® (axicabtagene ciloleucel) was granted FDA accelerated approval for the treatment of adults with relapsed or refractory follicular lymphoma after two or more lines of systemic therapy, the first CAR T-cell therapy approved for this indication.
Increasing Diversity in Clinical Research

We believe diversity in clinical research is essential for a full understanding of how medicines work for all impacted people. We want to ensure that the voices and participation of Black people, Hispanic or Latino people, people of color, women and LGBTQ+ individuals are shaping our clinical research. We have seen that designing clinical trial programming that centers on priorities and incorporates the specific expertise and perspectives of historically underrepresented communities drives better outcomes for our studies.

With this understanding, we have embedded greater inclusion and diversity into the design of our clinical trials. In July, we presented findings from the BRAAVE 2020 trial of Biktarvy, the landmark HIV treatment trial conducted entirely among Black and African American people. The learnings from the BRAAVE study helped set the stage for Gilead’s PURPOSE trials for people who could benefit from new HIV prevention options, which are transforming our approach to incorporating community expertise and leadership into clinical trial design and execution. The first PURPOSE trial focuses exclusively on transgender adolescent girls and young women in Uganda and South Africa, and the second trial in Brazil, Peru, South Africa and the U.S. includes men who have sex with men, with a Black and Hispanic/Latino focus, as well as trans and gender non-binary individuals who have sex with persons assigned male at birth.

We are collaborating with oncologists in the academic and patient advocacy communities to shape and execute clinical development plans that reduce disparities and advance equity. Studies show that triple-negative breast cancer (TNBC) is more likely to affect Black women, who often experience worse clinical outcomes than the overall population because of disparities in access to healthcare, comorbidities and differences in disease biology. In December, we presented subgroup data from our ASCENT study evaluating the safety and efficacy of Trodelvy for Black women in comparison to the overall ASCENT study population.

With intention, we changed how, where and with whom we work to increase diversity, equity and inclusion in drug development.”

Moupali Das, Executive Director, Clinical Development Virology
Our Continued Role in the COVID-19 Pandemic

Veklury: A Critical Tool in the Fight Against COVID-19

In 2021, Veklury continued to play a key role in the COVID-19 pandemic. This antiviral therapy is approved or authorized in more than 50 countries, and it is the antiviral standard of care for the treatment of hospitalized patients with COVID-19. Veklury and generic remdesivir have been made available to more than 10 million patients around the world, including approximately 3 million people in the developed world and nearly 7 million people in 127 low- and lower-middle-income countries through Gilead’s royalty-free voluntary licensing program. Throughout 2021, we continued to support our voluntary licensing partners to rapidly scale production to meet the evolving global demands for treatment as the virus mutated and surged.

In December 2021, The New England Journal of Medicine published data that showed a three-day course of remdesivir significantly reduced the risk of hospitalization in people with COVID-19 at high risk for disease progression. These data led to FDA approval in early 2022 of an expanded indication for Veklury for adult and adolescent COVID-19 patients who are not hospitalized and are at high risk of progression to severe COVID-19. In addition, the FDA granted an expanded pediatric emergency use authorization for non-hospitalized patients under age 12 at high risk of progression.

Veklury and generic remdesivir have been made available to more than 10 million patients globally.

Addressing COVID-19 Crises in India, Indonesia and Armenia

In 2021, Southeast Asia was hit hard by COVID-19 and the Delta variant caused a spike in infections in the second half of the year. In response to the rapid increase in COVID-19 cases in India, Gilead enabled access to Veklury in the country. This included a donation of more than 450,000 vials to the Indian government and support to Gilead’s licensees to expand local production capacity of remdesivir.

Gilead donated 100,000 vials of Veklury to help address the surge of COVID-19 cases in Indonesia and 3,000 vials to help patients hospitalized in Armenia. These donations complemented the supply of remdesivir provided through Gilead’s voluntary licensing program, which covers 127 countries including Indonesia and Armenia.

<table>
<thead>
<tr>
<th>Country</th>
<th>Vials Donated</th>
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<tbody>
<tr>
<td>India</td>
<td>450K</td>
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<tr>
<td>Indonesia</td>
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<tr>
<td>Armenia</td>
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Our Science  
Health, Supply and Access  
Sustainability  
People and Culture  
Appendix
Innovation in HIV Treatment and Prevention

Working to End the Epidemic For Everyone, Everywhere

Gilead has transformed care for people living with HIV and for those who benefit from pre-exposure prophylaxis (PrEP). From the first single-tablet regimen to treat the virus and the first medicines to help reduce the risk of HIV infection, we continue to lead efforts to advance therapies that will transform care and improve outcomes for people living with or affected by HIV.

We have talented antiviral scientists with a deep understanding of HIV, antiviral drug discovery and the needs of people and communities affected by the epidemic. We also have some of the best formulation expertise and pharmaceutical development and manufacturing (PDM) organizations in the industry. We are adapting our approach to HIV treatment and prevention to better support people and communities impacted by the disease. We are focused on advancing our long-acting pipeline, with the goal of creating a first-in-class capsid inhibitor and achieving a functional cure for HIV.

In 2021, we continued to develop lenacapavir, our investigational long-acting treatment, to provide potential treatment for people living with multi-drug resistant HIV, many of whom have very limited treatment options.

Biktarvy continued to demonstrate its critical role as a standard of care for a broad range of people living with HIV. In early 2021, we presented new, long-term data that reinforced Biktarvy’s long-term viral suppression, strong efficacy and a high barrier to resistance in adults that are new to HIV therapy and those who are virologically suppressed and switching to a new regimen.

In October, the FDA approved a new low-dose tablet form of Biktarvy for pediatric patients who are virologically suppressed or new to antiretroviral therapy. Because there continues to be significant unmet need for effective and accessible formulations of antiretroviral therapy to treat children living with HIV, the new formulation will help close the gap between HIV treatment options available for adults and children.

In 2021, HIV medicines were made available to an estimated 16.5 million people living with HIV in resource-limited countries around the world through organizations that benefited from Gilead’s licensing arrangements.
Why I’m More Hopeful Than Ever About Innovation in HIV Research

A conversation with Jared Baeten, Vice President of Clinical Development, Virology

What do you do at Gilead?

HIV work is hard work, and no one does it alone. I joined Gilead to oversee the HIV R&D pipeline, and my passion to help end HIV in all corners of the world has only grown. I’m surrounded by people deeply dedicated to helping communities affected by HIV and I’m continually astounded by what Gilead has been able to accomplish over the years.

It’s my job to ensure that at every step of our development process, our research is informed by the diverse experiences of people living with HIV and the advocates and communities around them. My team and I strive to understand the real-world challenges people face in order to develop solutions that make HIV a more manageable part of people’s lives.

Where do you think the biggest challenges lie?

Only 66% of people knowingly living with HIV globally are virally suppressed. Because of competing life demands or concern about keeping their status confidential, some individuals are unable to take a pill every day. Others have severely limited treatment options due to resistance to multiple types of HIV medications. Those are often long-term survivors who tried many medicines over the years and now rely on complex treatment regimens.

People living with HIV, their communities and providers tell us that more options for HIV treatment are needed. Particularly important are more convenient dosing intervals and increased confidentiality and privacy. The latter is critical for people who carry the burden of persistent HIV stigma. In my mind, we fail all of these individuals until everyone, everywhere can achieve treatment success.

What makes you hopeful about the future of HIV research?

My first HIV research study roughly 25 years ago set out to understand whether vitamins could benefit people living with HIV in Kenya. At the time, I couldn’t envision a world where people living with HIV could have longer, healthier lives – let alone see a viable path to ending the epidemic. In the more than two decades since that study, we’ve made astounding progress in the field. Through partnerships and collaborations, we’ve extended research engagement, improved HIV education, expanded access and addressed barriers to care. Through scientific discovery we’ve helped address critical unmet needs, and we continue to work toward reaching the ultimate goal of a functional cure.

What excites you about HIV medicines on the horizon?

My younger self would be amazed to learn about the future of HIV treatment and to know that someday I’d be exploring the potential of long-acting therapies. These investigational therapies could help transform HIV care by addressing barriers to treatment and providing much-needed options to people living with HIV.
10 Years of AIDSVu Value

AIDSVu is an interactive, online mapping tool that visualizes HIV impact on communities across the U.S. For more than 10 years, the platform has been a successful public-private-academic partnership among Gilead, Emory University’s Rollins School of Public Health and the Center for AIDS Research at Emory University (CFAR). AIDSVu lives up to its mission of making data widely available, easily accessible and locally relevant to inform data-driven public health decision making. AIDSVu has grown from a small, ambitious project with a few state-level maps to a valued public resource for diverse and impactful data and insights that bring unique perspectives to public health leaders and advocates.

Personalizing PrEP Information

PrEP Hub® is a personalized digital navigator developed, funded and built by Gilead for people who may benefit from PrEP. The hub is tailored to meet diverse needs, from those who may not have heard of PrEP to those who have experience taking PrEP medications but may need more information and community resources. PrEP Hub aims to make the steps to access PrEP medications easier to understand, allowing people to receive personalized, private information. People started using PrEP Hub in 2021, following a soft launch in June 2020, and there are approximately 1,000 users per month across all 50 U.S. states. We created PrEP Hub with feedback from individuals who take PrEP medications, healthcare providers (HCPs) and community advisors in order to best meet the needs of a diverse set of people who may benefit from PrEP. The program will continue to evolve based on user feedback.

AIDSVu HIV Prevalence Mapping

Rates of Persons Living with HIV, 2019***

* Data not shown for public privacy reasons in a small number of counties and in a small population.
** State health department, per its HIV data re-release agreement with CDC, requested not to release data to AIDSVu. See Data Methods for more information.
*** Uses most up-to-date data available from 2019.

NOTE: There are no county-level maps for Alaska, District of Columbia, and Puerto Rico because there are no counties in these states.

* DATA NOT SHOWN
** DATA NOT RELEASED TO AIDSVU
Celebrating Healthcare Workers Providing Inclusive and Stigma-Free Care

Healthcare workers are the backbone of every effective HIV response. Our collaboration with the International AIDS Society will expand the Me & My Healthcare Provider campaign, launched in 2015, to Hong Kong and Taiwan and renew the program in Brazil and Mexico. The campaign promotes best practices in providing inclusive and stigma-free care to people living with and vulnerable to HIV. By expanding into additional countries, we can raise the profiles of these positive role models and share what motivates them to inspire others.

Comic Book Raises HIV Awareness in Japan

In Japan, studies show that many people become aware of HIV only after they acquire it. To help raise awareness, Gilead produced the second series of the original story “Working Cell HIV Special Edition” in collaboration with the biocyte-mimicking comic Working Cell to convey the importance of HIV testing to prevent disease progression and new infections.
Efforts to Address Viral Hepatitis

For more than 20 years, Gilead has worked to solve some of the biggest challenges in liver disease. Gilead is committed to advancing innovative therapeutics to address the most pressing unmet needs in viral hepatitis and other liver diseases and overcoming barriers to better care.

Novel Research and Advocacy Efforts

In March 2021, we successfully closed our acquisition of MYR GmbH, a company focused on developing therapies for the treatment of chronic hepatitis delta virus (HDV), the most severe form of viral hepatitis. This began the important work of integrating MYR GmbH into Gilead and delivering on the potential of Hepcludex® (bulevirtide) to help improve the lives of people living with HDV.

Hepcludex is an important addition to our portfolio as the first-in-class therapy conditionally authorized by the European Medical agency to address the high unmet need in HDV. This builds on Gilead’s legacy of developing innovative therapies for viral hepatitis. We filed a Biologics License Application to the FDA in November 2021 for bulevirtide for the treatment of chronic HDV. If approved, bulevirtide will be the first treatment option for this disease in the U.S.

Globally, hepatitis B virus (HBV) is a leading cause of liver cancer, and it is estimated that more than 800,000 people die of HBV-related liver disease each year. Gilead’s clinical collaboration with Vir Biotechnology explores novel combination strategies for a functional cure for chronic HBV. While current antiviral therapies result in sustained HBV viral suppression, they rarely completely clear the virus, often meaning that people living with HBV must receive lifelong therapy. In 2021, we initiated a trial with Vir Biotechnology to evaluate a combination therapy for both treatment-experienced and treatment-naïve people living with HBV.

Advancing Our Inflammatory and Fibrotic Portfolio

Gilead is researching new treatments and advancing care to help people with a range of inflammatory diseases, including inflammatory bowel disease, rheumatoid arthritis and lupus.

We also focus on complex and difficult-to-treat fibrotic diseases such as non-alcoholic steatohepatitis (NASH) and primary sclerosing cholangitis (PSC) for which there are no approved treatments. The FDA has granted fast track designation for the investigation of cilofexor for PSC.

We are advancing our inflammatory and fibrotic diseases portfolio through our insights and innovation and in collaboration with partners with complementary scientific expertise.

We have unique and differentiated early programs with potential first-in-class or best-in-class small molecule inhibitors. Many of our investigational compounds have the potential to be combined with both internal molecules and existing standard of care.

We have expanded our clinical collaboration with Novo Nordisk in NASH and continue to advance our 10-year collaboration with Galapagos in inflammation. These partnerships are examples of our persistent focus on driving innovation to improve the lives of people living with inflammatory and fibrotic diseases and our commitment to external collaboration.
Progressing Our Transformative Science in Oncology

Making Meaningful Progress Against Some of the Most Challenging Cancers

In 2021, we deepened our commitments to deliver new options for people with cancer. Gilead and Kite, a Gilead company, provide hope for people living with many of the most challenging cancers with high unmet need through targeting unique pathways and leveraging innovative modalities, such as CAR T-cell therapy.

Our oncology portfolio consists of four approved medicines, including Trodelvy, Zydelig (idelalisib), Yescarta and Tecartus. Our robust pipeline of investigational compounds gives us access to promising sources of innovation. During the past two years, we expanded these partnerships with 14 transactions, including Immunomedics, Forty Seven, Arcus, Shoreline Biosciences, Appia Bio and Oxford BioTherapeutics. We are also building new types of partnerships with patient advocacy groups to better understand and reflect the voices of people living with cancer in the discovery, development and delivery of our therapies.

Accelerating Our Oncology Pipeline

We are poised to significantly increase clinical development studies across our novel oncology portfolio.

Our team is studying magrolimab, an investigational CD47 inhibitor, in several hematologic and solid tumors to evaluate its use as a combination therapy. We continue to gain deeper knowledge and understanding of how this potential therapy will allow us to better serve patients and the broader oncology community.

We are forging partnerships to ensure our medicines and programs meet patient and physician needs. In 2021, we exercised our options to three Arcus Biosciences clinical-stage programs across lung, colon, prostate and pancreatic cancers. These additions to our oncology pipeline significantly expanded the number of transformational medicines we can potentially deliver to people with cancer, while also enabling our pursuit of novel combinations.

Kite’s collaboration with Appia Bio is harnessing the unique properties of natural killer T-cells to research and develop allogeneic CAR T-cell therapies for blood cancers. Kite and Oxford BioTherapeutics, a clinical stage oncology company, entered into a research collaboration to evaluate five novel targets for blood cancer and solid tumors. This work will help accelerate our research in CAR T-cell therapy by identifying new targets in blood and other cancers where novel approaches may help improve outcomes.

Following our 2021 investment in Shoreline Biosciences’ Series A financing, we formed a partnership to develop novel allogeneic CAR T-cell therapies against a variety of cancers including leukemias and lymphomas.
Exploring Trodelvy’s Potential for Difficult-to-Treat Cancers

Trodelvy is a striking example of Gilead’s transformative science in cancers with high unmet need. It is approved in more than 35 countries (including the U.S., EU, Canada, Australia, Switzerland and Great Britain) as a second-line treatment for metastatic TNBC. People with this aggressive and difficult-to-treat form of breast cancer have historically had very few effective treatment options and faced a poor prognosis. The updated National Comprehensive Cancer Network Guidelines recommend Trodelvy as a preferred treatment option, as early as second-line treatment, for adult patients with unresectable locally advanced or metastatic TNBC. Additionally, Trodelvy received accelerated approval in the U.S. as a treatment for adult patients with locally advanced or metastatic urothelial cancer that has progressed despite prior specific therapies.

We are rapidly advancing studies to further understand the potential of Trodelvy as a monotherapy and in combination with other therapies in several tumor types, including other forms of breast cancer as well as bladder and lung cancer. This includes studies in collaboration with Merck to evaluate Trodelvy in combination with Merck’s Keytruda® (pembrolizumab), as a first-line treatment for locally advanced TNBC and non-small cell lung cancer.

Getting Trodelvy to Those Who Need It Faster

Through Project Orbis, Trodelvy was approved in Canada, Australia, Great Britain and Switzerland in September 2021. Project Orbis is an initiative of the FDA Oncology Center of Excellence that provides a framework for concurrent submission and review of oncology products among international partners. Project Orbis is an example of our efforts to find innovative regulatory pathways that bring cancer treatments more rapidly to those who need them. Collaboration among international regulators allows those with cancer to receive earlier access to products in countries where there may be significant delays in regulatory submissions, regardless of whether the product has received FDA approval.
Kite: The Leader in Cell Therapy

Kite is the global leader in cell therapy and the only company dedicated exclusively to the research, development, manufacturing and commercialization of cell therapy on a global scale. 2021 was a historic year for Kite and saw a “coming of age” of CAR T-cell therapy. Kite is reshaping cancer care with two approved CAR T-cell therapies in four indications with more than 6,500 patients treated globally. Kite’s ambition is to treat 25,000+ patients by 2025. As a pioneer in cell therapy, Kite is focused on bringing CAR T to patients earlier in their course of treatment, broadening the use of CAR T across hematological malignancies with rapid and reliable manufacturing.

Advancing CAR T into Earlier Lines of Therapy

In December 2021, Kite announced results from the landmark study of Yescarta in second-line relapsed or refractory large B-cell lymphoma (LBCL), the first and largest primary analysis of a head-to-head trial of a CAR T against a standard of care that has been in place for decades. These results represent a potential paradigm shift in the treatment of this disease.

Kite shared primary results from the first study to evaluate CAR T as part of first-line therapy in high-risk LBCL, representing an encouraging step forward for the potential use of CAR T earlier in treatment.

Durable Responses: Five-Year Data for CAR T in LBCL

Kite reached an important milestone in 2021 reporting five-year follow-up results from the pivotal study for Yescarta in adult patients with refractory LBCL. Nearly 43% of study patients were alive at five years following their one-time Yescarta treatment. Among those alive at five years, 92% of the patients had not required any additional treatment for their cancer, suggestive of a potential cure for these patients.
Historic Regulatory Approvals

In March 2021, Yescarta was granted FDA accelerated approval for the treatment of adults with relapsed or refractory follicular lymphoma after two or more lines of systemic therapy. This was the first CAR T-cell therapy approved for this indication. Yescarta also received FDA Breakthrough Therapy Designation and was the third approved indication for a Kite CAR T-cell therapy.

In October 2021, Kite received FDA approval for Tecartus to treat adult patients with relapsed or refractory B-cell precursor Acute lymphoblastic leukemia (ALL), representing the first CAR T-cell therapy approved for adults (18+ years) living with this disease. This marked Kite’s fourth FDA-approved indication in CAR T-cell therapy in under four years and its first in leukemia.

Bringing CAR T to Patients in Asia

Fosun Kite Biotechnology Co., Ltd., a joint venture between Kite and Shanghai Fosun Pharmaceutical (Group) Co., Ltd, gained the first CAR T-cell therapy approval in China for the treatment of relapsed or refractory LBCL in adults. The current standard of care for this disease is associated with poor long-term outcomes, so this approval offers new hope for patients in China in need of new therapeutic options.

At the end of 2021, Kite and Daiichi Sankyo announced that Yescarta will be available to people with relapsed or refractory LBCL in Japan through the first treatment center now authorized by Daiichi Sankyo.
Celebrating the 100 Millionth Vial of AmBisome®

Gilead recently reached a significant milestone by producing the 100 millionth vial of its anti-fungal medication AmBisome® (amphotericin B liposome for injection). Over the span of 30 years, AmBisome has treated invasive fungal infections in patients who are living with HIV/AIDS, have had stem cell transplants, are battling haematological cancers or are in intensive care.

Honoring Professor Jill Adler-Moore
Inventor of AmBisome

1947-2021

Honoring Professor Jill Adler-Moore, a pioneer in antifungal therapy who helped to develop AmBisome as a treatment for serious invasive fungal infections.

While on sabbatical from her faculty role at California State Polytechnic University, Pomona in 1983, Jill first heard about a novel approach to reducing drug toxicity in human tissue. It involved packaging drugs into liposomes – tiny, bubble-like structures made of the same components as cell membranes. Inspired, Jill led a team of scientists to apply this principle to conventional amphotericin b, a potent, yet historically challenging antifungal drug used to treat invasive fungal infections, that is associated with high levels of toxicity for the patient.

Perspective: Supporting India’s Efforts to Manage Public Health Crises

A Q&A with Vaibhavi Choksi, General Manager, Gilead India

What has Gilead done to address the recent health crisis in India?

Gilead has worked on multiple fronts to help support public health efforts in India following the surges in COVID-19 and mucormycosis, a highly aggressive fungal disease caused by molds. We donated more than 450,000 vials of Veklury to help address the immediate needs of those infected with COVID-19, and 150,000 vials of AmBisome. We also provided more than one million vials of AmBisome in a matter of weeks to treat mucormycosis cases, which have spiked due to the COVID-19 crisis.

How does Gilead view partnerships to improve global access?

Whether it is a health crisis, like the COVID-19 surge in India, or other epidemics like HIV and viral hepatitis, we know that any one organization cannot solve these problems alone. As Gilead works thoughtfully in collaboration with industry, governments, the healthcare community, NGOs and patient advocacy groups, we not only try to find ways to address these specific challenges, but also to make progress toward achieving the Sustainable Development Goals for health and global partnership. This includes end-to-end sustainable collaborations toward the elimination of visceral leishmaniasis and deaths by HIV-associated cryptococcal meningitis, as well as triple prevention of mother-to-child transmission of HIV, HBV and syphilis in vulnerable populations.
Gilead is committed to driving positive societal impact. Our culture of giving back defines Gilead as a company. Gilead's philanthropic programs reflect our commitment to support the communities in which we live and work, the people impacted by life-threatening diseases and our employees’ desire to make a positive impact around the world.

We know that scientific discovery and drug development are only one piece of the puzzle. We work with or support organizations to address devastating diseases around the globe and in our community. Since our inception, we have continually expanded our reach to communities in need. We magnify our impact by pairing our scientific expertise and global resources with local know-how and insight into the broader challenges facing people who need our medicines.

We invest in programs that will improve the lives of individuals and the systems that support them. Local organizations provide insight into the most urgent needs, and we work with or support them to promote disease prevention, strengthen healthcare infrastructure and provide education and financial support to the most vulnerable communities around the world.

In 2020, Gilead launched a number of programs to expand this impact. In 2021, we worked tirelessly to adapt and expand these programs to meet the increasing complexities and needs in our communities.
$200 Million Endowment to Gilead Foundation Will Address Root Causes of Health Disparities

For decades, Gilead has focused on eliminating healthcare disparities. The Gilead Foundation was established in 2005 to improve the health and well-being of underserved communities around the world. To further our vision of creating a healthier world for all people, we announced a new $200 million endowment to the Gilead Foundation in 2021. The expansion will help address the underlying social, economic and environmental factors that contribute to the health and well-being of individuals in the U.S. and around the world.

Our 2021 Community Donations

Gilead recognizes that education is a key component of reducing stigma and driving positive societal impact. Through our community donations in 2021, we contributed to local organizations that promote the holistic health and prosperity of our neighbors near our Bay Area headquarters.

Giving Together in 2021

Our donation matching program for employees, Giving Together, increased the annual match for donations made by Gilead employees to eligible nonprofit organizations to $15,000. A special campaign aligned to the Gilead Foundation’s focus on advancing education equity matched donations to Room to Read, The NEA Foundation and the Oakland Public Education Fund’s Oakland Undivided campaign.

“The health of our communities is foundational to creating a better world for all people. Addressing the vast inequities in access to medical care by itself will never be enough. We need to address the underlying social, economic and environmental factors that contribute to the health and well-being of individuals in the U.S. and around the world to create a path to healthcare prosperity, more broadly.”

Keeley Wettan, Senior Vice President, Legal, and Chair of the Gilead Foundation

Our 2021 Community Donations

The Urban Ed Academy is building equity in education by increasing Black male teacher representation and leadership within San Francisco schools and communities. We donated $500,000 to support the Man the Bay fellowship program that aims to ensure every student in San Francisco has at least one Black male teacher before the 6th grade.

The San Mateo-Foster City Education Foundation works with community and business partners to enhance the educational experience of students in the San Mateo-Foster City School District. We donated $500,000 to support Project Exploratory Mindset, a comprehensive and cohesive program providing high-quality Science, Technology, Engineering, Arts and Math (STEAM) education.

Supporting Equity on the Coastside is a collaborative project of Life Science Cares and Ayudando Latinos a Sonar (ALAS), a Latino-centered nonprofit organization. We donated $250,000 to establish a mobile “Equity Express” bus to bring health screenings, after-school Science, Technology, Engineering and Math (STEM) programming and other services to farmworker communities along the San Mateo County coast.

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Partnering for a Healthier World

Taking Our Work into the Community to Empower Marginalized Communities

At Gilead, we are committed to removing barriers to healthcare. Our corporate giving focuses on areas where we have expertise. We concentrate our funding on programs that increase healthcare access, reduce health disparities and support education related to our therapeutic areas. Through corporate giving, we funded 1,800 patient advocacy organizations, local organizations and researchers around the world working to improve people’s lives. We also have a number of strategic programs that represent our longer-term commitments and are aligned with our therapeutic areas.

WE DONATED

$344M
Globally in 2021
Addressing HIV in Communities

HIV Epidemic: 40 Years Later

June 5, 2021 marked 40 years since the first cases of AIDS were reported in the U.S. Today, we have a National AIDS Memorial, which is home to the AIDS Memorial Quilt that had its first panels stitched together 35 years ago. In 2021, Gilead provided $2.4 million to support the National AIDS Memorial plan for the AIDS Memorial Quilt to tour through some of the areas in the U.S. that have been hit hardest by HIV, including the Southern U.S.

“During the darkest days of the AIDS crisis, the Quilt was a source of immense comfort and inspiration and was used as a tool for social activism to open the eyes of the nation to injustice and to help survivors grieve and heal. Through our Quilt programming and community displays, we see the power and beauty of the Quilt, which serves as a poignant reminder of why we must work with a sense of urgency to help end the HIV epidemic.”

John Cunningham, Chief Executive Officer of the National AIDS Memorial
Gilead launched the COMPASS Initiative® in the Southern United States with the goal of reaching the communities most impacted by the HIV epidemic. In 2021, the Wake Forest University School of Divinity was added as a coordinating center, expanding the program into faith-based communities, including the Black church.

Faith-based communities can help shift narratives about HIV, reduce stigma and educate people at risk of and living with HIV. This is especially true in the Southern United States, where religion plays an important role and religious organizations, including churches, offer an opportunity to reach communities disproportionately impacted by HIV, especially communities of color.

Through COMPASS, Gilead is providing $5 million in grant funding over three years to Wake Forest. The University became the fourth coordinating center for COMPASS, joining Emory University Rollins School of Public Health, Southern AIDS Coalition and the University of Houston Graduate College of Social Work. Through Gilead’s work with the coordinating centers and direct engagement with partners in the region, the company has provided more than $74 million in funding to the Southern United States in support of 326 organizations as of December 2021. Gilead has committed to providing more than $100 million through COMPASS over 10 years.
Supporting Those Age 50 and Older Living with HIV

More than half of people living with HIV are over the age of 50. In 2021, our HIV Age Positively® program announced that 24 new grantees will receive an additional $16.6 million to support community-based groups addressing stigma, loneliness and better coordination of care. In just three years since launch, our grantee organizations are making huge strides to meet our program’s goals to help support people aging with HIV by expanding social support networks, building care navigation services and continuing to identify the evolving needs of the community.

HIV Is Not a Crime

HIV Is Not A Crime Initiative is a commitment from 2020 through 2024 that supports the Health Not Prisons Collective, The Elizabeth Taylor AIDS Foundation, the Center of HIV Law and Policy and The Williams Institute in educating the public, informing public policy and centering the leadership and voices of Black, Indigenous and people of color (BIPOC) and other communities. This work supports the modernization of HIV laws and policy to better align with contemporary science and to avoid further discrimination, criminalization and stigmatization of people living with HIV, which continue to be pervasive.
RADIAN®, an initiative launched by Gilead and the Elton John AIDS Foundation, addresses new HIV diagnoses and deaths from HIV-related illnesses in Eastern Europe and Central Asia (EECA), where deaths have increased by around 32% in the last 10 years. Both organizations work together to leave no one behind in the global effort to end the HIV/AIDS epidemic. Thus far, more than 19,000 beneficiaries have been served.

The RADIAN Model Cities program will provide significant funding from 2020 through 2025 to drive measurable impact in key EECA cities. The program supports innovative approaches, including new models of care and expanded prevention and healthcare programs, led by groups that are on the ground and part of the community. The first Model City is Almaty, Kazakhstan’s largest city.

The Gilead TRANScend® Community Impact Fund supports trans-led organizations working to improve the safety, health and wellness of the transgender community. TRANScend has awarded more than $9.2 million in grants to 26 community organizations. In 2021, we announced a second wave of funding, with 16 organizations across 10 U.S. states receiving $4.7 million to elevate best practices and community-led solutions that improve the safety, health and wellness of the transgender community.
The Human Rights Campaign Collaboration to Combat HIV and Elevate Transgender Justice

In 2021, the Human Rights Campaign (HRC) Foundation announced its two-year, grant-based partnership with Gilead to help address the disproportionate impact of HIV on Black and Hispanic/Latino LGBTQ+ communities, particularly among youth. The $3.2 million grant from Gilead helps support HRC Foundation’s programs, efforts and partnerships designed to combat the HIV epidemic. This includes the My Body, My Health initiative, which works to build partnerships with minority-led, community-based organizations that directly provide HIV services to Black and Hispanic/Latino communities. My Body, My Health created the Historically Black Colleges and Universities (HBCU) Health Center Directory, a free comprehensive guide that provides HBCU students with information on health centers, minority-led HIV organizations and community-based groups to help them access testing, prevention and treatment services.

Gilead Named Top Domestic and No. 2 Global Funder Addressing HIV

As a testament to Gilead’s ongoing leadership in HIV, Funders Concerned About AIDS (FCAA) announced Gilead as the No. 2 funder globally and the No. 1 funder in the U.S. in addressing the HIV epidemic.

WE WERE ALSO NAMED:

- #1 HIV funder of BIPOC communities in the U.S.
- #1 funder of HIV-related capacity building and leadership development programs
- #2 funder of PrEP programs globally
- #3 funder of International HIV Grants

State of Stigma Survey Highlights HIV Misinformation

Our work with GLAAD and the Southern AIDS Coalition on the State of HIV Stigma Survey is part of our efforts to better understand the impact of stigma on those living with HIV through the COMPASS Initiative. The 2021 survey confirmed that stigma and misinformation around HIV remain prevalent, pointing to the need for greater public education and awareness as part of our goal to end the epidemic. It also showed that the Southern United States, with the highest rates of HIV diagnoses, has some of the highest levels of discomfort and misinformation pertaining to the virus.

Asia Pacific Rainbow Grant™ Supports More Than 100 Community-Led Projects

As of 2021, Gilead awarded more than $4.5 million through our regional Asia Pacific Rainbow Grant program to 112 community-led projects across 23 locations in Asia Pacific to help improve access to HIV prevention and treatment services for people living with HIV.

THESE PROJECTS INCLUDE:

- The Sunshine Initiative Singapore (Project X), which uses digital and social media to target hard-to-reach populations who may benefit from HIV education and support.
- In Cambodia, we awarded Khmer HIV/AIDS NGO Alliance (KHANA) a grant to provide supplemental support to the national HIV/AIDS response. The funding will go toward increasing health education skills, such as HIV/AIDS literacy and timely information on HIV prevention, testing and counseling using digital platforms for health workers, patients and communities.

GLAED EN AALG TAIWAN: CELEBRATE PRIDE
HepConnect: Closing the Gap in Hepatitis C Care

In 2021, Gilead reached more than 200,000* people through HepConnect, our five-year, multi-million-dollar initiative aimed at addressing the increase in HCV infections fueled by the opioid crisis. Gilead works through local organizations in Indiana, Kentucky, North Carolina, Tennessee and West Virginia to expand screenings and linkage to care, support harm reduction and community education, and build knowledge, resources and capacity in communities where needs are greatest. The number of harm reduction kits distributed totaled 12 million, up from 8 million in 2020.

Addressing Hepatitis C in Communities

IN 2021 OUR FUNDING SUPPORTED:

350 hours per week spent meeting people where they are with mobile services

$3M in additional financial resources provided to grantees through HepConnect

5K overdose reversals, due to training and naloxone distribution

42% increase in participants served through syringe-services programs since program launch

*number may include duplicates

FIND Initiative to End Hepatitis C in India’s Prison Populations

The global nonprofit FIND, supported by funding from Gilead, is leading an effort to help eliminate HCV among people incarcerated in India. Targeting inmates in Punjab and Haryana where HCV is particularly prevalent, FIND aims to stop the spread of the virus by testing and treating inmates – a first-of-its-kind program to be implemented anywhere in India. FIND has screened about 30,000 inmates with about 2,700 testing positive for HCV to date. FIND teams are working to implement the program in other states including Delhi.
Bridging the Health Gap for People with Breast Cancer

Gilead is dedicated to supporting work that helps close gaps in health outcomes among groups disproportionately affected by breast cancer. There is a persistent mortality gap between Black women and white women diagnosed with breast cancer.

Addressing Gaps in our Understanding of Metastatic Breast Cancer

In 2021, Gilead awarded a two-year $500,000 grant to the Susan G. Komen® Metastatic Breast Cancer (MBC) Collaborative Research Initiative, a first-of-its-kind effort that brings together researchers at Duke Cancer Institute and UNC Lineberger Comprehensive Cancer Center to find breakthrough discoveries to end metastatic breast cancer. The Susan G. Komen Foundation and Gilead Sciences, Inc. for North Carolina’s Metastatic Breast Cancer Collaborative Research Grant seeks to leverage high-quality, individual-level tumor biology and social determinants of health data together with community-level variables to understand disparities. Researchers will evaluate how stress contributes to higher metastasis rates and worse breast cancer outcomes in Black women when compared to white women.

Kay Yow Play4Kay Grants Are Educating About the Care Gap for Black Women with Breast Cancer

In 2021, Gilead awarded two grants to the Kay Yow Cancer Fund, a fund founded by Kay Yow, a legendary basketball coach following her breast cancer diagnosis. Gilead’s grants support Kay Yow Play4Kay’s national grassroots movement of student athletes with a three-pronged educational effort to decrease disparities for Black women impacted by triple-negative breast cancer, increase diversity in clinical trials, advance and empower through education, and reduce healthcare inequities.
Gilead's Commitment to Social Justice and Racial Equity

The nature of injustice in our world continues to evolve. Gilead is committed to taking a comprehensive approach to promote and strengthen racial equity and social justice in our communities.

Taking a Stand Against Asian American and Pacific Islander Hate Crimes

In response to the rising violence against Asian Americans and Pacific Islanders (AAPI) in recent years, the Gilead Asian Interest Network (GAIN) employee resource group (ERG) and Gilead's Corporate Giving team identified four organizations to support that are working to combat hate crimes. We also launched an employee giving campaign with a 2:1 match. Together, we raised more than $160,000.

Several Gilead attorneys partnered with Legal Aid Society of San Mateo County to help establish a pro bono program providing legal services for survivors of anti-Asian violence. GAIN leaders reached out to mayors across the San Francisco Bay Area with the help of our Government Affairs team, asking them to take action and offering our partnership. Colleagues in Southern California made similar efforts.

Tackling Policy Change for Racial Equity

The Gilead Racial Equity Community Impact Fund is a three-year, $20 million commitment that supports high-impact organizations working to tackle racial inequality across the U.S. In 2021, the fund supported more than 5,000 students from cradle to college and developed dozens of community mobilizers advocating for policy change on issues such as voter suppression, women's and LGBTQ+ rights and environmental justice. Grantees have also expanded programs and services in underserved communities during COVID-19 focused on food and housing insecurity, online education, adult education and job readiness, and STEM education for K-12 students.
Innovation and Partnership Toward Global Health Equity

Expanding Access to Care and Medicine Around the World

As our science expands to new therapeutic areas, we are exploring new access models to meet the challenges of different diseases. Global Patient Solutions, our business unit that leads Gilead's access work in low- and middle-income countries, is charged with driving measurable progress toward health equity and the Sustainable Development Goals for health and global partnership. We do this by building innovative business solutions and sustainable partnerships that touch all parts of the healthcare ecosystem, from stimulating international and local investment, to supporting universal health coverage, to changing social norms and strengthening primary care. We partner with governments and support communities to deliver meaningful impact backed up by rigorous assessment.

Gilead has played a crucial role in enabling access to innovation around the world. Our innovative approaches have empowered countries to tackle some of the greatest infectious disease threats.

From Moments to Movements in Resource-Limited Settings

Gilead supports or works with public health officials, multilateral organizations, healthcare organizations, community advocates, researchers, doctors and patients to carry out programs that provide access to care and treatment in low- and middle-income countries. We apply a variety of access approaches, including:

- **Ad-hoc donations** to address emergency situations
- **Long-term donation programs** whose goals of elimination and control are possible and results are measured
- **Grants** to support healthcare access, reduce health disparities and support education related to our therapeutic areas
- **Tiered pricing and access pricing** with discounts on medicines based on disease burden and national per-capita income
- **Responsible licensing of generic versions of our products** to enable high-quality, low-cost versions of our HIV and viral hepatitis medicines
- **Advocacy and support for public health initiatives and policies** that maximize patient reach, prevent new and serious illnesses and help destigmatize diseases
- **Helping to strengthen health systems** to bolster diagnostic, treatment and surveillance capability
- **Collaborative research** that targets innovative therapies, informs drug formulation and delivery and helps countries map disease burdens
**Decentralization of Care: Empowering Female Health Workers in Pakistan and Africa**

Gilead established an advisory board in Pakistan to shape and determine how best to deploy projects using a “Care for the Family” approach that focuses on mobilizing and empowering women to participate in health and economic systems in the country. As one of the private sector partners, Gilead is seeking to help mobilize female health workers to deliver key family primary care services, including diagnosis and early identification of challenges related to maternal health, nutrition, non-communicable diseases (such as women’s cancers) and conditions such as viral hepatitis and HIV/AIDS.

**CarePay’s Innovative Smart Payment Platform in Kenya**

Gilead is among the first to have supported health e-payments technology firm CarePay, which is working toward universal healthcare coverage in Kenya via its smart health payment distribution platform M-TIBA. In Kenya, M-TIBA is the preferred health payment platform for the government, retail and private health sector, and is a proven health payment integrator, revolutionizing the management of large-scale health schemes. M-TIBA has connected more than 4 million users and 1,200 healthcare providers to the platform and handled over 715,000 treatment claims.

**Making HCV and HIV Treatments More Palatable for Children**

It is important to make our therapies more palatable for children, particularly in resource-limited countries, as the bitter taste of medicine can lead to poor adherence. We have partnered with Monell Chemical Senses Center, DiscoveryBioMed, Inc. and the Clinton Health Access Initiative on a two-year research plan to identify compounds that will block or remove the bitter taste of certain components of HIV and HCV treatments. If successful, we will introduce these compounds in countries with high incidence of HIV and HCV among children.
In 2021, Gilead made significant strides in the evolution of our environmental sustainability program – all while delivering our innovative medicines. We have a longstanding commitment to reducing our greenhouse gas (GHG) emissions, minimizing waste generation and using resources efficiently. At Gilead, we are committed to creating a future of responsible and resilient growth, factoring the health of people, communities and the environment into everything we do. Environmental stewardship is part of Gilead’s culture – supported by leadership, our employees are a driving force for helping us achieve our corporate aspirations.

Throughout this report, we describe environmental activities and initiatives that occurred in calendar year 2021. However, environmental reporting data for 2021 had not yet been finalized and verified at the time this report was published. Therefore, environmental data and charts included in this report cover the calendar year January 1, 2020 to December 31, 2020. Please refer to the data tables located on pages 97-100, for our environmental performance data. We will publish 2021 environmental data on our website when it becomes available.
Could you share some reflections on climate change and Gilead’s role in helping to tackle it?

During 2021, we saw a deepening level of societal concern about climate change. This seems to have been driven by another year of global disruption due to the ongoing COVID-19 pandemic and multiple catastrophic climate-driven events around the world. I believe it is a business imperative for Gilead to be part of the solution and by doing so, we will advance our mission to create a healthier world for all people. Our stakeholders are also more interested in our carbon footprint and climate commitments and performance. Our employees expect us to take responsibility for our impacts and I am proud of the ways in which Gilead employees are stepping forward to be part of the solution. Finally, our shareholders recognize that our ability to continue delivering responsible shareholder value requires us to understand and manage the business implications of climate change.

What has Gilead done over the last 12 months to step up its commitments and how is Gilead taking action over the short and long term?

Last year was a pivotal year for Gilead’s sustainability journey. We set bold new environmental goals that provide the framework for embedding sustainability into our business and taking meaningful action over this decade. Our new goals span our value chain, extend into the communities in which we live and work and broaden our focus to capture carbon, waste, water and product-related impacts. In 2021, we received validation of our ambitious new climate targets from the Science Based Targets Initiative, while implementing multiple projects and initiatives designed to reduce our impacts, several of which you can read about in this report. I am excited to see the progress so far and I look forward to contributing to and supporting our ongoing efforts to deliver a more sustainable Gilead.
Our Sustainability Goals for a Healthier World

**Carbon**
- Reduce Scope 1 and 2 GHG emissions by 46% by 2030
- Reduce Scope 3 GHG emissions by 15% by 2030
- Transition 100% of fleet vehicles to electric or low emissions vehicles, and increase charging infrastructure by 2030
- Achieve Carbon NeZero Operational GHG emissions by 2030

**Water**
- Achieve water neutrality in water-stressed regions by 2030
- Reduce potable water use at owned facilities by 30% by 2030
- Reduce total waste generation by 20% by 2030 (non-hazardous only, excludes construction and demolition waste)
- Achieve Zero Waste to Landfill status at owned facilities by 2030, Foster City to achieve by 2025 (may exclude leased facilities)
- Eliminate single-use plastics by 2025 (excludes manufacturing and R&D operations)

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

**Product**
- 100% renewable electricity in operations by 2025 (RE100)
- Achieve water neutrality in water-stressed regions by 2030
- Reduce potable water use at owned facilities by 30% by 2030
- Reduce total waste generation by 20% by 2030 (non-hazardous only, excludes construction and demolition waste)
- Achieve Zero Waste to Landfill status at owned facilities by 2030, Foster City to achieve by 2025 (may exclude leased facilities)
- Eliminate single-use plastics by 2025 (excludes manufacturing and R&D operations)

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1 Compared to 2019 baseline
2 Excludes primary packaging
3 Where quality and safety permit
Choosing Science-Based Carbon Reductions

As part of our work during 2021 to increase and expand our sustainability ambitions, we developed new 2025 and 2030 carbon commitments. We also implemented projects to increase our energy efficiency and reduce our reliance on fossil fuels.

Carbon Commitments

We have committed to reducing absolute GHG emissions across our direct operations (Scopes 1 and 2) by 46%, and across our value chain (Scope 3) by 15%, by 2030, from a 2019 base year.

By setting a Science Based Target and receiving validation from the Science Based Targets Initiative in April 2021, we joined other leading companies across the world taking action to address climate change.

Our Transition Plan to a Low Carbon Future

- Use 100% renewable electricity
- Achieve Zero Waste to Landfill status
- Engage with suppliers to reduce GHG emissions
- Switch to all electric fleet
- Source sustainable aviation fuels
- Implement energy conservation measures
A Closer Look at Our 2020 Global Greenhouse Gas Emissions Footprint

A footprint comparison of our Scope 1, 2 and 3 GHG emissions by source helps inform our GHG strategies and most impactful reduction opportunities.
New Facilities Earn Green Certifications

These certifications were awarded to three new Gilead facilities in Foster City, California, Dublin, Ireland and Athens, Greece that came online to accommodate our business growth, as well as a new operation at our Oceanside, California site which brings in-house certain manufacturing activities that were previously outsourced to a supplier. Through the integration of energy efficient design, these projects will together realize optimization savings of 4,100 MWh and 188,000 therms (relative to a base case scenario absent green building design features).

Cutting Energy Waste Through Optimization

At our Kite manufacturing facility in Maryland, a project to improve building controls on two air handling units will deliver annual savings of 125,000 kWh. The adjustment evaluated multiple temperature points among several spaces as opposed to a single space to better control temperature for the entire area served by the air handler.

At our Foster City, California campus, occupancy controls were implemented to manage fume hood air flow in our largest laboratory building and delivered 397,000 kWh in annual energy savings.

At Gilead’s site in Edmonton, teams implemented a project to optimize vacuum pump use in our laboratories. By reviewing actual capacity usage, we were able to reduce the number of continuously running vacuum pumps servicing the laboratories. One year of data collection in 2021 has confirmed that the annual energy savings from this change is 124,000 kWh.

Gilead continues to deliver business growth responsibly and embed sustainable design into our built environment. In 2021, four projects achieved LEED certification.

<table>
<thead>
<tr>
<th>Location</th>
<th>Certification</th>
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<td>Gilead B324 Research Building</td>
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Optimization Savings of 4,100 MWh and 188,000 therms
Adopting Green Energy Choices to Power Our Operations

Among our new climate commitments, we joined the RE100 initiative and pledged to generate or purchase renewable electricity equivalent to 100% of our electricity consumption by 2025. In 2020, 48% of our total electricity consumption was sourced from renewable energy resources through active procurement. As we add new sites to our portfolio, we aim to purchase 100% renewable electricity where possible.

Championing Electric Vehicles

In 2021, we joined the EV100 commitment to electrify our entire fleet of vehicles by 2030.

Our European fleet management team is leading the way on our electrification efforts. Six of 21 country-level fleet policies in Europe have been revised to embed electric vehicles (EV) and maximum CO2e thresholds. Eight percent of the European fleet is already electric, while 20% of the 2022 new vehicle order book is slated to be electric.

Beyond our EV100 pledge, our commitment to decarbonize our transportation impacts extends to supporting employees in the use of electric vehicles for commuting with 21 of our sites currently offering onsite electric vehicle charging. Our Foster City commuter buses have also been converted from biodiesel to renewable diesel made from fats, oils and greases as a transitional decarbonization step.

Solar Energy Installations Go Operational in California

In 2021, we completed three solar installations at our California sites with a fourth at our Cork site, which became operational in early 2022. Together, these solar installations will generate up to 9.5 million kWh per year of renewable energy.
Evolving the Workplace to Support Employees

During the pandemic, our approach to work and daily processes had to pivot, with a focus on prioritizing the safety and wellbeing of our employees. As we modified workplace solutions, we sought to maximize building efficiencies aligning with our environmental ethos and our inclusion goals.

We continued our workplace modernization efforts to enhance the experience of Gilead employees by creating and supporting more flexible and engaging environments centered around choice, collaboration and connection. We continue to introduce a diverse set of working environments, creating spaces that spark ideas and inventions. We use technology, data and science to drive optimization and productivity at our workplace as we add immersive rooms, more video conference-enabled meeting rooms, digital wayfinding kiosks and desk reservations capabilities globally. Inclusion is enhanced as we support our focus on wellbeing. We have introduced gender-neutral restrooms and wellness rooms at new locations.

Though COVID-19 was a catalyst for re-envisioning the workplace, we are at the beginning of an intentional journey that is constantly evolving. In addition to making our workplace environment sustainable, prioritizing the safety, health and wellbeing of our employees is crucial as we support them through their careers in science and innovation.

Maintaining Environmental Focus During the Pandemic

Over the past two years we have seen changes in GHG emissions and waste generation driven by the effects of the COVID-19 pandemic. We have taken steps to limit additional environmental impacts arising from our related health and safety protection measures. Where we have seen pandemic-related reductions in emissions, for example, resulting from travel restrictions, we seek to implement strategies to limit increases as we emerge from the pandemic. We are also integrating environmental stewardship, as well as employee wellbeing goals, into the ways in which we are adapting our workplaces as we emerge from the pandemic.
Managing the Environmental Impacts of Our COVID-19 Response

Throughout the pandemic, we saw an increase in purchased goods and services and materials to meet workplace safety requirements, therefore increasing waste and emissions. To mitigate the environmental impact of single-use masks, we introduced a recycling initiative at several of our facilities to divert this waste stream from landfills. In Foster City, California, the program was highly successful, and over 28,000 masks were successfully recycled through the Terracycle program.

Additionally, like other companies, we saw a material decline in travel-related Scope 3 emissions due to an overall reduction in business travel and commuting. As travel increases post-pandemic, our EV charging stations and the introduction of electric commuter buses in early 2022 will help us deliver progress toward our Scope 3 target.

ISPE Facility of the Year Award

The International Society for Pharmaceutical Engineering (ISPE) awarded Gilead’s B324 Research Building the 2021 Facility of the Year Award for Special Recognition for Operational Agility: COVID-19 Impact. It was the first time in the history of the awards that a research facility was honored. The award was presented in recognition of the creation of a best-in-class, flexibly designed laboratory that enabled teams to operate on various projects quickly and efficiently while maximizing collaboration. In addition, the award acknowledged the thoughtful and sustainable design of the facility, as well as the scale of the facility, which further establishes Gilead’s commitment to innovative research.
Employees Power Gilead’s Green Future

Our mission is best achieved when our sustainability strategy is integral to our corporate strategy. Environmental stewardship is integrated into not only our business plans, but also our culture and is driven by our employees. Our commitment to environmental stewardship is realized by people at all levels across Gilead, whether they are setting our strategic approach to sustainability, developing innovative solutions or leading green initiatives with their teams. We are constantly inspired by our employees who are passionate sustainability champions.

Every year, our employees go beyond their day jobs to take on new challenges and help Gilead move toward a sustainable future.

Process Chemistry Labs Earn Gold Certification for Sustainability

To ensure a continued focus on green chemistry practices, in 2020 we took initial steps toward pursuing My Green Lab certification for our labs. This Certification was developed by My Green Lab, a global nonprofit organization, and is widely considered the gold standard for laboratory sustainability best practices.

Over the course of several months in 2021, our Process Chemistry and Sustainability teams partnered to achieve our first “Gold Certified” My Green Lab Certification. We plan to adopt My Green Lab principles across additional labs.
Spotlight on Korea Green Team

2021 marked the 10-year anniversary of our Gilead Korea site. Gilead Korea has been a leader in our sustainability efforts, implementing small changes that have an outsized impact on environmental sustainability. Example initiatives include the GreenPossible Team, an employee group that identifies ways to improve sustainable performance and develops educational resources for eco-conscious work practices and behaviors. Gilead Korea is not only a leader in sustainability efforts, but also provides a best practice example to inspire and facilitate the efforts of other Gilead sites around the world.

Gilead Korea has implemented a food delivery system with eco-friendly packaging, eco-efficient laundry services, high-speed charging stations for electric vehicles and robust recycling systems.

Green Teams Power Environmental Actions, Build Spirit

Globally, Gilead implements green teams to promote our sustainability efforts and develop innovative solutions that lower our environmental footprint. At each site, our green teams collaborate and advocate for responsible, healthy practices that support local communities and increase our environmental stewardship. These teams are constantly pioneering new ways to mitigate water consumption, energy usage, waste generation and GHG while also identifying and implementing environmental sustainability awareness campaigns.
Building a Green, Inclusive Supply Chain

Gilead’s supply chain includes hundreds of direct suppliers and thousands of indirect suppliers across the globe. As we seek to take responsibility for our extended value chain, our suppliers are key stakeholders in our sustainability journey. In 2021, we took several important steps toward embedding our environmental and inclusion commitments into our procurement processes and supplier engagement practices.

Supplier Code of Conduct Elevates Best Practices

As referenced in our Supplier Code of Conduct (SCOC), we oppose and condemn the following practices throughout our supply chain: the use of child labor and forced labor; human trafficking; unfair treatment, wages and benefits; unreasonable working hours; and discrimination based on race, color, gender, religion, disability, sexual orientation and gender identity/expression. We also expect full compliance with all applicable legislation, including the UK Modern Slavery Act. In 2021, we made progress toward our 2025 goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our SCOC. By the end of the year, 52% of our addressable spend had signed the SCOC. We monitor our supply chain for adequate capacity, diversification, potential risks and adherence to applicable labor and environmental regulations. If we encounter actual or potential violations of our company policies or governing regulations, we recommend corrective action and flag the supplier for follow-up evaluation.
Partnering with Suppliers to Reduce Emissions

Over the course of 2021, Gilead focused on expanding our sustainability initiatives across our value chain to pave the way for a more sustainable future. This led to an expansion of efforts to drive resiliency, responsibility and transparency in our purchasing of goods and services – our greatest source of emissions.

Aiming to better understand where our suppliers are on their own sustainability journey, we launched the Supplier Climate Leadership Review Survey – which helps us understand our point on the path toward reducing Scope 3 emissions by 15% by 2030 and create additional rigor and accuracy when calculating our Scope 3 GHG emissions. Gilead surveyed suppliers that contribute 82% of our purchased goods and services and will utilize the results to develop a supplier engagement roadmap for 2022 to lessen their organization’s carbon footprint. We value our suppliers, and we aim to partner with them to support their sustainability goals as well as to better understand our own environmental impact trajectory.

Engaging with Suppliers to Reach Green Goals

Reducing GHG Emissions Across The Value Chain

- Reduce Scope 3 GHG Emissions 15% by 2030, compared to base year 2019.
- Committed to Scope 3 GHG emissions Science Based Targets Initiative.
- Initiated pilot program to address GHG reductions.
- Expanded engagement to assess supplier climate programs.
- Engaged with 42 suppliers representing 82% of our modeled Scope 3 purchased goods and services CO2 emissions.

Kite Embrace: Maryann
Building an Inclusive Supply Chain

We seek to stimulate and enable innovation by engaging with businesses owned by women, minorities, veterans and members of the LGBTQ+ community. As such, we have taken measures to drive supplier inclusion across our procurement processes and procedures. We have set Board-level objectives for supplier diversity spend, created inclusion targets for our supply chain, boosted spend with existing diverse suppliers and challenged ourselves to increase overall spend with diverse suppliers – living up to our core value of inclusion.

ANNUAL SUPPLIER DIVERSITY SPEND (2017-2021)

<table>
<thead>
<tr>
<th>Year</th>
<th>Spend</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>$145M</td>
</tr>
<tr>
<td>2018</td>
<td>$163M</td>
</tr>
<tr>
<td>2019</td>
<td>$257M</td>
</tr>
<tr>
<td>2020</td>
<td>$288M</td>
</tr>
<tr>
<td>2021</td>
<td>$349M</td>
</tr>
</tbody>
</table>

We are committed to spending $1 billion with diverse suppliers from 2021 through 2025, prioritizing partnerships with Black-owned businesses.

In addition to our own programs, we advocate for supplier inclusion throughout the healthcare and general procurement spaces by aligning with industry councils and authoring thought leadership articles for industry-focused publications. In 2021, we expanded our partnerships to build further capacity and grow relationships with new suppliers by joining the National LGBT Chamber of Commerce, Women’s Business Enterprise Council Pacific, and the National Minority Supplier Development Council (expanding beyond our existing Western Regional Minority Supplier Development Council).

Diverse Supplier Case Study: LIQUID SOUL

LIQUID SOUL is a certified African American owned and operated full-service marketing agency headquartered in Atlanta, Georgia with offices in Washington D.C., Dallas, Texas and Los Angeles, California that helps brands connect organically with consumers through marketing and communications programs such as branded content, creative development, community outreach, digital, social media, public relations, consumer insights, virtual and live events. The agency has supported several critical initiatives for Gilead teams including our Blueprint for Change Strategy focusing on attracting and developing new talent, a series of Black History virtual events for our GLOBE employee resource group, the new Gilead Business Center social media campaign, Gilead’s National Sales Network career fair and partnerships with several other teams across Gilead.

Diverse Supplier Case Study: LIQUID SOUL
At a Glance: Sustainability Data Summary

The tables below present our environmental performance data for 2019 and 2020. Environmental reporting data for 2021 had not yet been finalized and verified at the time this report was published. We will publish 2021 environmental data on our website when it becomes available.

Scope 1 and 2 GHG Emissions

<table>
<thead>
<tr>
<th>Reporting Units: Metric Tons CO₂e (MT CO₂e)</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>54,070</td>
<td>48,080</td>
</tr>
<tr>
<td>Scope 2 (market-based)</td>
<td>33,223</td>
<td>36,370</td>
</tr>
<tr>
<td>Scope 3 (location-based)</td>
<td>55,561</td>
<td>58,494</td>
</tr>
<tr>
<td>Scope 1+2 (market-based)</td>
<td>87,293</td>
<td>84,451</td>
</tr>
<tr>
<td>Data coverage, as % of global full time employees</td>
<td>N/A</td>
<td>-3%</td>
</tr>
</tbody>
</table>

Energy Consumption

<table>
<thead>
<tr>
<th>Reporting Units: Megawatt hour (MWh)</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total energy consumption from non-renewable sources</td>
<td>374,468</td>
<td>350,084</td>
</tr>
<tr>
<td>Total energy consumption from renewable sources1</td>
<td>89,764</td>
<td>102,922</td>
</tr>
<tr>
<td>Total combined energy consumption</td>
<td>464,232</td>
<td>453,007</td>
</tr>
<tr>
<td>Data coverage, as % of global full time employees</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

1. This figure includes renewable energy purchased through the grid and renewable energy procured from other sources.

2019 2020
Purchased goods and services2 1,124,699 1,178,629
Capital goods2 180,604 190,092
Fuel- and energy-related activities (not reported in Scope 1 and 2)1, 3 16,056 15,500
Upstream transportation and distribution1 39,805 57,656
Waste generated in operations1, 2 6,468 4,800
Business travel1, 2, 3 43,326 7,313
Employee commuting1 23,656 7,565
Upstream leased assets4 N/A N/A
Downstream transportation and distribution1 220 177
Processing of sold products4 N/A N/A
Use of sold products4 N/A N/A
End-of-life treatment of sold products N/A N/A
Downstream leased assets4 N/A N/A
Franchises4 N/A N/A
Investments 3,044 3,044

Reporting Units: Metric Tons CO₂e (MT CO₂e) Scope 3 GHG Emissions

1. Scope 3 emissions based on primary data
2. Scope 3 emissions based on spend data
3. Scope 3 verified emissions (FERA, waste, business air travel)
4. n/a These categories are not applicable to Gilead. 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.
## Non-hazardous Waste Disposal*  
**Reporting Units: Metric Tons (MT)**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Landfill</td>
<td>6,110</td>
<td>3,891</td>
</tr>
<tr>
<td>Composting</td>
<td>2,697</td>
<td>2,704</td>
</tr>
<tr>
<td>Recycling</td>
<td>4,813</td>
<td>3,448</td>
</tr>
<tr>
<td>Incineration</td>
<td>27</td>
<td>129</td>
</tr>
<tr>
<td>Other</td>
<td>N/A</td>
<td>122</td>
</tr>
<tr>
<td>Total non-hazardous waste</td>
<td>13,647</td>
<td>10,294</td>
</tr>
<tr>
<td>Data coverage, as % of global full time employees</td>
<td>79%</td>
<td>70%</td>
</tr>
</tbody>
</table>

* Excludes Construction & Demolition waste

## Hazardous Waste Disposal  
**Reporting Units: Metric Tons (MT)**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deep well injection</td>
<td>1,680</td>
<td>2,042</td>
</tr>
<tr>
<td>Incineration</td>
<td>970</td>
<td>1,030</td>
</tr>
<tr>
<td>Incineration with energy recovery</td>
<td>817</td>
<td>1,057</td>
</tr>
<tr>
<td>Landfill</td>
<td>N/A</td>
<td>3</td>
</tr>
<tr>
<td>Neutralization</td>
<td>N/A</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Recovery for reuse</td>
<td>32</td>
<td>485</td>
</tr>
<tr>
<td>Recycling</td>
<td>27</td>
<td>24</td>
</tr>
<tr>
<td>Total hazardous waste</td>
<td>3,531</td>
<td>4,645</td>
</tr>
</tbody>
</table>

## Water Usage  
**Reporting Units: Megaliters (ML)**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indoor water use</td>
<td>535</td>
<td>566</td>
</tr>
<tr>
<td>Irrigation water</td>
<td>78</td>
<td>152</td>
</tr>
<tr>
<td>Fire/life safety water</td>
<td>0.3</td>
<td>0.7</td>
</tr>
<tr>
<td>Total water usage</td>
<td>613</td>
<td>678</td>
</tr>
<tr>
<td>Data coverage, as % of global full time employees</td>
<td>78%</td>
<td>69%</td>
</tr>
</tbody>
</table>

## Floor Area  
**Total Area of Facilities Worldwide Under Operational Control**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Million sq. ft</td>
<td>779</td>
<td>729</td>
</tr>
</tbody>
</table>

## GHG Emissions Intensity  
**Reporting Units: Kilograms CO₂e per square foot (kg CO₂e/sq.ft.)**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>7.52</td>
<td>6.09</td>
</tr>
<tr>
<td>Scope 2 (market-based)</td>
<td>4.62</td>
<td>4.6</td>
</tr>
<tr>
<td>Scope 2 (location-based)</td>
<td>773</td>
<td>74</td>
</tr>
</tbody>
</table>

## Energy Intensity  
**Reporting Units: Kilowatt hour per square foot (kWh/sq.ft.)**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total energy consumption from non-renewable sources</td>
<td>51.7</td>
<td>44.3</td>
</tr>
<tr>
<td>Total energy consumption from renewable sources*</td>
<td>12.5</td>
<td>13</td>
</tr>
<tr>
<td>Total combined energy consumption</td>
<td>64.2</td>
<td>57.3</td>
</tr>
</tbody>
</table>

* This figure includes renewable energy purchased through the grid and renewable energy procured from other sources.
**Life at Gilead**

Our people come to Gilead seeking to serve a greater purpose. Their ingenuity and diversity of thought shape the way we prevent, treat and even cure life-threatening diseases. Inspired by the vision of making the world a healthier place, our people and their dedication continue to advance our work toward this goal.

As we have all seen, today's workplace is rapidly changing, accelerated by the unprecedented impact of the pandemic. As ways of working evolve, our commitment to our employees and our ambition to be an employer of choice requires agility and constant adaptation. In 2021, we continued our efforts to build a more diverse and inclusive workforce, while also evolving the way we work to offer employees more flexibility. While we have observed many changes in how we operate, we remain guided by our Core Values – Integrity, Inclusion, Teamwork, Excellence and Accountability. Our Leadership Commitments emphasize that the way we do our work is as important as the work, itself.
The Leadership Commitments describe the mindset and behaviors we strive for as an organization.

**I AM BOLD** in aspiration and agile in execution
Embracing the courage to aim high, explore new ideas and take risks, learn from challenge, adapt quickly and encourage outspoken dialogue

**I CARE** and make time for people
Showing empathy and compassion, demonstrating respect, creating space for feedback and supporting each other to achieve something bigger than ourselves

**I LISTEN**, speak openly and explain the why
Listening carefully, speaking up to embrace opportunities for mutual improvement and providing the reasons behind our decisions

**I TRUST** others and myself to make sound decisions
Moving forward together by empowering individuals and teams to make decisions and take on new opportunities and responsibilities

**I OWN** the impact of my words and actions
Exemplifying Gilead’s Core Values by acknowledging one’s own motivations and missteps, disagreeing respectfully and providing constructive and thoughtful feedback

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**Rewarding, Recognizing and Retaining Employees**

Gilead’s compensation and benefits programs are designed to attract, cultivate and retain the industry’s most talented workforce, offering competitive packages that include bonuses and stock grant opportunities. Additional benefits are tailored to the needs of our people in various worldwide locations and include flexible work arrangements, support for training and education, paid time off and family planning benefits, disability and retirement benefits, and access to a variety of health and wellbeing resources. Each year, we reassess our Total Rewards package to ensure it offers the right benefits and incentives to help us attract and retain critical talent.
Compensation and Financial Benefits at Gilead

Gilead is a pay-for-performance company committed to pay equity. Our employee salaries are based on market-based ranges and are assessed annually in consideration of prior-year performance and competitive positioning. All compensation decisions are made without regard to gender, race, color, national or ethnic origin, age, disability, sexual orientation, gender identity or expression, genetic information, religion or veteran status. In the U.S., we conduct an annual review of employee compensation to ensure that our pay practices are race- and gender-neutral, and we also commission an annual global pay equity study to gain a more comprehensive view of pay equity across the organization.

Gilead is proud to have been named to the Seramount (formerly Working Mother) 100 Best Companies list, which represents the standard of excellence in supporting working parents and caregivers through family-friendly policies.

Our Financial Benefits Include:

- Retirement savings with matching contributions available in many countries based on local market practice and regulations*
- Employee Stock Purchase Program that allows eligible Gilead employees to purchase Gilead stock at a 15% discount, consistent with Internal Revenue Service requirements
- Personalized financial coaches in the U.S. who offer each employee 90 consecutive days per year of free, one-on-one financial coaching, covering areas such as managing student loans, paying down debt and planning for retirement

*For detailed information about Gilead's defined benefit plan obligations, see our 2021 Annual Report on Form 10-K at the Investors page of our website.

Gilead’s salary ratio for women to men globally is 99.98:100

Gilead tracks all 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).
Health and Wellbeing Benefits

- We offer market-competitive healthcare, wellbeing and risk benefits.
- Depending on an employee’s country location, those wellbeing offerings can include biometric screenings, health assessment tools, wellbeing seminars and on-site fitness centers or an annual wellbeing reimbursement.
- The global wellbeing reimbursement benefit is available to all employees and offers up to $500 per calendar year for eligible expenses that help employees stay emotionally, physically and financially healthy. Reimbursable expenses include gym memberships, athletic and wellness equipment, life coaching, massages, financial advising and planning, and even air purifiers.
- Our digital wellbeing platform provides everything employees and their families need to stay active, eat healthy, reduce stress and sleep better. The platform offers videos, tutorials and an online community to support employees’ and their families’ wellbeing goals.
- Risk benefits include sick days, disability benefits and company-paid life, accidental death and dismemberment, and business travel accident insurance.
- In the U.S., our expanded health and welfare benefits include family planning resources such as adoption and surrogacy assistance, elective egg-freezing and a breast milk delivery service for breastfeeding mothers traveling for business.
- Through our behavioral health and work-life services programs, our people can also access financial, legal, pre-retirement, elder care and childcare consultations, as well as clinical counseling.

Competitive Paid Time Off

Gilead offers competitive paid time off benefits to help our employees feel rested and balanced. Employees get company-paid vacation days and holidays, as well as family and parental leave benefits, all of which vary by country and region based on local laws, regulations and market practices.

Paid time off includes a global December shutdown between Christmas and the New Year and, for our U.S. employees, a Fourth of July holiday week shutdown.
G.Flex Benefits for Employees

Gilead is becoming more innovative in all aspects of how we operate, and this includes an evolution toward more employee flexibility in terms of where and how we work. G.Flex, introduced in 2019 but expanded during the COVID-19 pandemic, is a global framework of work options and guiding principles that aims to encourage more flexible ways of working, depending on the country. Last year, we made some changes to G.Flex that build on our belief in the benefits of co-location while providing employees with more flexibility to work where and when they are at their best.

1. Up to three work-from-home days each week for flexible- and mixed-location employees
2. Expanded access to remote roles for flexible-location employees
3. Elimination of “Core Hours” and introduction of flexible hours, empowering employees and managers to set expectations and schedules that work for them and for the business needs they support
4. Expanded access to part-time roles
5. Temporary part-time options to support employees transitioning back to work from a leave of absence from caring for another or taking time off to bond with a new child

Potential flexible work options now include:

- External Manufacturing (Tijerina)
- Chemical, Development and Manufacturing Operations (Kent)

Monica Tijerina, Ken Kent
External Manufacturing (Tijerina)
Chemical, Development and Manufacturing Operations (Kent)
Global Parental Leave Data

<table>
<thead>
<tr>
<th>Description</th>
<th>Females</th>
<th>Males</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees entitled to parental leave in 2021*</td>
<td>8,569</td>
<td>8,010</td>
<td>16,579</td>
</tr>
<tr>
<td>Number of employees who took parental leave in 2021</td>
<td>436</td>
<td>335</td>
<td>771</td>
</tr>
<tr>
<td>Number of employees who returned to work after leave ended in 2021</td>
<td>430</td>
<td>335</td>
<td>765</td>
</tr>
<tr>
<td>Number of employees who took parental leave in 2020</td>
<td>393</td>
<td>256</td>
<td>649</td>
</tr>
<tr>
<td>2021 return-to-work rate**</td>
<td>98.6%</td>
<td>100%</td>
<td>99.2%</td>
</tr>
<tr>
<td>2020 return-to-work rate**</td>
<td>98.7%</td>
<td>99.2%</td>
<td>98.9%</td>
</tr>
<tr>
<td>2020 retention rate</td>
<td>87.8%</td>
<td>88.3%</td>
<td>88%</td>
</tr>
</tbody>
</table>

*Employees entitled to parental leave means those employees that are covered by organizational policies, agreements or contracts that contain parental leave entitlements.
**To determine who returned to work after parental leave ended and were still employed 12 months later, an organization must consult records from the prior reporting periods.

Supporting Our People

Professional and Personal Development

Gilead’s Learning and Development program fosters a culture of continuous growth, helping our people develop the skills and tools to grow their careers and deepen their engagement with Gilead’s culture.

In 2021, Gilead Learning and Development delivered 268 live remote workshops and facilitated 1,353 training hours.

In an effort to globalize and democratize our approach to learning and development, we launched LinkedIn Learning to all employees with a library of over 16,000 courses available on demand. We also added self-paced learnings in 14 languages to reinforce our Leadership Commitments.

In addition to taking advantage of Gilead’s learning and development curricula, employees can receive reimbursement for tuition expenses incurred while pursuing undergraduate, graduate or certificate courses at an accredited college or university. Annual reimbursement maximums and eligibility vary by country. Gilead also supports continued education with reduced tuition for MBA programs through Golden Gate University. More than 50 employees took advantage of this offering in 2021.

In 2021, Gilead held its first-ever Development Week with the theme “Grow at Gilead,” bringing employees together to discuss, engage with and experience the company’s evolving approach to professional development and growth. As we work toward achieving our strategic ambitions, the growth, development and success of employees are key to realizing these goals.

Kerri Fitzpatrick
Clinical Nurse Educator

Our Science  | Health, Equity and Access  | Sustainability  | People and Culture  | Appendix
Surveys Measure Employee Sentiment

Results

Our employee engagement score continues to be strong and has remained steady since 2018 at 75%. Approximately four out of five employees (82%) agreed the company demonstrates that it cares about employee wellbeing; and 77% of current employees are likely to recommend Gilead as a great place to work. In exit surveys over the last 12 months, 72% of former employees said they would recommend Gilead as a great place to work. The corporate strategy continues to resonate internally.

Our patient focus and mission were found to be important in external reputation research conducted by the Public Affairs team. This was also reflected in employees’ responses when asked about the best part of their experience at Gilead.

The inclusion of diverse employees and perspectives continues to be an area of focus for employees. Currently, efficiency is the largest opportunity area.

Corporate Strategy and Engagement

79% of employees feel confident in our priorities and ambitions. This extended to how employees see their roles, with 89% agreeing that their role impacted the corporate goals.

82% agree that we care about their wellbeing

16% decline in employees who felt they could balance their work responsibilities

85% believe we demonstrated a commitment to inclusion and diversity

77% recommend the company as a great place to work

72% recommend the company as a great place to work

IN EXIT INTERVIEWS
Workload and Wellbeing

This year, we focused on wellbeing and workload. While 82% of employees agreed that Gilead cares about their wellbeing, there was a 16% decline in employees who felt they could balance their work and non-work responsibilities.

“The past year was full of change and challenges as employees navigated evolving professional and personal responsibilities. We understand the imbalance employees are feeling between work and non-work is not solely the result of the pandemic. We are committed to addressing the pressure this increased workload is putting on employees by providing resources and tools that can be useful for every employee.”

Jyoti Mehra, Executive Vice President, Human Resources

Inclusion and Diversity

We made positive, tangible progress on diversity representation across multiple goals, with 85% of employees surveyed saying we have demonstrated a commitment to inclusion and diversity. Still, inclusion remains an area of opportunity.

“We made measurable progress over the past several years, but we recognize we’re not yet where we want to be. Improving inclusion and diversity takes time, and we’re on that path. Our ongoing initiatives, such as the Diversity Talent Accelerator Program, diversity and early talent recruiting efforts, and our focus on living our Leadership Commitments, are just a start. We look forward to working closely with our partners across Gilead to achieve a more inclusive and diverse environment.”

Curran Brugger, Vice President, Talent, Development and Inclusion
Commitment to Inclusion and Diversity

Gilead takes purposeful action to foster inclusion and diversity at all levels of the organization. Creating a diverse workforce contributes to our innovation, performance and community engagement. Demonstrating our commitment to inclusion and diversity requires us to:

- Respect people of all backgrounds and experiences
- Seek diverse perspectives to drive innovation
- Recognize and mitigate unconscious bias
- Encourage and support each other

Committing to these principles is more than just the right thing to do. Creating a culture in which every individual feels seen, heard and respected is essential to helping Gilead fulfill our mission now and into the future.

2021 marked the first full year of measuring progress toward our five-year Inclusion and Diversity goals, which focus on the representation of Black, Hispanic/Latino and female employees. There are many efforts underway to support these goals, from internship programs, internal talent development initiatives and our Advancing Black Leadership Strategy. While we have significant work ahead of us, we are seeing a positive impact from these actions. Our efforts are guided by our Inclusion and Diversity Council, composed of members of the Gilead leadership team and leaders of our ERGs.

OneTen Initiative Aims to Create One Million Jobs for Black Americans

In early 2021, Gilead joined the OneTen Initiative, a new coalition of U.S. companies with the goal of hiring one million Black Americans into family-sustaining jobs with opportunities for advancement over the next 10 years. Joining OneTen complements our efforts to ensure greater inclusivity in our talent practices.
Increasing our Black and Hispanic/Latino Workforce with Blueprint for Change

The Blueprint for Change initiative is helping us achieve our long-term ambition to be the biotech employer of choice by creating processes and partnerships to build a talent pipeline and to attract and recruit diverse talent. Blueprint for Change focuses on increasing our Black and Hispanic/Latino workforce by building relationships with and hiring diverse talent from universities and institutions that traditionally serve these populations. Two new programs were introduced under this banner, one aimed at candidates with less than four years of professional experience, and a second for mid-career, experienced professionals. Other diversity-focused recruiting initiatives include investing in professional development, internal career mobility and expanding our early pipeline for diverse talent.

Active Leaders

Gilead actively nurtures partnerships such as the National Sales Network, the Hispanic Association on Corporate Responsibility, Out and Equal, Executive Leadership Council and Lead360. Gilead also participates in the California Conference for Women and the Regulatory Affairs Professionals Society.

In 2021, 246 diverse leaders joined leadership and development programs provided by these organizations.

Gilead Receives Purple Campaign Certification for Our Policies on Workplace Harassment

In the wake of the #MeToo movement, the Purple Campaign developed a first-of-its-kind corporate certification program to recognize employers that are taking notable steps to address workplace harassment and implement best practices in the field. Gilead is the first biopharmaceutical company to become Purple Certified with a perfect score of 100 based on criteria focused on creating lasting change in addressing workplace harassment.
Education Program Aims to Help Close the Gap in Science

In 2021, Gilead launched a first-of-its-kind educational partnership with HBCUs and Hispanic-Serving Institutions (HSIs). The program is a two-semester course, offering underrepresented students the opportunity to learn how drug development and manufacturing work in the private sector. The goal is to support and enhance students’ interest and engagement in this work and encourage them to consider internship and future employment opportunities at Gilead.

This partnership provides hands-on experience and access to industry early on so that the students can really understand the opportunities out there. It’s helping them learn where they want to be 10 years into their career versus working in their career for 10 years and then deciding.”

Stanley Blackwell, Executive Director, Talent Acquisition

The program is part of Gilead’s overall strategy to increase diversity within the company – particularly among groups that are underrepresented in science – while helping to create a clear career path for entry-level employees. The idea to create a curriculum at academic institutions that serve diverse populations was born from brainstorming ways to attract diverse talent. We partnered on a pilot program with North Carolina Agriculture and Technical State University, the largest HBCU in the country, and Cal Poly Pomona, an HSI in Southern California. More than a dozen Gilead employees gave lectures during the first semester of this program.

“Our program is multifaceted, providing students with technical concepts and business insight from drug discovery through commercialization and distribution from leaders in the field, an opportunity to gain real world experience through an on-site rotational development program, and the ability to select and engage in that pharmaceutical career path as long-term Gilead employees. The ongoing, year-over-year commitment to the relationship and partnership involved in developing and executing the course and program maintains a strong foundation for collaboration with these partners, and through word of mouth within their networks, recognition in society for this important work.”

Richard Polniaszek, Vice President, Process Development

Gilead employees involved in teaching the course on drug development and manufacturing
In 2021, we published our Transition and Gender Affirmation guidebook for employees in North America. It includes comprehensive information on initiating a transition plan, as well as training and tips for managers and colleagues. It was developed as a single source of information to understand benefits, support systems and processes for assisting transgender employees considering their transition. This guidebook is an important resource that reflects our commitment to adapting our culture to foster inclusion across the organization.

Other 2021 Inclusion and Diversity Highlights

- To address anti-Asian xenophobia during the COVID-19 pandemic, Gilead hosted listening sessions for its AAPI employees.
- Gilead partnered with Bay Area and Los Angeles mayoral offices on how to address AAPI Hate Crimes.
- In Asia and Europe, our Facilities team partnered with our Inclusion and Diversity team to launch an initiative to provide free feminine hygiene products at Gilead worksites.
- Employees around the world participated in Inclusion In Action webinars, including “Acting as an Ally,” “Responding to Micro-Aggression,” and “Addressing Racism.”
- Gilead became the first healthcare company to be included in the Hong Kong LGBTQ+ Inclusion Index by Community Business and received the Bronze standard recognition. The Index is Hong Kong's definitive benchmark for organizations to measure progress on LGBT+ inclusion and beyond.
- Gilead Taiwan won the 2021 PR Awards Asia for our campaign “Beyond Differences, Love is Love,” a campaign to change perceptions of HIV and increase friendliness, love and inclusion in society.
- Gilead was named to Hispanic Association on Corporate Responsibility's list of 5-star Companies based on a corporate responsibility survey that assesses Hispanic/Latino inclusion efforts and outcomes. Gilead was one of only two biopharma companies that made the list of 5 Star companies in the Employment pillar and one of only three biopharma companies that made the list of 5-star companies in the Governance pillar.

Additional Recognition from Forbes and The Human Rights Campaign

We also achieved the designation of being a 2021 “Best Place to Work for LGBTQ Equality” for the fourth consecutive year from the Human Rights Campaign Foundation in its 2021 Corporate Equality Index, a national benchmarking tool that assesses corporate policies and practices related to LGBTQ+ employees and their families. The index also scores companies’ responsible citizenship and public commitment to LGBTQ+ equality.

For the third straight year, Forbes has included Gilead on its America’s Best Employers for Diversity list with a 100% rating.
Driving Change for Opportunity

Inclusion and Diversity Training Focuses on Equity and Hiring Bias

Inclusion and Diversity learning programs are designed to augment our broader efforts. These include four self-paced, anti-racism e-learnings, an inclusive hiring curriculum and a virtual workshop on combating bias in the workplace that was attended by more than 9,400 employees. Our inclusive hiring curriculum, a seven-part series targeting all hiring managers, is designed to promote hiring equity and demonstrate how bias can affect the hiring process.

Advancing Multi-Year Diversity Goals

In North America, we set clear internal representation goals. We also set goals related to the organizations we support through our corporate giving initiatives. We are committed to increasing employee and executive representation for underrepresented groups and increasing transparency of data, progress and regularly updated prioritized actions.

An Ecosystem Approach to Inclusion and Diversity

We approach inclusion and diversity from all angles, focusing on our people, our relationships with external partners and organizations dedicated to societal change. In 2020, we launched a Global Diversity Council led by Chairman and Chief Executive Officer Daniel O’Day and comprising members of the Gilead leadership team, ERG leaders and cross-functional departments that are leading inclusion and diversity-related initiatives.

Our mission is to elevate the employee voice and to identify and remove barriers faced by diverse employees, patients and communities around the world. With this listen-first foundation, the council is set up to provide governance, track progress and further our culture of inclusion. The council ensures we have the appropriate goals and strategies and enables us to learn from our initiatives and adapt to ensure impact.

Inclusion and Diversity Council includes members of our Executive Leadership Team, Executive Sponsors for our ERGs and the chairs of our global ERGs. Discussion topics include:

- Review of enterprise inclusion and diversity strategy and goals
- Talent management and diversity recruiting initiatives
- Supplier diversity and procurement objectives and metrics
- Efforts to advance health equity and community engagement
- Input on opportunities for collaboration and advocacy of council members

Our Gilead Diversity Council includes members of our Executive Leadership Team, Executive Sponsors for our ERGs and the chairs of our global ERGs. Discussion topics include:

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- Talent management and diversity recruiting initiatives
- Supplier diversity and procurement objectives and metrics
- Efforts to advance health equity and community engagement
- Input on opportunities for collaboration and advocacy of council members

Diverse Carter
Lab Operations

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Deepening Our Accountability on Representation Goals

In 2020, we set multi-year representation goals that we measure and assess each year as part of our corporate and strategic planning. For example, progress toward these goals is one factor that is evaluated under our annual bonus program. Leaders are required to regularly review and update Inclusion and Diversity Action Plans that are focused on attracting, developing and retaining people of diverse backgrounds and creating an inclusive culture.

**OUR 2025 GOALS INCLUDE:**

**Female Workforce**
- Maintain 50%

**Black / African American**
- Total Workforce 10%

**Hispanic / Latino**
- Total Workforce 15%

**Female (VP+)**
- 39%

**Black / African American (VP+)**
- 12%

**Hispanic / Latino (VP+)**
- 4.7%*

*In 2022 this number was increased to 6% of VP+ representation.

Employee Resource Groups Foster Inclusion Across Gilead

Our ERGs are open to all employees and are an integral part of our Inclusion and Diversity strategy. Our strategy is focused on five pillars: recruiting, professional development, culture, business impact and community. Our ERGs are key to our culture, hosting events that raise cultural awareness and offering our employees opportunities for networking, mentoring and leadership.

Collaborating Externally to Amplify Impact

We recognize we have the opportunity to promote social justice and racial equity externally. That’s why we work to leverage our influence and resources to create a meaningful impact across our supply chain and why we partner with organizations dedicated to promoting racial equity through K-12 STEAM education, higher education, diversity hiring and leadership development.

More than half of our employees belong to at least one of our six ERGs.
Growing a Global Workforce

Gilead’s workforce outside the U.S. has grown to more than 5,500 employees spanning 38 countries. We strive for a close, creative and collaborative culture where our employees can see the tangible results of their contributions and engage in ongoing development to enhance their skills.

<table>
<thead>
<tr>
<th>Total Gilead U.S. Population</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>Male</td>
<td>48.4%</td>
<td>48.1%</td>
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<tr>
<td>Female</td>
<td>51.6%</td>
<td>51.9%</td>
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<tr>
<td>White</td>
<td>40.5%</td>
<td>39.8%</td>
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<tr>
<td>Asian</td>
<td>38.7%</td>
<td>37.7%</td>
</tr>
<tr>
<td>Hispanic / Latino</td>
<td>11.3%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5.8%</td>
<td>7.1%</td>
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<tr>
<td>Other**</td>
<td>3.6%</td>
<td>3.8%</td>
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<thead>
<tr>
<th>Employees Globally</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>Gilead</td>
<td>10,491</td>
<td>11,519</td>
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<tr>
<td>Kite</td>
<td>2,722</td>
<td>2,842</td>
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</table>

Gilead 2021 Global Workforce Demographics

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>Hires</td>
<td>1,155</td>
<td>1,997</td>
<td>2,208</td>
<td>2,467</td>
<td>2,916</td>
</tr>
<tr>
<td>New hire rate</td>
<td>12.7%</td>
<td>19.2%</td>
<td>18.8%</td>
<td>18.1%</td>
<td>20.3%</td>
</tr>
<tr>
<td>Voluntary turnovers</td>
<td>781</td>
<td>937</td>
<td>925</td>
<td>818</td>
<td>1,530</td>
</tr>
<tr>
<td>Voluntary turnover 95%</td>
<td>8.5%</td>
<td>9%</td>
<td>8.2%</td>
<td>8.5%</td>
<td>11%</td>
</tr>
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</table>

U.S. Gender, Age and Race/Ethnicity Distribution

<table>
<thead>
<tr>
<th>EEO-1 Classification*</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives***</td>
<td>7%</td>
<td>29%</td>
</tr>
<tr>
<td>First / Midlevel Managers</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Professionals</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>Total Gilead U.S. Population</td>
<td>49%</td>
<td>51%</td>
</tr>
</tbody>
</table>

*Data based on U.S. definitions/demographics as of 2021 EEO filing (based on December 31, 2020 data and includes Kite).
**“Other” category includes two or more races, Native Hawaiian or Pacific Islander, and American Indian or Alaskan Native categories.
***Executives compose less than 2% of Gilead’s U.S. population and make up governance bodies that comprise vice president levels and above.
**Workplace Safety**

Gilead believes a safe and secure workplace promotes employee health, wellness and productivity, and inspires innovation. Our workplace safety, training and security program is designed to prevent occupational injuries and illnesses and to promote a culture of reporting. To ensure continued adherence to the program’s policies, we provide employees with annual refresher courses, as well as tailored training sessions. We also investigate and catalog incidents and near-misses worldwide.

In 2021, the most frequent work-related injuries resulted from musculoskeletal extremity and torso strains that were caused by ergonomic hazards. The individuals affected by the most common injuries fully recovered within six months.

<table>
<thead>
<tr>
<th>FTE and Non-FTE Employees</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td>Number of fatalities as a result of work-related injury</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Rate of fatalities as a result of work-related injury</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Number* of high-consequence work-related injuries</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Rate of high-consequence work-related injuries</td>
<td>0.00</td>
<td>0.01</td>
</tr>
<tr>
<td>Total number of recordable work-related injuries</td>
<td>47</td>
<td>68</td>
</tr>
<tr>
<td>Annual total hours worked</td>
<td>28,490,149</td>
<td>29,442,710</td>
</tr>
<tr>
<td>Rate of recordable work-related injuries</td>
<td>0.33</td>
<td>0.46</td>
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</table>

*The number of high-consequence work-related injuries is based on lost time days away and restricted workday cases reported to Occupational Safety and Health Administration.
Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades with the goal of creating a healthier world for all people. We are committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer.

Headquartered in Foster City, California, Gilead employed more than 14,000 full-time employees and engaged more than 1,100 temporary/agency* workers in more than 38 countries on six continents in 2021.

*Individuals employed or engaged as an agency worker by a third-party temporary agency to perform work for Gilead for a predefined timeframe.
Our Governing Principles

Gilead is driven by science and dedicated to improving patient care. We adhere to the highest legal and ethical standards of business conduct to protect patient safety, the company and its employees.

Gilead’s Board of Directors (Board) serves stockholders by overseeing the management of our business. The Board, our leadership team and all employees at Gilead are responsible for compliance with our various business conduct and corporate policies and for upholding our Core Values of Accountability, Excellence, Inclusion, Integrity and Teamwork.

Audit Committee
Compensation and Talent Committee
Nominating and Corporate Governance Committee
Science Committee

Our Board has four committees:

1. Audit Committee
2. Compensation and Talent Committee
3. Nominating and Corporate Governance Committee
4. Science Committee

Our Board Guidelines and committee charters can be found on the Investors page of our website. The NASDAQ listing rules require that a majority of our directors qualify as “independent.” As of December 31, 2021, eight of our nine Board members were independent and all our Board committees were composed solely of independent members.

The Code We Stand By

All Gilead employees and contractors must comply with our Code of Ethics and our Anti-Bribery and Anti-Corruption (ABAC) Policy, which are available on the Investors page of our website. These and other corporate policies are available on G.Net, our company intranet, which is accessible to all employees. In 2021, ABAC trainings were provided to our Audit Committee, which is a subset of our Board, and regional business partners and distributors located in Europe, Asia, Africa, North America and South America.

The success of Gilead’s Code of Ethics depends on employee compliance with relevant laws, rules and regulations associated with their employment, including laws prohibiting insider trading. We have formal mechanisms in place to address employee concerns around potential violations of Gilead’s Code of Ethics.

We assess the adequacy of our key corporate policies annually to ensure they are consistent with current regulations and good governance practices.

Gilead and entities acting on our behalf are required to comply with the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and all other applicable anti-corruption laws. Gilead offers training to employees and other relevant individuals and organizations to communicate Gilead’s policies against corrupt or unethical activity.

Gilead performs internal and external audits to monitor for compliance with laws, regulations and company policies. In 2021, Gilead performed 31 audits for financial or FCPA compliance across 18 countries.
Our Approach to Environmental, Social and Governance

To ensure we can execute our mission in the future while reducing the social and environmental impacts resulting from our business activities, we have built an ESG program that focuses on patients, society, the planet and our business.

We take a precautionary approach to managing social and environmental activities to minimize potential harm. Our objective is to reduce our climate impacts, foster better communities, attract and retain top-tier employees, mitigate supply-chain risks and prepare for future regulatory changes.

Our Corporate Responsibility Committee shepherds our vision and builds accountability for driving positive social and environmental change across our company and supply chain. Composed of leaders from Public Affairs, Human Resources, Legal, the CFO organization, Commercial and Manufacturing, the committee is responsible for reviewing and making decisions on ESG-related strategies, stakeholder engagement, reporting, risk mitigation and other relevant activities. The Nominating and Corporate Governance Committee of our Board reviews and oversees our ESG program.

Materiality

Through our ESG Materiality Assessment, business leaders from across the company selected 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.

We are assessing relevant and meaningful disclosures to measure progress and plan to enhance our coverage of these topics, including the management approach for each, in future reporting.

Material Topics

<table>
<thead>
<tr>
<th>ESG categories</th>
<th>Environmental</th>
<th>Social</th>
<th>Governance</th>
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<td>Accessibility of care</td>
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<td>Affordability and pricing</td>
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<td>Affordable and equitable healthcare access</td>
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<td>Employee engagement and culture</td>
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<td>Manufacturing and supply chain</td>
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<td>Innovation technologies</td>
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<td>Corruption and bribery</td>
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<td>Product quality and safety</td>
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<td>Corporate governance</td>
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<td>Access and availability of medicines</td>
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<td>Health system strengthening</td>
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<td>Health education and prevention</td>
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<td>Materials sourcing and use</td>
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<td>Water stewardship</td>
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<td>Waste and packaging</td>
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<td>Counterfeit and illicit trade</td>
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<td>Fair working conditions</td>
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<td>Pollution and effluents</td>
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<td>Occupational health and safety</td>
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<td>Clinical trial conduct</td>
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<td>Intellectual property</td>
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<td>Research, development, and development</td>
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<td>Tax and fair contribution to society</td>
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<td>Fairness and competitive relations</td>
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<td>Public health</td>
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<td>Climate change and energy</td>
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<td>Diversity and inclusion</td>
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<td>Employee recruitment, development, and retention</td>
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<td>Public affairs</td>
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<td>Health equity and access</td>
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<td>Sustainability</td>
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<td>People and culture</td>
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Gilead perspective (impact on business)

INCREASING IMPORTANCE

Gilead perspective (impact on business)

INCREASING IMPORTANCE

Gilead perspective (impact on business)

INCREASING IMPORTANCE

Gilead perspective (impact on business)
ESG Management, Stakeholder Engagement and Materiality

Gilead continuously monitors our operations to reduce potential or actual negative 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 sustainability-related topics, we assembled a team of internal stakeholders from across Gilead, representing Corporate Communications, Corporate Contributions, Global Patient Solutions, Pharmaceutical Development and Manufacturing, Global Commercial, Commercial Process Optimization, Environmental Health and Safety, Facilities, Human Resources, Legal, Tax, Investor Relations and Regulatory Affairs.

External Stakeholders

Includes 17 groups across the following four categories:

INVESTORS AND RISK ASSESSORS
- Bankers and Insurers
- CSR Ratings and Indices
- Institutional Investors and Analysts
- Stockholders

RULE-MAKERS AND WATCHDOGS
- Global NGOs
- Regulators
- Academic Institutions
- Media
- Industry Associations

CUSTOMER AND COMMUNITY
- Healthcare Providers
- Insurance Providers
- Patients
- Communities

PEERS AND BUSINESS PARTNERS
- Partners
- Peers
- Suppliers
- Generic Drug Manufacturing
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:

- Ensuring there are 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 all 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 guides our approach to tax planning. We analyze potential tax implications to ensure clarity of business tax consequences in locations where we operate in order to ensure compliance and business alignment.

We maintain robust internal controls that govern our tax policies and financial reporting procedures, including management of risks. 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 material tax risks. 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. Employees receive training on Gilead’s Core Values and Code of Ethics, which includes specific reporting procedures for suspected violations.

Kevin Miller,
Statistical Programming

Tax Governance, Control and Risk Management

We maintain robust internal controls that govern our tax policies and financial reporting procedures, including management of risks. 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.

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

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.

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New tax laws and regulations often bring uncertainty in their interpretation and application. Inconsistent treatment of a transaction by different jurisdictions brings the risk that the same income may be taxed by two or more tax authorities.

The above charts detail the $2.9 billion in taxes that Gilead incurred in 2021. The chart on the left 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.

The chart on the right 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 R&D jobs are located.
The above charts indicate key Gilead metrics by jurisdiction. Gilead primarily earns its revenue and profit in the U.S. The assets and employees that generate these financial metrics are predominately located in the U.S. This is reflective of Gilead’s tax policy whereby profits are aligned with the assets, functions and risks associated with each jurisdiction.

- **Revenue by Jurisdiction**
  - **United States**: $7,672M (28%)
  - **Rest of World**: $19,634M (72%)

- **Operation Profit by Jurisdiction**
  - **United States**: $4,925M (95%)
  - **Rest of World**: $963M (5%)

- **Fixed Assets by Jurisdiction**
  - **United States**: $4,158M (81%)
  - **Rest of World**: $963M (19%)

- **Employees by Jurisdiction**
  - **United States**: 8,827 (61%)
  - **Rest of World**: 5,534 (39%)

---

Our United Nations Sustainable Development Goals (UN SDGs)

Our UN SDGs are displayed below. UN SDG icons are also used in the GRI Content Index to highlight areas where our work corresponds with specific goals. Additional information on alignment between our work and the UN SDGs can be found in the GRI Content Index of this report.

- **Good Health and Wellbeing**
  - We expand access to innovative therapeutics that improve human health worldwide. We aim to help end epidemics of AIDS and hepatitis and combat other communicable diseases.

- **Quality Education**
  - We educate and train healthcare providers on advanced therapies, especially in resource-limited countries.

- **Gender Equality**
  - We cultivate an inclusive and diverse workforce that celebrates differences in race, age, gender, sexual orientation, gender identity and thinking styles.

- **Clean Water and Sanitation**
  - We have committed to achieve water neutrality in water-stressed regions by 2020 and to reduce potable water use at owned facilities by 30% by 2030.

- **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 by 2025 and to transitioning our vehicle fleet to electric or low-emissions vehicles by 2030.

- **Reduced Inequalities**
  - We formed a Diversity Council in 2018 to enhance our inclusion and diversity initiatives worldwide.

- **Responsible Consumption and Production**
  - We have committed to eliminating single-use plastics by 2025, reducing non-hazardous operations waste by 20% by 2030 and achieving zero waste to landfill at owned facilities by 2030. Additionally, 100% of our product packaging will be widely recyclable or recyclable by 2025, with all unnecessary plastics eliminated.

- **Climate Action**
  - We have committed to reducing absolute GHG emissions across our direct operations (Scope 1 and 2) by 45% and across our value chain (Scope 3) by 15% by 2030, from a 2019 base year. We have committed to 100% renewable electricity by 2025 and to transitioning our vehicle fleet to electric or low-emissions vehicles by 2030.

- **Partnerships for the Goals**
  - We forge internal and external partnerships to improve patient care, strengthen health systems and reduce social and environmental impacts.
Gilead Sciences, Inc.
Foster City, California

Our prescription products are publicly available to customers in Africa, Asia, Australia, Europe, Middle East, North America and South America.

Growing a Global Workforce

While we track employees by contract type, we do not have this breakdown available by gender and region (information is not available).

Powering Responsible, Sustainable and Resilient Growth

Our Sustainability Goals for a Healthier World

Sustainability Data Summary

About Gilead

A complete list of our medicines can be found on our website

Disclosure Number Disclosure Title 2021 Response UN SDG UNGC

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>2021 Response</th>
<th>UN SDG</th>
<th>UNGC</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1</td>
<td>Name of the Organization</td>
<td>Gilead Sciences, Inc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-2</td>
<td>Location of headquarters</td>
<td>Foster City, California</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-3</td>
<td>Markets served</td>
<td></td>
<td></td>
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<tr>
<td>102-4</td>
<td>Ownership and legal form</td>
<td>Gilead Sciences, Inc. is a publicly traded Delaware corporation</td>
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<tr>
<td>102-5</td>
<td>Scale of the organization 2021</td>
<td></td>
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<tr>
<td>102-6</td>
<td>Financial Highlights</td>
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<td></td>
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<tr>
<td>102-7</td>
<td>Information on employees and other workers</td>
<td></td>
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<tr>
<td>102-8</td>
<td>Supplier code of conduct and ethics</td>
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<tr>
<td>102-9</td>
<td>Significant changes to the organization and its supply chain</td>
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<tr>
<td>102-10</td>
<td>Precautionary principle or approach</td>
<td>Our Approach to Risk</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-11</td>
<td>External initiatives</td>
<td>External Initiatives</td>
<td></td>
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<tr>
<td>102-12</td>
<td>Membership of associations</td>
<td>Gilead is a member of many industry associations, including the American Pharmaceutical Association, American Health Care Association, Biotechnology Industry Organization (BIO), International Pharmaceutical Federation (FIP), Pharmaceutical Research and Manufacturers of America (PhRMA), and World Business Council for Sustainable Development (WBCSD)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reporting Practice

102-46

Bullets included in the consolidated financial statements
Annual This Report
102-48

Defining report content and topic boundary
Report Content Period and Boundaries
102-47

List of material topics
Materially
102-49

Restatements of information
Minor adjustments have been made to environmental data and parental leave data previously reported in Gilead’s 2020 Year in Review. These adjustments are due to improved alignment of data estimation methodologies across 2018, 2019 and 2020 reporting periods and the reverification of GHG inventories for these years. The restatement adjustments of environmental data from business entities acquired by Gilead during those periods and corrections to any discrepancies that were identified after the publication of the 2020 Year in Review. The data contained in this report has been collected using the most robust systems and tools available for this reporting period.

102-45

Entities included in the consolidated financial statements

102-48

Restatements of information
Minor adjustments have been made to environmental data and parental leave data previously reported in Gilead’s 2020 Year in Review. These adjustments are due to improved alignment of data estimation methodologies across 2018, 2019 and 2020 reporting periods and the reverification of GHG inventories for these years. The restatement adjustments of environmental data from business entities acquired by Gilead during those periods and corrections to any discrepancies that were identified after the publication of the 2020 Year in Review. The data contained in this report has been collected using the most robust systems and tools available for this reporting period.

List of material topics

Management Approach

103-11

Reiteration of the material topic and its boundary
Annual This Report
103-12

The management approach and its importance.
Report Content Period and Boundaries
103-13

Evaluation of the management approach
Report Content Period and Boundaries

Procurement Practices

202-11

Proportion of spending on local suppliers
Annual

204-1

Proportion of spending on local suppliers

Anti-Corruption

205-1

Operations assessed for risks related to corruption. Number of audits performed in 18 countries.

206-1

Legal actions for anti-competitive behavior, anti-trust and monopoly practices

Tax

207-1

Approach to tax including tax strategy, oversight of tax strategy

Economic Performance

201-1

Economic Performance

205-2

Communication and training about anti-corruption policies and procedures

206-1

Legal actions for anti-competitive behavior, anti-trust and monopoly practices

207-2

Approach to tax including tax strategy, oversight of tax strategy

205-3

Confirmed incidents of corruption and actions taken
No Code of Conduct

206-1

Legal actions for anti-competitive behavior, anti-trust and monopoly practices

207-2

Approach to tax including tax strategy, oversight of tax strategy

Contact point for questions regarding the report
public_affairs@gilead.com

GRI content index
GRI Content Index

External assurance
A copy of our third-party assurance statement can be obtained by emailing sustainability@gilead.com.

GRI content index
GRI Content Index

External assurance
A copy of our third-party assurance statement can be obtained by emailing sustainability@gilead.com.

External assurance
A copy of our third-party assurance statement can be obtained by emailing sustainability@gilead.com.

Directional beneficiaries or other reference plans
External Communications, General Report on Form 10-K, pg. 34

No Code of Conduct
No Code of Conduct

No Code of Conduct
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ENVIROMENTAL DISCLOSURES

Management Approach

302-1 Energy consumption within the organization

Gilead does not currently track energy consumption outside the organization, but may do so in the future.

302-2 Energy intensity

302-3 Reduction of energy consumption

New Facilities Earn Green Certifications

SOCIAL DISCLOSURES

Management Approach

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Gilead provides a comprehensive company-paid benefits package including health, dental, vision, life insurance and long-term disability insurance plans, along with the option to participate in a 401(k) plan and the Employee Stock Purchase Plan. Full-time employees working 30 hours or more (unless otherwise specified) are eligible for these benefits.

401-3 Parental leave

Socially Responsible Parental Leave

Disclosure Number | Disclosure Title | 2021 Response | UN SDG | UNGC

207-3 | Stakeholder engagement and management of stakeholder concerns related to tax | Stakeholder Engagement and Management: Environment Related to Tax | 2021 Tax and Accounting Data | 2021 Tax and Accounting Data

207-4 | Couty by country reporting related to tax | 2021 Tax and Accounting Data | 2021 Tax and Accounting Data

302-1 | Energy consumption within the organization | Management Approach | 7, 9

302-2 | Energy intensity | Management Approach | 7, 9

302-3 | Reduction of energy consumption | Management Approach | 7, 9

303-1 | Water withdrawal | Management Approach | 6, 9

303-2 | Direct (Scope 1) GHG emissions | Sustainability Data Summary | 3, 8

303-3 | Energy intensity (Scope 2) GHG emissions | Sustainability Data Summary | 3, 8

303-4 | Energy intensity (Scope 3) GHG emissions | Sustainability Data Summary | 3, 8

305-1 | GHG emissions intensity | Sustainability Data Summary | 3, 8

305-2 | Reduction of GHG emissions | Sustainability Data Summary | 3, 8

305-3 | Emissions of ozone-depleting substances (ODS) | Sustainability Data Summary | 3, 8

305-4 | GHG emissions intensity | Sustainability Data Summary | 3, 8

305-5 | Reduction of GHG emissions | Sustainability Data Summary | 3, 8

305-6 | Emissions of ozone-depleting substances (ODS) | Sustainability Data Summary | 3, 8

401-1 | New suppliers that were screened using environmental criteria | Supplier Environmental Assessment | 2021 Sustainability Data | 7, 8

401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Rewarding, Recognizing and Retaining Employees | 2021 Workforce Demographics | 2021 Workforce Demographics | 5, 8

401-3 | Parental leave | Socially Responsible Parental Leave | 2021 Sustainability Data | 2021 Sustainability Data | 6, 8
### Occupational Health and Safety

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>2021 Response</th>
<th>UN SDG</th>
<th>UNGC</th>
</tr>
</thead>
<tbody>
<tr>
<td>403-1</td>
<td>Occupational health and safety management system</td>
<td>Workplace Safety</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>403-2</td>
<td>Occupational health services</td>
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<tr>
<td>403-3</td>
<td>Occupational health services</td>
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</tr>
<tr>
<td>403-4</td>
<td>Work-related injuries</td>
<td></td>
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<tr>
<td>403-5</td>
<td>Worker training on occupational health and safety</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>403-9</td>
<td>Work-related injuries</td>
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</tbody>
</table>

#### Training and Education

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>2021 Response</th>
<th>UN SDG</th>
<th>UNGC</th>
</tr>
</thead>
<tbody>
<tr>
<td>404-1</td>
<td>Average hours of training per year, per employee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td></td>
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</tr>
</tbody>
</table>

#### Diversity and Equal Opportunity

<table>
<thead>
<tr>
<th>Disclosure Number</th>
<th>Disclosure Title</th>
<th>2021 Response</th>
<th>UN SDG</th>
<th>UNGC</th>
</tr>
</thead>
<tbody>
<tr>
<td>405-1</td>
<td>Diversity of governance bodies and employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>405-2</td>
<td>Gender and diversity of employees</td>
<td></td>
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</tr>
</tbody>
</table>

## Other Disclosures
- **Non-discrimination**
- **Child Labor**
- **Forced or Compulsory Labor**
- **Local Communities**
- **Supplier Social Assessment**
- **Customer Health and Safety**
- **Marketing and Labeling**
- **Customer Privacy**
The mission of the SASB is to help businesses around the world identify, manage and report on the sustainability topics that matter most to their investors. SASB standards differ by industry, enabling investors and companies to compare performance from company to company within an industry.

### Safety of Clinical Trial Participants

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety of Clinical Trial Participants</td>
<td>HC-BP-210a.1</td>
<td>Discussion by study region of management processes for ensuring quality and patient safety during clinical trials</td>
<td>Included Concept A: An overview of the clinical trial process by country and region of study. This includes the number of patients enrolled, the number of clinical sites, the number of serious adverse events, and the number of withdrawals.</td>
</tr>
</tbody>
</table>

#### Institutional Review Board/Institutional Review Board (IRB/IRB): A committee or individual who oversees the conduct of clinical research to ensure the rights and welfare of study participants are protected.

#### 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 results.

#### Access to Medicines

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to Medicines</td>
<td>HC-BP-240a.1</td>
<td>Descriptions of actions and initiatives to provide access to affordable products for priority diseases and priority countries as defined by the Access to Medicine Index.</td>
<td>Enhancing Health Equity and Access to Affordable Medicines. See pages 43-68 of our 2021 Year in Review for a description of our Access to Medicines.</td>
</tr>
<tr>
<td>Affordability and Pricing</td>
<td>HC-BP-240b.1</td>
<td>Description of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period.</td>
<td>Included has three products on the WHO List of Prequalified Medicinal Products including Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate. In 2020, Gilead submitted remdesivir for WHO pre-qualification; progress is currently suspended.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to Medicines</td>
<td>HC-BP-240a.2</td>
<td>List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)</td>
<td>Included has three products on the WHO List of Prequalified Medicinal Products including Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate. In 2020, Gilead submitted remdesivir for WHO pre-qualification; progress is currently suspended.</td>
</tr>
<tr>
<td>Affordability and Pricing</td>
<td>HC-BP-240b.2</td>
<td>Request of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period.</td>
<td>Included has three products on the WHO List of Prequalified Medicinal Products including Amphotericin B, Sofosbuvir/Velpatasvir and Tenofovir disoproxil fumarate. In 2020, Gilead submitted remdesivir for WHO pre-qualification; progress is currently suspended.</td>
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Affordability and Pricing

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<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>HC-BP-240b.3</td>
<td>Percentage change in [1] average total price and [2] average of all price-registered U.S. product portfolio compared to previous year</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-240b.2</td>
<td>Percentage change in [1] average total price and [2] average of all price-registered U.S. product portfolio compared to previous year</td>
<td></td>
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</tbody>
</table>

Drug Safety

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HC-BP-250a.5</td>
<td>Number of FDA enforcement actions taken</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-250a.4</td>
<td>Total amount of product accepted for takeback, compared to previous year</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-250a.3</td>
<td>Number of recalls issued, total units recalled</td>
<td></td>
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<tr>
<td></td>
<td>HC-BP-250a.2</td>
<td>Number of fatalities associated with products as associated with counterfeit products</td>
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<tr>
<td></td>
<td>HC-BP-250a.1</td>
<td>Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting</td>
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</table>

Counterfeit Drugs

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HC-BP-260a.3</td>
<td>Number of actions that led to raids, seizure, or disposal of counterfeit products</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-260a.2</td>
<td>Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-260a.1</td>
<td>Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting</td>
<td></td>
</tr>
</tbody>
</table>

Ethical Marketing

<table>
<thead>
<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>HC-BP-370a.1</td>
<td>Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 System for verifying supplier credentials and (3) execution of supplier audits or equivalent third-party audit programs</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HC-BP-370a.2</td>
<td>Description of code of ethics governing interactions with healthcare professionals</td>
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</table>

Employee Recruitment, Development & Retention

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<tr>
<th>Topic</th>
<th>Code</th>
<th>Description</th>
<th>2021 response</th>
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<tr>
<td></td>
<td>HC-BP-380a1</td>
<td>Discussion of talent acquisition and retention efforts for scientists and research and development personnel</td>
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Business Ethics

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<th>Code</th>
<th>Description</th>
<th>2021 response</th>
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Supply Chain Management

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<th>Topic</th>
<th>Code</th>
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<th>2021 response</th>
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Photographs
Some of the photos included in the report were taken prior to the pandemic; others were taken during the pandemic and the individuals photographed adhered to relevant local guidelines. All images appearing here are either the property of Gilead or used with permission from their respective owners.

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Taskforce for Climate-related Financial Disclosures (TCFD)

TCFD provides a framework for consistent company disclosures to help investors and other financial market participants understand their climate-related risks. In the later pages we have referenced for environmental disclosures to relevant sections of our 2022 CDP Climate response and as published Gilead Disclosures where relevant content may be found. This report represents our first TCFD aligned disclosure and we will further develop our TCFD aligned reporting as we advance our climate risk assessment and management processes in future years.

Gilead 2021 CDP Response (2020 data) Disclosures

Topic Code Description 2021 response

Number of Patients HC-BP-000.A Number of patients treated

Number of Drugs HC-BP-000.B Number of drugs in the portfolio and (2) in research and development (Phase 1-3)

(1) A list of our primary revenue-generating products approved in the U.S. was included in Gilead's Form 10-K, pages 3-4. (2) A detailed list of our R&D pipeline can be found on the Pipeline page of our company website.

Gilead 2020 Year in Review - Description of identified climate risks, page 106

Gilead 2021 Year in Review - EV100 and RE100 progress, page 81, Environmental Data Summary, pages 97-98

Gilead 2021 Year in Review - Science based targets, page 73, 75, 76, EV100 and RE100 commitments, page 81 and Environmental Data Summary, pages 97-98

Gilead 2020 Year in Review - Description of climate risk assessment, page 106

Section Purpose Disclosure Gilead 2021 CDP Response (2020 data) Other Disclosures

Governance

- Disclose the organization’s governance around climate-related risks and opportunities.
- (2) - C7.1a, C7.1b

- Disclose management’s rationale in assessing and managing climate-related risks and opportunities.
- (2) - C2.1a, C2.1b

- Describe the Board’s oversight of climate-related risks and opportunities.
- (2) - C2.1c

- Describe management’s role in assessing and managing climate-related risks and opportunities.
- (2) - C2.3, C2.4

- Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.
- (2) - C2.3a, C2.3b

- Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.
- (2) - C3.2, C3.2a

- Describe how the organization identifies, assesses and manages climate-related risks.
- (2) - C3.2

- Describe the processes for identifying and assessing climate-related risks.
- (2) - C3.2, C3.2a

- Describe the processes for managing climate-related risks.
- (2) - C3.2, C3.2a

- Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.
- (2) - C3.2

- Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.
- (2) - C4.1, C4.1a

- Describe the metrics used by the organization to assess climate-related risks and opportunities in line with the strategy and management process.
- (2) - C4.2, C4.2a

- Disclose the targets used by the organization to manage climate-related risks and opportunities and performance against targets.
- (2) - C4.1, C4.1b