

Gilead Sciences, Inc.
Environmental, Health & Safety Commitment

A proactive Environmental, Health and Safety (EH&S) culture is integral to the mission of Gilead Sciences — to discover, develop and deliver innovative therapeutics for people with life-threatening diseases. To enable and continuously improve this culture among employees and staff working globally at Gilead, we commit to:

- Compliance with all applicable environmental, health, and safety laws, regulations, and other requirements in the countries where we operate.
- Implementation of management systems in alignment with the International Standards Organization in the areas of Environment (ISO 14001) and Occupational Health and Safety (ISO 45001) as a framework for governance of our impact on the environment and continual improvement to the workplace for our employees.
- Prevention of work-related injuries and illnesses by proactively establishing engineering and operational controls to provide working conditions which minimize or eliminate hazards to the safety and health of employees.
- Engage, enable, and empower all personnel in the organization including leaders and line level workers in the development, implementation, and review of existing or new EH&S programs.
- Maintain proper documentation and records to demonstrate conformance with EH&S management systems and ensure transparency and accountability.
- Prevent pollution, conserve resources, and minimize environmental impact by managing waste, emissions, and energy use, and by striving for sustainability.

These commitments extend to all aspects of our business, including our supply chain, the selection of business partners, as well as merger and acquisition activities.

Our **Senior Leadership** is responsible for supporting EH&S policies and goals, allocation of resources, and reviewing performance to ensure alignment with Gilead's mission.

All **Gilead people leaders** are accountable for the EH&S performance of their staff, ensuring awareness of workplace risks, the effectiveness of controls, and ensuring that employees are properly trained and equipped to carry out their roles safely.

All **Employees, contractors and third parties performing work** at any company location are required to complete required training and adhere to company standards, laws, and regulations. They, or their representatives, are expected to actively contribute to identifying, implementing, and adhering to practices that mitigate risks to health, safety, the environment, and neighboring communities.

Each **Site EH&S team** act as ambassadors for safety culture and are responsible for the documentation, implementation, and management of EH&S programs and prioritization of actions to address risks and opportunities to environmental and occupational health and safety management system performance. They establish, monitor, and periodically review performance objectives, regularly reviewing EH&S metrics with internal and external stakeholders to provide awareness of our policies and performance.

The **Corporate EH&S team** is responsible for establishing and implementing all processes associated with EH&S Governance, including corporate EH&S policy, compilation, review, and communication of performance metrics, as well as oversight of internal and external compliance audits.

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Signed Andrew Dickinson
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Executive Vice President, Chief Financial Officer

Dated December 16, 2024 | 2:57:36 PM PST