

CORPORATE SOCIAL RESPONSIBILITY REPORT **2015**

At Gilead, **good corporate citizenship** is as important as good science.

For nearly 30 years, Gilead has advanced the care of people suffering from life-threatening illnesses, delivering substantial value to patients, healthcare systems and shareholders around the world.

A genuine sense of corporate citizenship has long been at the heart of everything we do. From delivering innovative medicines to enhancing the care of patients across a range of therapeutic areas, we are motivated by the urgent need to improve and save lives.

We have helped transform HIV infection from a fatal and debilitating disease into a chronic, manageable condition. By the end of 2015, nearly nine million people had received our antiretroviral therapies in resource-limited countries — the regions hardest hit by HIV/AIDS. In liver disease, we have treated nearly a million patients infected with chronic hepatitis C virus (HCV) with our innovative therapies in just over two years.

We always aspire to do more, applying our expertise in antivirals to search for cures not only in HIV and chronic hepatitis B virus (HBV) infection but also to advance treatments for emerging viruses, such as Ebola, that are disproportionately affecting lower income countries.

We are proud to support our nonprofit partners worldwide, last year contributing almost \$500 million in grants to organizations working across all our therapeutic areas. In 2015 we were named the top corporate funder globally in the fight against HIV/AIDS, and we introduced a new grants program to support organizations engaged in HIV cure research.

At our corporate headquarters in Foster City, during the California drought, we were able to drive a 23 percent reduction in landscape water use, and Gilead sites around the world have continued to work hard to reduce our environmental footprint and implement sustainable business processes and practices.

I'm proud of these programs and others being led by our employees across the company, which is why I'm so pleased to share our first Corporate Social Responsibility Report.

As CEO, my vision for Gilead is to continue to innovate at every level — delivering lifesaving medicines to patients and making a positive contribution to all of the communities we serve and of which we are a part. Looking forward, I'm inspired by the opportunity to continue our efforts in widening access to healthcare, reducing disparities and inequalities, improving education, and supporting our partners. Our approach to responsibility spans the breadth of Gilead's operations, and we recognize the importance of documenting our activities in a transparent, accessible format to demonstrate the value we continue to create.

The following report therefore focuses on four key areas: giving and access, people, products and environment. I hope you enjoy learning more about the many inspiring initiatives being led by our employees around the world. I look forward to building on the momentum we have created this year, and sharing our results with you in the future.



A handwritten signature in black ink that reads "John F. Milligan". The signature is fluid and cursive, written in a professional style.

John F. Milligan, PhD
President and Chief Executive Officer
August 2016

2015 Performance Highlights

Giving & Access



ALMOST \$500 MILLION DONATED WORLDWIDE

In 2015, we gave nearly \$500 million to almost 2,000 organizations that are helping to address unmet medical needs and lessen the impact of diseases such as HIV and viral hepatitis. In its annual survey measuring corporate giving among Fortune 150 companies, *The Chronicle of Philanthropy* [named](#) Gilead the number one funder in terms of charitable donations.

People

SURPASSED 8,200 EMPLOYEES WORLDWIDE

In 2015, Gilead added 900 jobs to our offices around the world, more than doubling our overall workforce since 2010. Our employees are committed to helping millions of people live healthier lives.



Product



CONTINUED EXPANSION OF GILEAD DRUG PRODUCTION AND LEADERSHIP

In 2015, our product portfolio comprised 20 marketed treatments in the United States. Today, many of our products are category firsts or are among the leading medicines used to treat the diseases they address. In 2015 alone, we produced more than 900 million tablets of oral medicines and approximately 9 million vials of liquid medicine.

Environment

IMPROVED WATER STEWARDSHIP DURING CALIFORNIA DROUGHT

At our headquarters in Foster City, California, our facilities experts greatly exceeded the requirements of a 2015 city mandate that ordered businesses to reduce overall water usage by 12 percent. Through the installation and careful management of resource-sensitive landscaping equipment systems, Gilead was able to drive a 23 percent reduction in landscape water use in 2015 compared with a 2013 baseline.



Gilead is a research-based biopharmaceutical company that **discovers, develops and commercializes** innovative medicines in areas of unmet medical need.

We strive to transform and simplify care for people with life-threatening illnesses around the world. Gilead's portfolio of products and pipeline of investigational drugs includes treatments for HIV/AIDS, liver diseases such as chronic HBV and HCV infection, cancer, inflammatory and respiratory diseases and cardiovascular conditions. Today, nearly nine million people are receiving Gilead medicines in 130 low and middle-income countries.



About this Report

The 2015 Corporate Social Responsibility (CSR) Report builds on our 2014 [Corporate Contributions](#) and [Sustainability](#) reports. This document contains information on our social impact and sustainability activities that took place during the 2015 calendar year. If you have questions or feedback about the information contained in Gilead's Corporate Social Responsibility Report, please email csr@gilead.com.

SUPPLY CHAIN AND OPERATIONS

Gilead has operations in more than 30 countries around the world. Our products are marketed through commercial teams and/or in conjunction with third-party distributors and corporate partners. In addition to our owned facilities, Gilead partners with contract manufacturers worldwide to manufacture and package our products.

Finished goods distribution is handled via temperature-controlled trucks fully compliant with drug transportation safety guidelines. Any medicines transported by air utilize reusable freight packaging that adheres to strict temperature and purity standards. For more information about labor and sustainability in Gilead's supply chain, please see the [Product](#) chapter of this report.

An important part of our continued operations is our ability to keep sensitive data secure. To safeguard our data and to respond to cybersecurity threats or risks, we use third-party managed security services to monitor cybersecurity incidents and advanced persistent threats. We also employ in-house technology solutions and a Security Operations Center to ensure the integrity of Gilead infrastructure and systems. We use a combination of systems and processes to comply with Data Protection regulations such as the European Union Data Protection Directive for storage and use of personal data.

GOVERNANCE

Gilead is governed by our board of directors. Our board has an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee and a Scientific Committee. Committee roles and charters can be found [on the Investors section of our website](#).

Listing rules require that a majority of the members of a public company's board of directors qualify as "independent" as determined by our board. Our current board leadership structure provides effective oversight of

management and leadership of independent directors. In 2015, one of our 11 active board members was a Gilead employee.

The board of directors, senior leadership and all employees at Gilead are responsible for upholding our [corporate values](#) of integrity, teamwork, accountability and excellence. In addition, every employee at Gilead is expected to comply with our Code of Ethics, Anti-Corruption and Anti-Bribery Policy, and business conduct policies. As a company whose products are distributed throughout the world, Gilead, its affiliates and others acting on Gilead's behalf are required to comply with all applicable anti-corruption laws. These laws include the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and other local laws that collectively prohibit the payment of bribes to public officials and private individuals.

CITIZENSHIP AND TRANSPARENCY

At Gilead, we emphasize the importance of shared value partnerships within each phase and function of our business. We are members of trade organizations such as the Biotechnology Industry Organization, California Life Sciences Association and TechNet. Participation in these groups allows Gilead to share and receive valuable information with peers across our industry.

Gilead recognizes the importance of meeting frequently with thought leaders and experts who share the goals of advancing the continuum of care. Our membership with groups such as the National Viral Hepatitis Roundtable and Bay Area Bioscience Association positions Gilead to engage regularly with industry peers.

Gilead participates in the political process by contributing prudently to state and local candidates and political organizations when such contributions are permitted by state and local law. In the interest of transparency for our stockholders and other stakeholders, a full list of our policy-related contributions can be found on the Political Contributions [page](#) of our website.

A close-up portrait of an older Black man with a grey beard and mustache, wearing a grey knit beanie and a white apron over a grey shirt. He is looking directly at the camera with a slight smile. The background is blurred, showing hints of an outdoor setting with blue and red elements.

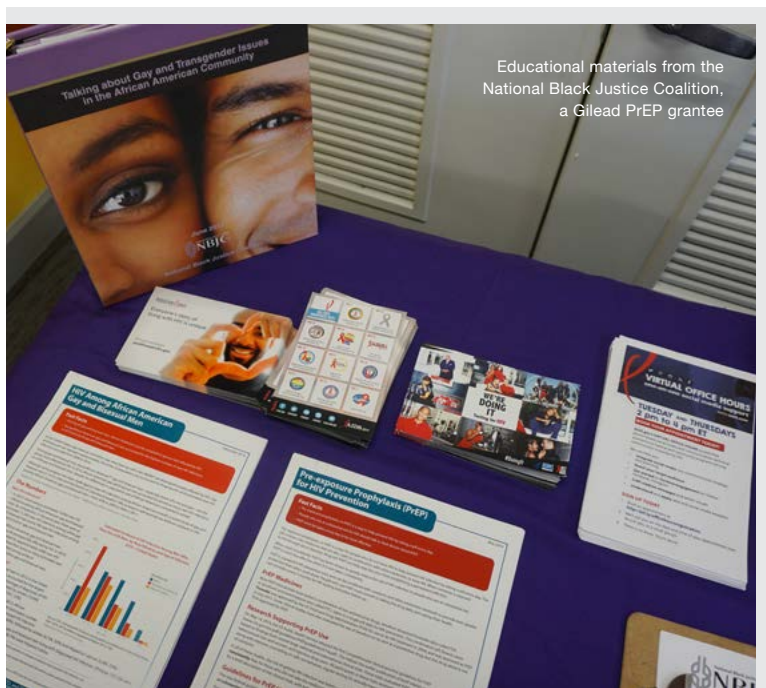
GIVING & ACCESS

Wilshia Seely, volunteer at Project
Open Hand, a Gilead grantee

Find out more at: www.gilead.com/csr2015

In 2015, we gave nearly **\$500 million** to almost 2,000 organizations that are helping to address unmet needs and lessen the impact of diseases such as **HIV and HCV.**

Through our programs, we have helped more than 2 million people get tested for HIV since 2010 and more than 275,000 get tested for HCV since 2014. In 2015, Funders Concerned About AIDS named Gilead the largest corporate funder of HIV-focused organizations in the world.



Educational materials from the National Black Justice Coalition, a Gilead PrEP grantee

In 2015, our Pre-Exposure Prophylaxis (PrEP) Grants Program grew by 379 percent, giving more than \$11 million to 101 U.S.- based nonprofit organizations — up from \$2.3 million given to 19 nonprofits in 2014.

Gilead's Four Pillars of Giving



Reducing Disparities



Providing Access



Advancing Medical Education



Supporting Local Communities

NATIONAL BLACK JUSTICE COALITION: RAISING PrEP AWARENESS IN THE BLACK LGBT COMMUNITY

The National Black Justice Coalition (NBJC) is a civil rights organization dedicated to the empowerment of Black Lesbian, Gay, Bisexual and Transgender (LGBT) people and leads the effort to address and improve their health and wellness, including advocating for culturally competent healthcare and health services. Despite progress in the prevention and treatment of HIV/AIDS, there continues to be a lack of access to education about HIV prevention and treatment that disproportionately affects LGBT people of color.

In 2015, Venton C. Jones, program officer for LGBT Health and Wellness Initiatives at NBJC, helped launch an innovative program — the “PrEPing Our Future” Historically Black College and University (HBCU) Tour — that aims to educate students, administrators and healthcare providers at HBCUs about using PrEP as part of a comprehensive HIV prevention strategy on their campuses. “The challenge in addressing the needs of the Black LGBT community on HBCU campuses is the ongoing need to create safe and inclusive spaces to facilitate an environment where health messaging can reach those who are in most need of this information,” says Venton.

With support from Gilead, the tour is traveling to HBCUs in Georgia, Florida, Maryland, North Carolina, Texas and Washington, D.C., reaching approximately 3,000 students, stakeholders, administrators and healthcare providers. Information about PrEP and how to access it will be a key portion of programming on NBJC visits to these campuses.

“It’s been amazing to see the level of openness and interest shown in our program by our HBCU partners — from students, faculty and administrators. There is a huge opportunity to push policies that advance the success of LGBT people at HBCUs. NBJC is stepping up to the plate to provide direct resources and tools to empower these campuses to provide their students with a 21st century education, inclusive of respecting and affirming LGBT people,” says Venton.



Venton C. Jones speaking on one of NBJC's “PrEPing Our Future” tour stops

Reducing Disparities

Gilead funds programs that draw on proven best practices and are sustainable beyond initial funding, ensuring our grantees continue to help reduce the disparities faced by underserved communities long into the future. We bring together organizations across the public and private sectors to create integrated solutions that help patients remove barriers to care and receive treatment regardless of age, disability, ethnicity or race, geographical location, gender and gender identity or sexual orientation.

PrEP

Prevention is an important strategy for reducing HIV infection rates, and Gilead has created a PrEP Grants Program to help reduce the number of new infections every year. Through the program, Gilead supports community organizations to help educate their members about PrEP's role as part of comprehensive HIV prevention. In 2015, our PrEP Grants Program grew by 379 percent, giving more than \$11 million to 101 U.S.-based nonprofit organizations — up from \$2.3 million given to 19 nonprofits in 2014.

HIV AND AGING

In 2015, Gilead released [a new funding opportunity announcement \(FOA\)](#) for nonprofit organizations exploring the impact of HIV disease and treatment on an aging population. Our goal is to support grantees that focus on finding novel ways to determine or discover policies and interventions to support the health of patients as they grow older.

REMOVING BARRIERS TO HCV TREATMENT AMONG AT-RISK POPULATIONS

To change the way healthcare organizations think about working with at-risk populations living with HCV, Gilead launched two key initiatives in 2015:

- **The Hepatitis C Fellowship Program.** In June, Gilead launched the Hepatitis C Fellowship Program, which funds initiatives

that facilitate constituency engagement and education in HCV with a focus on supporting underserved populations. Three organizations were awarded grants of up to \$150,000 each, which are being used to achieve the following:

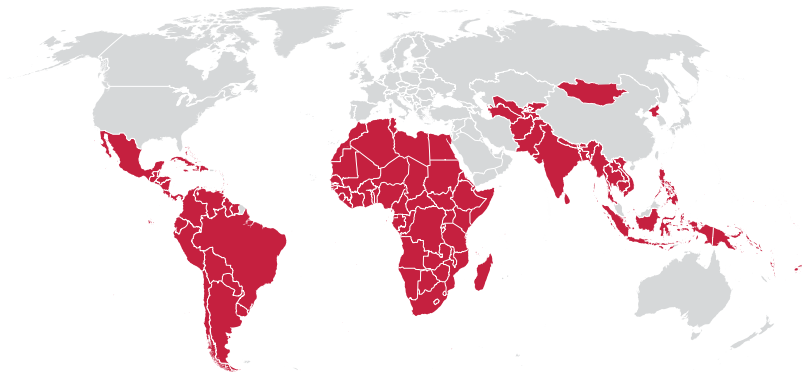
- Address policy barriers that impede access to HCV testing and cures for underserved individuals,
 - Support HCV consumer education and advocacy through legal policy and research,
 - Identify, develop and disseminate economic and quality-of-life data to inform health policy from a more holistic, patient-centered perspective.
- **Hepatitis C FOA.** In December, Gilead introduced the Hepatitis C FOA, inviting nonprofit organizations to seek funding for programs that address challenges associated with diagnosing individuals with HCV and overcoming personal and systemic barriers to accessing care. We are especially interested in funding programs designed to find long-term, sustainable and holistic solutions for those in the intravenous drug user community who are co-infected with HIV/HCV.

PEPFAR

Through the DREAMS (Determined, Resilient, Empowered, AIDS-free, Mentored and Safe women) initiative, Gilead has partnered with PEPFAR, the Bill & Melinda Gates Foundation and other corporate donors to reduce HIV infections among adolescent girls and young women in sub-Saharan African countries. In December 2015, PEPFAR announced a new program to continue carrying out the goals of the DREAMS initiative. Gilead contributed to the program by enhancing PrEP programs for HIV-negative adolescent girls and young women at risk in sub-Saharan Africa. Gilead funds also support costs related to Truvada® for PrEP procurement, transportation and dissemination.

“No greater action is needed right now to end AIDS than empowering adolescent girls and young women.”

Ambassador Deborah Birx, U.S. Global AIDS Coordinator



Gilead works to expand access to lifesaving medicines in 130 countries worldwide

Providing Access

Gilead is working to expand access to treatment wherever possible by helping patients overcome barriers to get the medicines and care they need.

DRUG DONATIONS

In 2015, Gilead began supporting a comprehensive HCV elimination program that utilizes drug donations in the country of Georgia. When the country's Ministry of Health (MoH) developed its HCV prevention and control plan, it partnered with the Centers for Disease Control and Prevention (CDC) to help manage and evaluate the program. When presented with the plan, Gilead saw a critical opportunity to expand access to our medicines in a way that would have a transformative impact. Gilead partnered with the CDC and Georgia's MoH to support a treatment plan aimed to help eliminate HCV in the country within five years.

Gilead's Medical Affairs team advanced the country's existing efforts by helping train and educate healthcare providers and physicians on treatment delivery. With the support of Georgia's MoH and the CDC, Gilead also agreed to donate an initial 5,000 treatment supply of our HCV medicines in 2015, followed by 20,000 treatments per year in subsequent years.

PATIENT ASSISTANCE

The U.S. healthcare landscape is often complex to navigate. [Gilead's U.S. Patient Support & Assistance Programs](#) help patients and their families understand their access options. Throughout the year, nearly 110,000 patients were assisted with understanding insurance coverage, financial assistance options and eligibility for free goods.

Key achievements from 2015 include:

- 41,920 U.S. patients received their treatment at no cost through our patient assistance programs,
- Patients eligible to participate in our copay coupon program received assistance with out-of-pocket cost-share obligations, including deductibles, coinsurance and/or copays.

PHARMACCESS: INNOVATING HEALTHCARE IN SUB-SAHARAN AFRICA

Kees van Lede, mobile health director at PharmAccess, has lived and worked in Africa for more than four years and has seen firsthand the challenges Nairobi faces.

"Nearly two million people can't receive regular treatment in a city where the HIV, HCV and HBV epidemics present a very real threat," says Kees. "The current system hasn't worked for them, so we need to find new solutions."

In 2013, PharmAccess came up with an idea that could revolutionize healthcare access across the region, starting in Nairobi: the mobile health wallet. The wallet allows users to make healthcare payments directly from their cell phone and allows healthcare providers to capture the medical data related to every patient visit. This grassroots approach creates much-needed financial transparency, letting patients, PharmAccess and public health officials track healthcare payments and the healthcare needs of patients.

PharmAccess received a Gilead grant to help launch the mobile health wallet in Nairobi, with a goal of 50,000 people accessing the wallet on their phone by the end of 2017. The wallet will allow patients to pay for basic primary care at a provider of their choice. Soon after, wallet payments will also be accepted for secondary care for critical diseases including HIV, malaria, tuberculosis, HCV and HBV, as well as comprehensive healthcare for mothers and children.

"Gilead has been a great supporter — they believed in our vision from the get-go and impressed us with how quickly they moved to support the mobile health wallet program," says Onno Schellekens, CEO of PharmAccess. "With their help, I believe this project has the potential to revolutionize healthcare, not just in Kenya and further throughout sub-Saharan Africa, where people face significant barriers in access to quality healthcare."



Gregg Alton, Executive Vice President, Commercial and Access Operations ALA, Corporate and Medical Affairs, Gilead, using PharmAccess's mobile health wallet technology



**Gilead was the first
biopharmaceutical
company to join the
Medicines Patent
Pool in 2011.**

TIERED PRICING

Gilead's Access Operations & Emerging Markets (AOEM) team has established a sustainable business model that enables access to medicines for patients who are most in need across 130 countries. In addition to generic licensing partnerships, Gilead provides access to our branded medicines at significantly discounted prices in low- and middle-income countries.

The AOEM team's work has helped increase the number of people in developing countries who receive Gilead-based antiretroviral therapies from fewer than 30,000 people in 2006 to nearly nine million people by the end of 2015. More than 50 percent of people currently receiving antiretroviral therapy in developing countries are being treated with Gilead-based medicines.

ACCESS PARTNERSHIPS

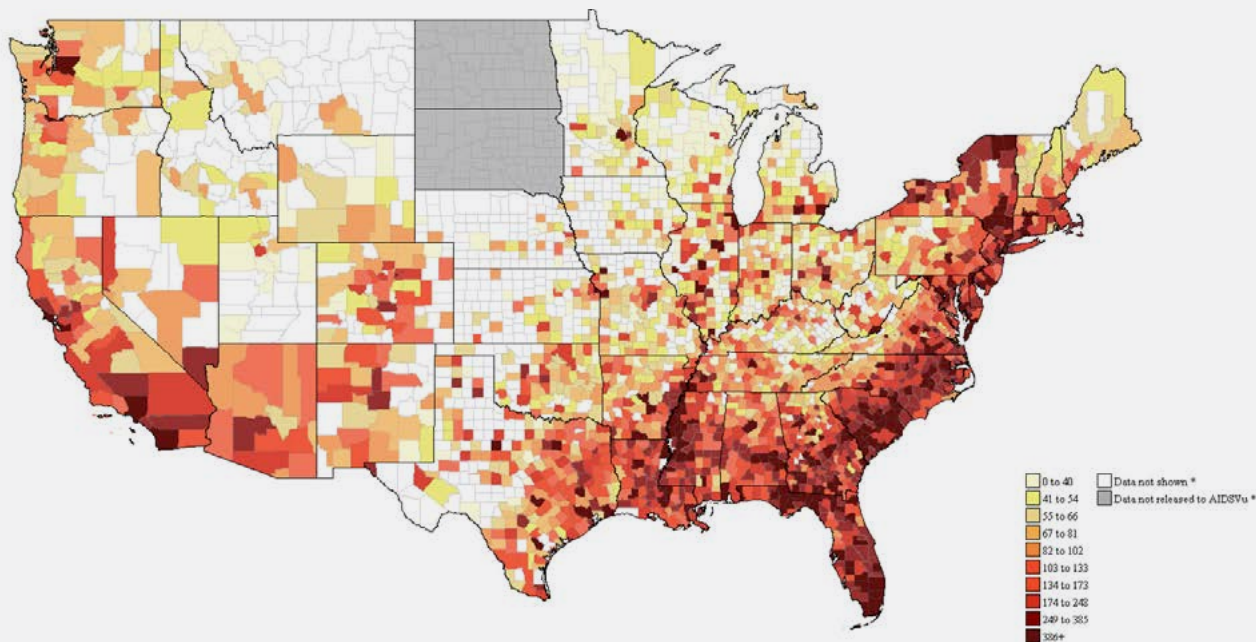
Through partnerships with generic drug manufacturers and the Medicines Patent Pool, Gilead has played a central role in greatly expanding access to HIV and hepatitis treatment in resource-limited countries. Today, 99 percent of our HIV medicines used in low- and middle-income countries are produced and sold by our generic licensing partners.

In 2015, Gilead continued to build relationships with governments and nonprofit organizations in new markets where healthcare needs are greatest:

- Gilead expanded its licensing agreements, providing generic manufacturers with the rights to develop tenofovir alafenamide (TAF) for HIV for distribution in 112 resource-limited countries. They also have the rights to distribute TAF for HBV as a single agent, upon U.S. regulatory approval.
- Gilead managed its HCV generics agreements, which include 11 international partners and three domestic partners, to provide medicines to 101 resource-limited countries.
- In 2015 Gilead partnered with the Liver Foundation, West Bengal to build the Indian Institute of Liver and Digestive Sciences in Kolkata, the first hospital of its kind in the region. Previously, patients had to travel almost 1,000 miles for treatment.
- In Brazil, we are working closely with the Ministry of Health to treat 60,000 HCV patients over the next two years.
- In Zambia, we are collaborating with the Ministry of Health on Option B+, an approach to help prevent expectant mothers living with HIV from transmitting the virus to their unborn child.
- Our new offices in Brazil, Mexico, Argentina, South Africa and India allow us to work more closely with local partners in order to make our medicines accessible to millions more people who need them most.



Roushan Ali is one of many patients who will benefit from a new liver hospital in Kolkata, India, built by the Liver Foundation, West Bengal in 2015 in partnership with Gilead



Map shows rate of persons living with an HIV diagnosis, 2012 - created with the AIDSvU interactive online mapping tool

AIDSvU

Since 2010, Gilead has partnered with Emory University's Rollins School of Public Health to launch AIDSvU, an interactive online mapping tool that highlights the impact of HIV on geographic areas at the state, county, and in some cases ZIP code and census tract levels. AIDSvU also provides critical resources such as HIV testing and treatment center locations as well as NIH-funded HIV Prevention and Vaccine Trials Sites. AIDSvU's big data visualizations are used by government officials, students, community health workers, academics, and researchers to target areas most impacted by HIV and identify resource gaps, expand HIV research, and target HIV prevention resources where they are needed most.

FOCUS

In 2010, Gilead launched the [Frontlines of Communities in the United States](#) (FOCUS) program to address systemic and institutional barriers — first to routine HIV screening and access to care and, since 2014, to HCV screening and access to care. The goal of FOCUS is to develop better healthcare practices to help achieve government guidelines and recommendations. FOCUS partners with healthcare organizations, government agencies and community-based organizations across 18 of the most vulnerable U.S. cities.

Through 2015, the FOCUS program continued to make progress toward potentially ending HIV and HCV in the U.S. FOCUS program partners have performed 2.2 million HIV tests since 2010 and 275,000 HCV tests since 2014.

The FOCUS program is designed to change the way clinical and community institutions approach HIV and HCV testing, meeting an unmet need in the care continuum.

Advancing Medical Education

Education is key to achieving disease prevention and effective long-term disease management. Gilead assists community organizations by supporting disease awareness programs for patients and expanding knowledge and skills for healthcare professionals. We support continuing independent medical education programs that expand the knowledge and skills of healthcare professionals.

COMMUNITY AND PATIENT EDUCATION GRANTS

Gilead seeks to advance medical education and raise awareness about disease transmission and diagnoses all over the world, especially in regions where access to medical specialists is limited. In 2015, Gilead funded organizations that advance training for healthcare professionals, including a state association in Brazil called Grupo de Amparo ao Doente de Aids (GADA). GADA has worked to raise awareness among men and women over the age of 45 about the transmission, risk and early diagnosis of HCV. In 2015, Gilead helped fund a GADA campaign to increase HCV detection rates in six cities across the countryside of Sao Paulo, Brazil. By the end of the campaign, GADA reached more than 1.5 million people and doubled detection rates among the targeted population.

FOCUS KEY STATS

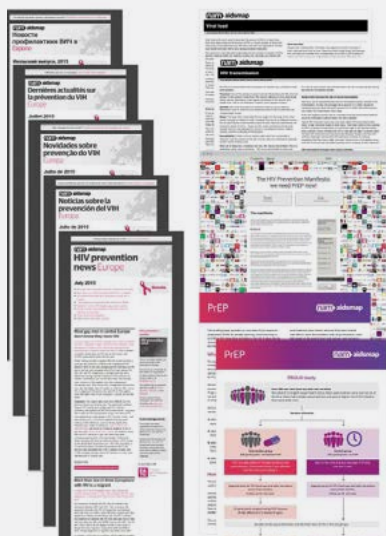
Totals Through 2015

HIV tests performed	2.2 million
HCV tests performed	275,000

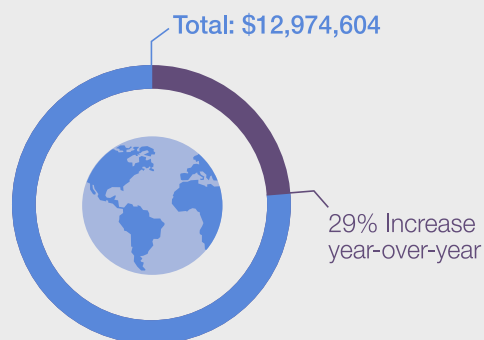
The National AIDS Manual (NAM) has been a leading independent information provider about HIV/AIDS across Europe for nearly 30 years. NAM created the European HIV Prevention Network in 2012 to provide accurate, up-to-date information about HIV prevention and treatment. When NAM saw the potential of treatment as prevention (TasP) and Truvada for PrEP to change how people think about HIV/AIDS, it looked to Gilead for support.

Supported by a 2015 Gilead grant, the European HIV Prevention Network shares information in briefing sheets and a monthly newsletter on topics such as PrEP and mother-to-child transmission. The newsletter is produced in English, French, Spanish, Portuguese and Russian, and now reaches about 1,400 subscribers. The letter was published on a monthly basis throughout 2015, and the grant also enabled the publication of some additional fact sheets and briefing sheets during the year.

"We don't often get to meet the patients our work affects, but a friend of mine who has HIV told me something I'll never forget," says Caspar. "He said, 'because of what I've learned about TasP, I can finally see myself not as a vector for transmission, but as a regular person.' Being aware of the prevention options available can remove a huge burden from people with HIV — because they no longer have to fear they will spread the disease to their loved ones. That makes what we do so worth it."



A selection of newsletters from NAM's European HIV Prevention Network



In 2015, the Foundation granted more than \$12.9 million, a 29 percent increase year-over-year, to 69 organizations doing work around the world.

Established in 2005, the Gilead Foundation aims to improve the health and wellbeing of underserved communities around the world, supporting organizations that expand access to HIV and hepatitis education, outreach, prevention and health services. The Gilead Foundation operates independently from our corporate contributions function.

In 2015, the Foundation granted more than \$12.9 million, a 29 percent increase year-over-year, to 69 organizations doing work around the world. Visit the [Gilead Foundation webpage](#) to learn more about the programs we support.

PROJECT OPEN HAND: PROVIDING NUTRITIOUS MEALS FOR THOSE LIVING WITH HIV AND HCV

Project Open Hand was founded in 1985, at the height of the HIV/AIDS crisis. Mark Ryle, CEO of Project Open Hand, says, “Our founder literally saw her neighbors dying and no one knew why. All she could think of to do was make sure they had enough food to eat.”

Now Project Open Hand provides more than 2,500 meals each day to the critically and chronically ill, and it is the largest food provider in the country for people living with HIV.

Through a Gilead grant, Project Open Hand supports an outreach program that provides food and nutrition counseling and education to people of color and transgender individuals. Project Open Hand beneficiaries from these two populations combined have an HIV infection rate of more than 60 percent, an HCV infection rate of more than 12 percent and an HIV/HCV co-infection rate of 10 percent. A second Gilead grant goes toward an HIV and Aging Nutrition Education Program, which trains 50 employees on the special nutritional and dietary needs of people over 50 who are HIV-positive.

“Gilead has been an invaluable supporter of Project Open Hand for more than a decade. They helped us to expand what we’re doing for some of the most vulnerable populations around us,” says Mark. “The best part of my job is seeing our clients when they come to one of our grocery centers. There’s this ease that comes across their face because they know they’re safe, that they will have nutritious food that day.”

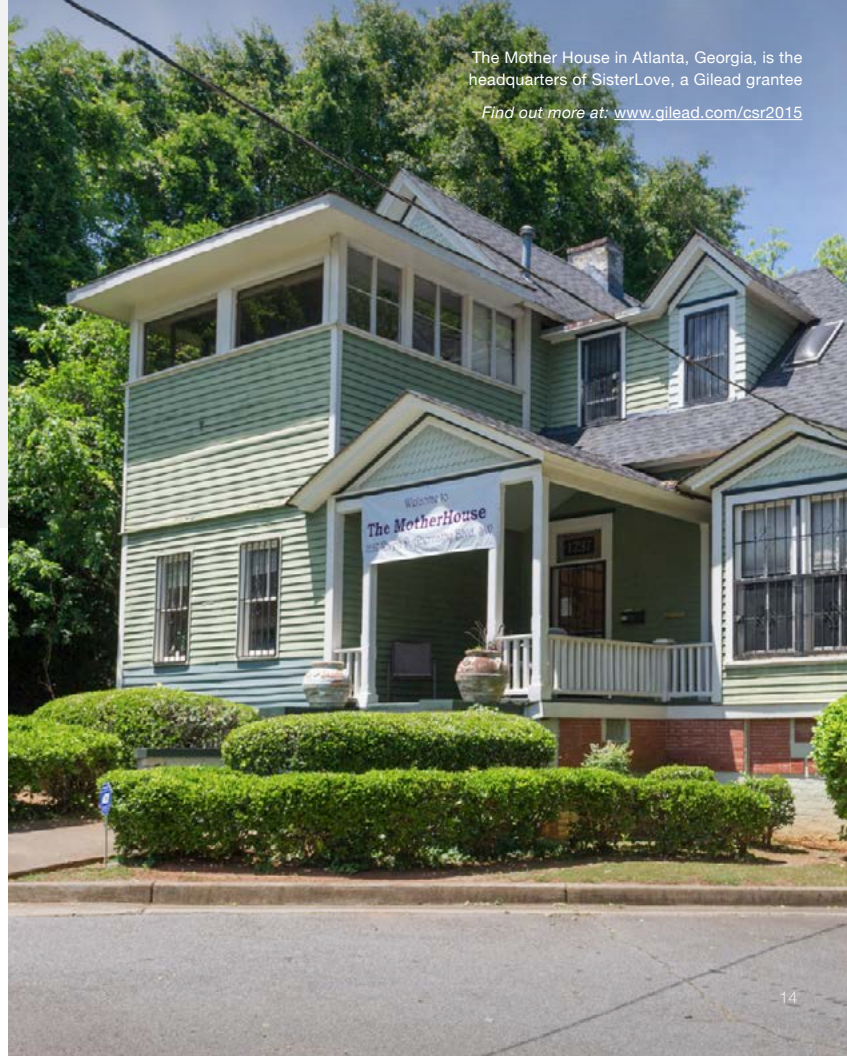
Supporting Local Communities

With over 8,200 employees in more than 30 countries around the world, Gilead is proud to fund initiatives that promote the wellbeing and betterment of the local neighborhoods and cities in which we live and work. One such organization in 2015 was Bay Area-based Project Open Hand. To find out more about Project Open Hand, as well as SisterLove, an Atlanta-based grantee also featuring in our 2015 Giving video, see www.gilead.com/csr2015.



Gary Lea is a long-term client of Project Open Hand, a Gilead grantee

Find out more at: www.gilead.com/csr2015



The Mother House in Atlanta, Georgia, is the headquarters of SisterLove, a Gilead grantee

Find out more at: www.gilead.com/csr2015



POTENTIALLY ELIMINATING HCV IN THE CHEROKEE NATION

In 2012, Dr. Jorge Mera came to Oklahoma's Cherokee Nation — the largest Indian tribe in the United States — to help screen for and treat HCV. When he started, he didn't realize the extent of HCV prevalence among the Cherokee Nation members: three to five times higher than the U.S. average. "On my first day, I had a backlog of more than 250 HCV patients waiting to be seen."

Dr. Mera, with the help of Dr. Douglas Drevets of the University of Oklahoma Health Sciences Center, created an ambitious plan aimed at eliminating HCV within the Cherokee Nation Health Service, which involved screening all adults between 20 and 69 years old. A research plan to eliminate HCV from the Cherokee Nation was developed with assistance from the CDC Foundation, and in 2015 they received a grant from the Gilead Foundation to start the program.

"The Gilead Foundation's support was instrumental in launching the Cherokee Nation HCV Elimination Program, the first program of its kind in the U.S. What's exciting now is that many other tribes in Oklahoma have already taken notice and are interested in screening and treating their citizens for HCV," Dr. Drevets says.

The program has increased patient screenings from 500 a month in September 2015 to more than 2,500 a month in January 2016. It has also expanded the number of healthcare providers who can manage HCV patients from seven in 2014 to 27 by the end of 2015. So far, more than 26,000 patients have been screened for HCV since October 2012.

"We're making great progress, but a lot of work remains to be done. If there's one message I'd love for our patients to hear, it's that we need every eligible Cherokee patient to get screened. The sooner that happens, the sooner we can eliminate HCV," says Dr. Mera.



Dr. Jorge Mera, Director of Infectious Diseases at the Cherokee Nation



PEOPLE

Isaac Fields, Distribution, Gilead San Dimas

Our employees uphold our core values — **accountability, excellence, teamwork and integrity** — through their continued involvement in our business as well as in the community.

In 2015, Gilead added 900 jobs around the world, bringing our total workforce to more than 8,200. As we continue to grow and evolve as a company, so too do the programs we offer to ensure each employee is positioned for success in both their professional and personal lives.



U.S. Total Rewards

Gilead supports our employees with benefits that help them succeed both inside and outside work. Our benefits package aims to provide employees and their families with valuable resources and competitive benefits designed to promote overall health, wellness and financial wellbeing.

NEW HEALTH PLAN OFFERINGS

In 2015, Gilead introduced a new health plan option that has a Health Savings Account (HSA) component. Gilead contributes half of the annual deductible to the employee's HSA, and employees can contribute to their account up to IRS limits and receive additional tax benefits. We also introduced a new telemedicine program that allows employees to quickly access doctors for a live video consultation for questions about minor medical issues such as colds, infections and prescriptions.

INCREASED 401(K) MATCHING

Taking effect in 2016, Gilead approved an increase in the company's 401(k) matching contribution. The new match provides a dollar-for-dollar, 100 percent match on participant contributions, up to a maximum annual matching contribution of \$10,000 per participant.

Wellness

Gilead's wellness offerings supply employees with programs meant to help them promote their overall health. Created to provide valuable support for our employees' health goals, Wellness at Gilead includes programs such as Gilead on the Move, our onsite biometric screenings, flu vaccines and our physical fitness communities.

In 2015, Gilead attained the Platinum Level Achievement Award for the **American Heart Association (AHA) Fit-Friendly Worksites**. This award requires a commitment to implementing six physical activity criteria, two nutrition criteria and one culture criteria. AHA's Fit-Friendly platinum level is the highest level of recognition.

GILEAD ON THE MOVE

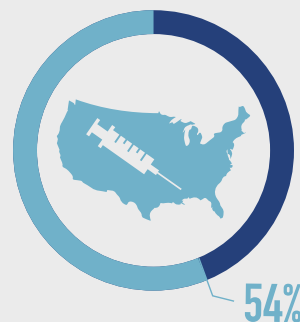
This annual campaign challenges employees to get and stay physically active by walking the equivalent of 10,000 steps per day over an eight-week program. Participants are provided with a pedometer to track steps, or they can sync a personal device to track their movements. In 2015, the challenge had the highest ever participation with more than 1,050 employees registered. Employees walked an average of 11,574 steps per person per day. After the program, 74 percent of the employees responding to a survey reported that their activity level improved, 98 percent planned to be more active and 95 percent would recommend the program to a colleague.

BIOMETRIC SCREENINGS AND FLU VACCINES

Employees at many Gilead sites can sign up for onsite biometric screenings that measure health risk factors such as blood pressure, body mass index, blood glucose and cholesterol. The screening includes a review of the results with a health professional. This is a Gilead-sponsored program and is offered at no cost to employees. An optional complimentary health coaching program is also available to employees who seek to improve their health status based on their screening results. Onsite annual flu vaccines are offered at many of our U.S. sites. In 2015, more than 2,000 individuals, or 54 percent of U.S. employees, participated in onsite biometric screening events.

PHYSICAL FITNESS AT GILEAD

Gilead Wellness Communities provide opportunities for groups of employees to meet and take part in activities such as biking, running, skiing, soccer and much more. In total, more than 1,350 employees participate in 11 groups throughout the company that promote physical activity. In 2015, Gilead Wellness Communities helped drive success in our annual Healthy Holidays challenge, during which teams of employees achieved a collective 951 pounds of weight loss as part of efforts to maintain healthy lifestyles over the winter holidays.



**In 2015, more than
2,000 individuals, or
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in onsite biometric
screening events.**

Volunteerism

Gilead employees participate in a wide range of activities to address poverty, education and environmental issues in our local communities and are active in fundraising events for Gilead's therapeutic areas. Below are some of the volunteer activities held at Gilead in 2015.

TOYS AND FOOD IN FOSTER CITY

Foster City employees reached 400 children from low-income households by donating toys and other gifts to a local agency that supports families in need. The company also donated \$100,000 to the local Second Harvest Food Bank, bringing our all-time donations to the food bank to more than \$500,000, or the equivalent of 1.5 million meals. In addition, volunteers collected a total of 667 pounds of canned goods and other items for Second Harvest, surpassing the goal of 450 pounds.

GILEAD'S LEGAL GROUP GROWS A GARDEN

Gilead's corporate legal group, based in Foster City, volunteered at a local nonprofit sustainable farm and planted a Californian native garden. The Gilead volunteer team helped to advance the farm's mission of cultivating nutrient-rich foods and bringing them to communities in need.

GIVING TREES

This past winter holiday season, Gilead employees in Foster City, San Dimas and other sites collected gifts for more than 250 children and at-risk youth as part of an annual giving tree event. More than a dozen volunteers decorated office spaces with miniature trees bearing gift tags, each representing a gift requested by a child in need. Employees selected a gift to sponsor and also raised money for three charities through a sitewide raffle and bake sale.

AIDS/LIFECYCLE

Each year, Gilead employees participate in AIDS/LifeCycle, a seven-day, 545 mile bike ride from San Francisco to Los Angeles that benefits HIV/AIDS-focused nonprofits in California. In 2015, Team Gilead included 32 members, and the group raised approximately \$200,000 for Los Angeles LGBT Center and the San Francisco AIDS Foundation. In total, the event raised \$16.3 million.



Xavier Mendez was among the 32 members of Team Gilead who spent a week riding from San Francisco to Los Angeles to raise money for the San Francisco AIDS Foundation and the Los Angeles LGBT Center

GRACE MA AND THE GILEAD VOLUNTEER COMMUNITY

Grace Ma | Senior Biostatistician, Volunteer Community Lead

The Volunteer Community is one of Gilead's most active employee-organized community groups. Composed of team members spanning all of Gilead's functions, the Volunteer Community frequently finds time to give back both onsite at Gilead's Foster City campus and in the local community. "It allows Gilead to have a tangible effect on the communities where we're based," says Grace Ma, Volunteer Community Lead.

In 2015, the Volunteer Community led at least one event per month throughout the year. With a focus on poverty, education and environmental stewardship, volunteer members participated in a wide spectrum of activities and events, such as an AIDS memorial grove clean-up where volunteers clean up litter and plant trees and foliage. The team also volunteers at the AIDS Walk San Francisco, an event that benefits local HIV/AIDS programs.

Helping to organize colleagues and focus efforts on supporting the community is a rewarding experience for Grace. "Taking the time to participate in volunteerism is linked to our culture of giving back," says Grace. "It's about building a relationship, and driving awareness that we are part of a wider community."



Full Circle Farm garden, the site of Gilead team volunteerism



Professional Development

Gilead is committed to providing an environment where employees can achieve professional success and grow their careers. We strive to offer employees a selection of trainings and tools that help employees learn about our culture, develop cross-functional skills and deliver business results.

MBA PROGRAM

Partnering with Golden Gate University, Gilead offers an onsite MBA program to help Foster City employees further their education. In 2015, this program helped 29 employees take classes and achieve their MBAs.

TUITION ASSISTANCE

Employees in the United States and other countries can receive financial support toward courses that will further their professional development. In 2015, our tuition assistance program reimbursed 268 employees for courses that contributed to their professional success, including certifications, undergraduate degrees and non-MBA graduate degrees.

Inclusion and Diversity

Gilead does not tolerate discrimination based on race, color, gender, religion, disability, sexual orientation, veteran status, gender identity or expression. To maintain an inclusive workplace, we take prompt action on reports of any type of harassment that would violate our discrimination policy.

We believe that in an inclusive workforce, employees are able to contribute their unique talents, diverse skills and distinct perspectives to provide innovative ideas. This diversity of thought and expertise helps Gilead achieve our organizational goals. We know we are a stronger company when we are informed by a diverse set of backgrounds, experiences and points of view.

In 2015, Gilead continued efforts to increase the overall diversity of our employee population, including gender and ethnicity measures. We also created and fostered community groups within our employee base to help deliver on this goal. For example, Gilead recently established an LGBT community group. The group is open to all employees regardless of their affiliation with the LGBT community, and its goals are to celebrate inclusion of LGBT people by providing additional opportunities for cross-functional engagement and support.

Work Safety and Security

We take significant measures to ensure that our employees are confident in the safety and security of their work environments. In 2015, all laboratory personnel received safety training, through a variety of original and annual refresher courses. All non-laboratory workers are required to attend a safety course that explains some of the key emergency equipment and hazards while visiting a laboratory. There are also 40 Gilead employees who have additional, in-depth training on emergency response provided by the Foster City Fire Department at the company's headquarters, making Gilead one of the only companies in the region with this level of government agency partnership and rigor built into its emergency response protocol.

DIVERSITY STATISTICS

Gender Distribution (WORLDWIDE)	2015
Female	50 percent
Male	50 percent

Ethnicity Distribution (U.S. ONLY)	2015
Caucasian	49 percent
Asian	36 percent
Hispanic or Latino	8 percent
African American	4 percent
Other	3 percent

***Data as of December 31, 2015*



PRODUCT

Each of the products Gilead researches and develops aligns with therapeutic areas that together **impact millions of people** in both the developed and developing world.

In 2015, our product portfolio comprised 20 marketed treatments in the United States. In 2015 alone, we produced more than 900 million tablets of oral medicines and approximately 9 million vials of liquid medicine. Today, many of our products are category firsts or are among the leading medicines used to treat or cure the diseases they address.



Jose Partida-Trautman, Clinical
Operations, Gilead Foster City

At Gilead, sustainability considerations are embedded throughout the development and distribution of our medicines. From the safety and regulatory compliance of our products to the regular efficiency improvements we make to our manufacturing processes, the operations surrounding our portfolio are routinely evaluated for new and innovative ways to further incorporate social and environmental responsibility.

Supply Chain

Gilead is one of the largest biopharmaceutical companies in the world, with a rapidly expanding product portfolio and a growing pipeline of investigational drugs. We recognize that close oversight and strategic decision-making within our supply chain are necessary to maintaining compliance and continued pursuit of improved environmental performance. Our product-related supply chain activities in 2015 included supplier auditing, ethical sourcing and responsible product distribution practices.

AUDITING PROCEDURES

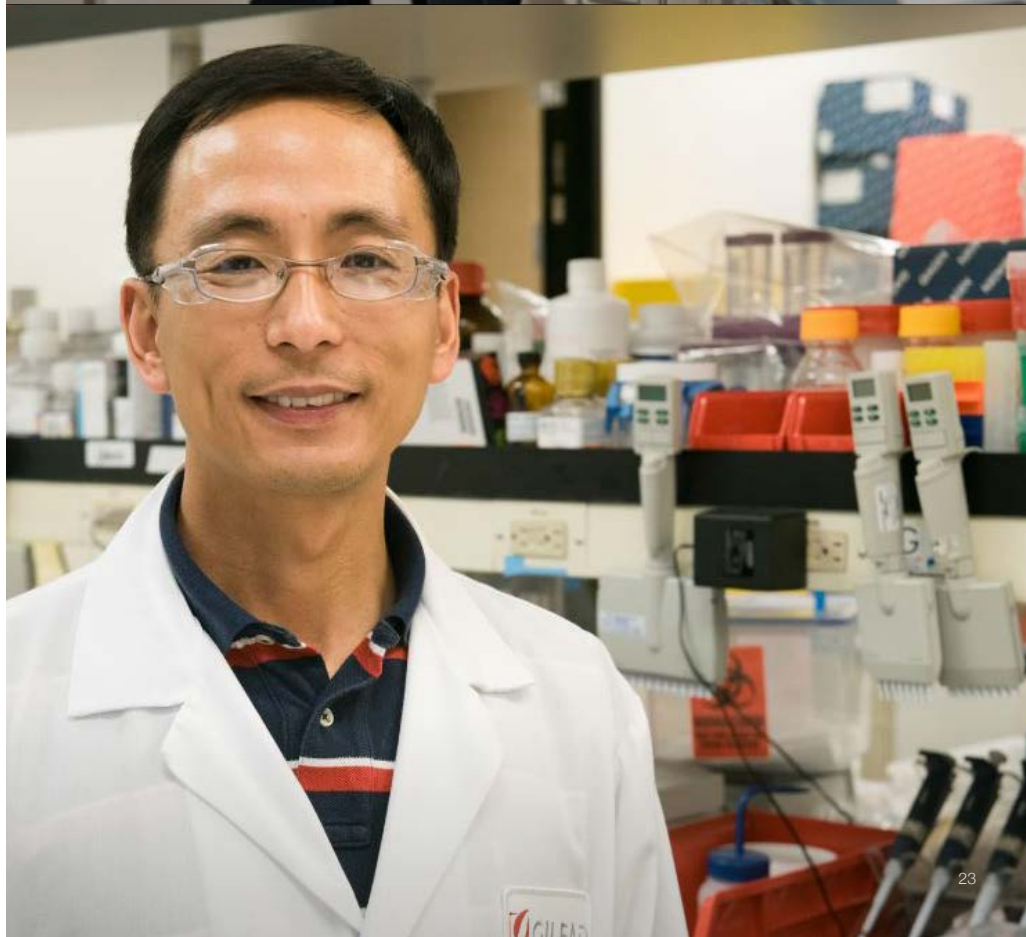
In 2015, as in previous years, Gilead performed audits of its manufacturing partners to help ensure compliance with local laws and the company's [Code of Ethics](#). As part of these audits, Gilead management evaluates the partnership for any discrepancies with regulations or the company's own guidelines. If any violations are identified, corrective action is recommended and noted for follow-up evaluations. Certain violations, such as the use of forced labor or the presence of human trafficking, would result in a terminated agreement and the supplying organization would be removed from Gilead's supply chain. During audits performed in the 2015 calendar year, Gilead and independent assessors identified no such violations of our Code of Ethics.

ETHICAL SOURCING

In 2015, Gilead continued to focus on the ethical sourcing of materials and upholding the quality standards of our products. All of our suppliers must observe [Good Manufacturing Practice](#) (GMP) regulations as designed by the Food and Drug Administration and other relevant controlling agencies. GMPs require strict adherence with regards to facility cleanliness, record keeping, process control and other measures that ensure product quality and safety for the end consumer.



TOP: Tanya Duo and Travis Schwantje,
Process Development, Gilead Alberta
BOTTOM: Guofeng Cheng, Biology,
Gilead Foster City



Gilead utilizes current government data from our supplier countries of origin to monitor ethical concerns. If any supplying region is found to be particularly at risk for manufacturing issues, members of Gilead management personally visit sites and evaluate for compliance. An important regulation for our suppliers is the United States Trafficking Victims Protection Act's (TVPA) standard, a set of regulations that safeguards against the use of forced labor or human trafficking. We source from countries listed as compliant with TVPA, and any supplier from a region still making efforts to ensure full TVPA compliance is subject to additional oversight from Gilead.

In addition, Gilead includes provisions in our supplier agreements obligating the supplier to comply with Foreign Corrupt Practices Act, applicable anti-corruption laws, applicable environmental laws and agree not to engage in forced or child labor.

DISTRIBUTION

In order to transport Gilead medicines in a safe and controlled manner, we utilize shipping and logistics environments that adhere to the appropriate temperature and security standards for each drug product. In 2015, Gilead completed a review of our air freight packaging, replacing single-use, temperature-controlled containers with recyclable and reusable methods in specific markets. Reusable small parcel containers were implemented on routes between Canada, Ireland and within the United States. Thermal blanket wraps are used to minimize temperature excursions for pallet shipments for active pharmaceutical ingredients (API). For global ground distribution, our logistics partners' fleets maintain climate-controlled trailers, eliminating the need for additional temperature-controlled packaging.

GREEN CHEMISTRY

As a drug advances through clinical studies and is approved for launch, our scientists further develop the process used to make approved drug substances. Gilead's Commercial API Process Optimization (CAPO) group based in Alberta, Canada, investigates the most efficient and sustainable methods for bringing approved medicines to commercial scale.

ACTIVE PHARMACEUTICAL INGREDIENT PROCESS

Improving the sustainability and efficiency of the API process for our HCV medicines has a significant impact on Gilead's environmental performance because the drug substances involved are found in several of our highest-impact drugs by manufacturing volume.

CAPO has been working to improve the API process for one of our HCV therapies since 2013. In 2015, Gilead piloted the third iteration in process improvements at its manufacturing facilities and contract manufacturing organizations. The multiyear optimizations centered on yield improvements, energy efficiency and solvent/waste reduction. After verifying that these optimizations were feasible at full scale, Gilead began testing the latest API process in commercial reactors in 2015. Following rigorous tests, the optimizations

successfully demonstrated viability, and we are now in the process of generating the data required for regulatory approval in the countries where Gilead manufactures and distributes HCV medicines. Overall, the new API process achieved:

- An overall 27 percent reduction in solvent usage,
- A 10 percent improved yield,
- A reduction in the number of aqueous washes, resulting in a 50 percent wastewater reduction.

SOLVENT RECYCLING

When drug substances are approved, there are often opportunities to refine and improve the process to achieve chemically identical results while substituting out undesirable inputs such as organic solvents. Limiting organic solvents helps to lower Gilead's environmental impact because these solvents typically come from unrenewable sources and may have hazardous or toxic properties. We have undertaken efforts to reduce the use of organic solvents. In 2015, Gilead implemented solvent recovery and recycling in the active pharmaceutical ingredient manufacturing system for drug substances found in one of the company's antiretroviral therapies, greatly reducing the amounts of several organic solvents required for manufacture.



**The new API process
achieved an overall
27 percent reduction
in solvent usage.**

ERNEST LEE AND THE FLOW CHEMISTRY APPROACH

Ernest Lee | Senior Research Scientist, CAPO Team

A research scientist at Gilead since 2010, Ernest oversees innovative approaches to pharmaceutical manufacturing including continuous processing, or flow chemistry.

Flow chemistry is an alternative to reactor-based processing that has traditionally been adopted by scientists working in the petrochemical, polymer and other bulk industries. But Ernest says that manufacturers in the pharmaceutical industry have long viewed flow chemistry as a desirable priority for reaction and process management because it enables temperature to be managed more efficiently. Flow chemistry also provides scientists with an ability to easily scale up and down, achieve significant energy and waste reductions and improve safety.

“We’ve managed to use this method in the processes for our commercial products by introducing continuous stir tanks. We’re also using flow chemistry in the processing of our development candidates,” says Ernest.

As continuous, multistep reactions in flow chemistry can limit exposure to toxic intermediate compounds, the process offers increased efficiency and environmental performance. Gilead continues to investigate possible areas where the process could be implemented.



ENZYMATIC REACTIONS

In addition to solvent recycling, Gilead is currently researching enzymatic reactions as opportunities for sustainability improvement in the product development process. In some cases, enzymatic reactions can replace chemical reactions. Enzymatic reactions are generally preferred to chemical reactions because of their better efficiency, lower solvent requirements, ability to replace toxic reagents and overall yield improvement. In 2015, Gilead achieved the use of lipase-based enzymatic reactions in one of its HIV pipeline protease inhibitors. We also investigated viable enzymatic reaction substitutions in the preparation of certain drug substances found in one of our HCV medicines.

Manufacturing Process

Gilead’s manufacturing sites feature state-of-the-art technology that enables innovative research and the development of lifesaving medicines. In 2015, Gilead processed approximately 600 metric tons of active pharmaceutical ingredients. We consistently seek improvements to our equipment and the facilities that compose Gilead’s laboratories.





INTEGRATED ELECTRONIC LABORATORY PROGRAM

The systems used to process data across Gilead's research, commercial and quality testing laboratory sites are sensitive and complex. Management applications are responsible for measuring and logging important information for a variety of material purposes. In 2015, Gilead completed a series of integrated electronic laboratory upgrades to support pharmaceutical development, product testing and manufacturing processes. The electronic laboratory consists of linked computerized systems that have been validated for use in Good Manufacturing Practice operations. These new systems help improve lab safety, reduce waste and ensure compliance.

Components of the electronic laboratory program include automated data capture for lab measurements, electronic notebooks and streamlined resource management tools. Having completed the rollout in 2015 to sites in Foster City, Edmonton and Oceanside and an external analytics partner, this electronic laboratory program drives sustainability benefits such as paper reduction. Electronic notebooks replace paper notebooks, logbooks, data entry forms and other print forms across multiple lab locations. In addition, quality and safety considerations can be better assured through improved consistency, data integrity and automatic issue flagging.

AUTOMATION

Analytical chemistry is an integral part of establishing the quality of Gilead drug substances and drug products, and sample preparation in pharmaceutical labs is a time- and resource-intensive operation. Past technological innovations in instrument design at Gilead have decreased analysis time by up to 75 percent. Efficiency improvements like these have the added benefit of reducing chemical waste generated during analysis.

In 2015, Gilead installed automated instrument facilities that are now available for use in quality testing processes for our drug products.

Using traditional methods, analysis scientists extracted tablets into a volume of chemicals of about 1 to 2 liters per sample, the amount required to ensure an accurate manual quality test. Using automation, Gilead can now accurately perform the analysis using only 250ml of chemicals per sample—a reduction of 80 percent versus manual methods.

SAFETY

Our operations and activities are subject to extensive regulation by numerous government authorities in the United States and other countries. Federal and state statutes and regulations govern the testing, manufacture, safety, efficacy, labeling, storage, record keeping, approval, advertising and promotion of our products. Our Environmental Health & Safety (EHS) group manages quality and safety standards at all sites where our products are manufactured. In 2015, the EHS team managed all the retrofits and upgrades at manufacturing facilities described in this chapter in order to maintain full compliance with local law and corporate guidelines.

TAKEBACK PROGRAM

As part of our facilities management operations, Gilead does not release any active pharmaceutical ingredients into the environment from any of our sites as waste. Gilead is a member of the Pharmaceutical Product Stewardship Work Group (PPSWG), an organization that works with drug companies to navigate proper and compliant disposal of unused or unwanted medicines. Participation in groups such as PPSWG helps us better manage the lifecycle of our products, specifically end-of-life procedures.

In 2015, Gilead contributed to drug takeback and safe disposal programs in two counties in California: Alameda and King. Run by the local municipal governments, these programs offer tips on responsible drug disposal and staff drop-off locations that consumers can use to safely return unwanted medicines.

A portrait of a middle-aged man with grey hair, wearing a white button-down shirt, standing outdoors in front of a modern building with large glass windows. A solid green vertical bar is on the left side of the image.

ENVIRONMENT

Derek Finn, Engineering, Gilead Cork

Gilead staff across different functions prioritize a wide array of environmental issues and identify opportunities to **reduce natural resource usage.**

Working on an office-by-office basis, our teams tailor environmental performance improvements to the needs of a site's individual functions. The following is a summary of 2015 achievements from Gilead sites around the world.



Noah Springfield, Pharmaceutical Development and Manufacturing, Gilead Oceanside



Foster City, California, USA

In 2015, Gilead's employee population grew by 12 percent, with many of those new employees working from our Foster City headquarters. Located about 20 miles outside San Francisco, Gilead's headquarters is home to administrative offices, commercial teams and research and development groups.

WATER CONSERVATION

The State Water Resources Control Board for California recently voted to extend the current water-related drought measures, put in place in June 2015, to October 2016. Charged with reducing water usage by 12 percent, Gilead implemented measures and practices that achieved a 23 percent reduction in landscape water use from a 2013 baseline, far exceeding Foster City's version of the state mandate. This reduction in water use was the result of careful management of the irrigation controllers, constant monitoring for leaks, equipment modifications and an investment to convert from turf to drought-tolerant plants, which require less water to maintain.

SUSTAINABLE BUILDING PRACTICES

In the past year, Gilead has completed construction of a laboratory building and its accompanying parking garage. Both structures were designed to comply with California Building Code Title 24 and CALGREEN for building construction. In addition, the new lab space has been designed with integral daylight collection features, smart climate control systems and energy-efficient appliances. Another new building features energy-efficient elevators, which have been designed to eliminate the need for large machine rooms and cable and pulley systems. Implementation of the new elevator system promises a lower energy footprint and less stress on the building structure.

All new lab buildings are designed to incorporate variable flow hoods in the lab space. In contrast to the standard hood design, variable airflow hoods allow dynamic control of air flow inside each individual hood. As soon as the sashes are closed, the air flow ramps down,

allowing each hood to save enough energy to power 3.5 households per year. Our latest lab building houses more than 200 variable airflow hoods, resulting in enough energy savings to power more than 700 households in a year.

ENERGY CONSERVATION

Across campus, Gilead has taken measures to reduce its overall energy consumption. Energy-efficient LED lighting fixtures have been installed in both indoor and outdoor locations. In 2015, Facilities teams managed upgrades to several building management systems across the campus, including night and weekend energy setback programs.

In addition, Gilead participates in our local utility company's load shedding demand response program, which automatically reduces lighting, heat and air conditioning activities during peak energy hours. Gilead has outfitted all owned buildings with energy and asset-level monitoring systems to continuously evaluate performance-improvement opportunities, prioritize resources on highest impact areas and optimize energy efficiency. Gilead's similar 2014 efforts resulted in more than \$200,000 in cost savings. We expect to see a steady growth in energy and operational savings through persistence and incremental new opportunities.

RECYCLING AND DIVERSION FROM LANDFILL

Following an informal internal audit of the trash enclosures across campus in the fall of 2015, several improvements were made to the tri-bin collection systems. Based on the findings, Gilead made updates to ensure a consistent color-coding system throughout the waste collection process was in place in an effort to shore up the Foster City campus' already high waste diversion rates. In 2015, the Foster City campus achieved a 73 percent diversion rate in the first half of the year and a 68 percent diversion rate in the latter half of the year.



The parking garage at 355 Lakeside Drive on Gilead's Foster City campus features electric vehicle charging stations



In 2015, Gilead's employees saved a total of more than 1.75 million pounds of CO₂ by utilizing various alternative transportation methods to get to and from work.

ALTERNATIVE TRANSPORTATION

In 2015, Gilead's employees saved a total of more than 1.75 million pounds of CO₂ by utilizing various alternative transportation methods to get to and from work. Since 2012, we have been recognized by the Bay Area Air Quality Management District as a top participant in its annual [Great Race for Clean Air](#): a program that challenges companies to find alternatives to commuting in single-occupant vehicles. Gilead offers employees an array of flexible alternative transportation options:

- **Shuttles** – Gilead subsidizes 30 percent of the public transportation cost for the “last mile” shuttles, which bring employees from the Millbrae Bay Area Rapid Transit Station to Gilead's campus.
- **Vanpool/Ride Share** – 53 percent of employees who utilize alternative transportation at Gilead opt to commute by vanpool and ride share programs.
- **Mass transit** – Full-time employees who commit to using alternative transportation at least 50 percent of the time can receive a \$100 tax-free voucher per month that can be applied to any public transportation service.
- **Electric vehicle charging stations** – The 355 Lakeside Drive parking garage, which opened in 2015, features 24 EV parking stalls with charging stations.
- **Bike services** – Gilead's campus features a convenient onsite bike repair service for our employees who choose to commute by bike. The campus also has bike lockers, bike locking stations and an onsite gym with showers.



Darryl Kato, Medicinal Chemistry, Gilead Foster City

Stockley Park, U.K.

In 2015, Gilead completed a large-scale facilities improvement project at our international headquarters in Stockley Park. Environmental efficiency and stewardship was a primary concern of the improvement project, which brought the facilities to Building Research Establishment Environmental Assessment Method (BREEAM) Very Good specifications. Throughout the project's new construction and overhauls, Gilead sustainably sourced building materials, carefully managed water usage and waste disposal, and controlled our resource footprint through submetering. The completed retrofits minimize emissions, utilize recycled materials and enable waste diversion from landfill. Combined, the retrofits spanned more than 97,000 square feet and took 11 months to complete.

GABBIE COONEY AND BREEAM CERTIFICATION

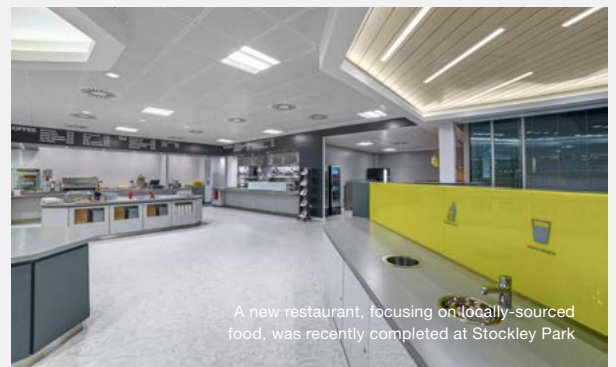
Gabbie Cooney | Operations & Facilities Manager

In 2015, Gilead has increased its focus on sustainability initiatives in the office spaces that we occupy. Gabbie Cooney, Associate Director of Facilities based at Gilead's Stockley Park office, leads efforts to identify opportunities for sustainable measures in its buildings and facilities.

Responsible for overseeing Gilead's real estate and facilities portfolio for international markets, Gabbie has recently been focused on pursuing buildings with sustainable measures already in place. "Our international properties are leased, which can be limiting in sustainable construction options, so we've focused on leasing buildings that carry ratings of BREEAM Very Good or LEED Silver status," says Gabbie. Recent leasehold acquisitions that met these standards include the offices in Milan, Israel and High Holborn.

In some cases, like Stockley Park, Gabbie has been able to partner with the landlord to influence the sustainable design of the building. "We are able to put the infrastructure in the building, as we will maintain it as part of the lease. In that way, we can target sustainable building practices," says Gabbie. This includes things like environmentally safe adhesives used in partitions, submetering and non-return valves for water use, and even things like sustainably-sourced building materials such as wood. "As part of the lease negotiation, we discuss with the landlord the BREEAM status that we want to achieve — we then work together to engineer and design the building to achieve that status, ensuring both functionality and sustainability aspects work hand in hand," says Gabbie. There is a lot of thought put into maintenance including pollution control and resource conservation initiatives in relation to water, air, solid waste and noise. The theme of sustainable sourcing carries through in the building's new restaurant that focuses on offering locally sourced, seasonal food.

Looking ahead, construction has been initiated on the new Cambridge office, with construction slated for completion in late 2017. Continuing to push the sustainability focus, this building will have photovoltaic cells on the roof and electric car charging points.



A new restaurant, focusing on locally-sourced food, was recently completed at Stockley Park

La Verne, California, USA

In 2015, Gilead continued the construction of a brand new site in La Verne, California. The 23-acre campus includes manufacturing, central utilities plant and warehouse facilities and is expected to be completed in 2016. During construction, approximately 600 tons of waste have been diverted from landfill, resulting in a 95 percent diversion rate.

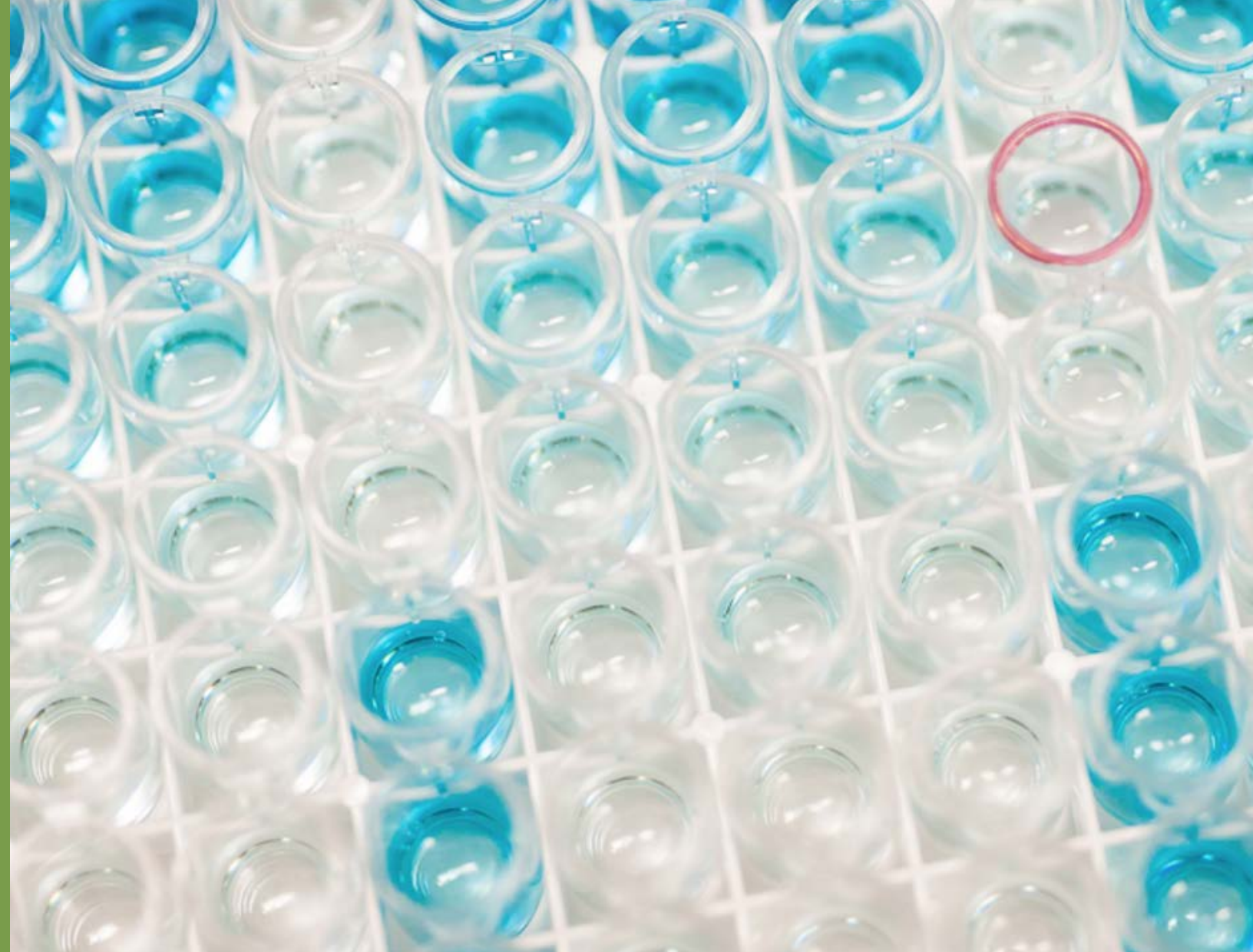
Sustainability is embedded in the design concept, from the selection of environmentally responsible building materials to recycling of construction waste. Highlights include:

- **Energy Efficiency** – The building's roof has been designed to accommodate the future addition of solar panels. Natural light will illuminate the building through skylights, solar tubes and daylight-collection design features. In addition, the building has been designed in partnership with a Savings by Design SoCal Edison program from the local utility company.
- **Sustainable Buildings** – The central utility plant for the site has heat recovery chillers, variable speed options on nearly all fixtures, ultra-high-efficiency hot water boilers, high-efficiency LED lighting throughout and a building management system to monitor resource usage in real time, allowing staff to respond quickly to usage spikes and adjust systems accordingly. Labs also feature a system that is used to remove solvents from air emissions, and there is a pure steam generator inside the building to recover reject water for use as "cool off" water.
- **Water Conservation** – Mindful of our water use, the grounds are planted with drought-tolerant foliage, and water-saving equipment is used throughout the building, including low-flow toilets and automatic faucets.
- **Recycling & Waste** – During construction, metal collection and recycling are separated, with other waste separated offsite. Any hazardous material is disposed of offsite through a third party.



**During construction,
approximately 600 tons
of waste was diverted
from landfill, resulting
in a 95 percent
diversion rate.**





Oceanside, California, USA

Gilead's Oceanside facility, which develops, manufactures and tests biologics candidates, is expanding. Between 2015 and 2016, the site is adding two new buildings, the first of which completed final construction in 2015. This new construction was completed to CALGREEN and new CA Title 24 requirements. The building features three electric vehicle charging stations and other sustainable design features. A combined office, lab and warehouse space is expected to be completed in 2016 and will be Gilead's first LEED Silver certified construction.

Throughout this expansion, Gilead is also taking care to modernize and improve some of the older buildings on campus, including:

- Replacing the building's plant steam boilers with a more efficient, modern design that saves natural gas and energy, estimated to be a 15 to 20 percent improvement in fuel efficiency over the old model,
- Retrofitting the walk-in environmental chambers with new refrigeration systems to eliminate undesirable refrigerant and improve energy efficiency.

The Oceanside site is committed to the principles of environmental stewardship and focuses on pollution prevention and effective resource management. The site's local Safety and Environmental Team promotes environmentally sustainable practices throughout its operations. Attention is made to water and energy conservation practices and community involvement such as an annual beach clean-up. The site conducts source segregation to allow for offsite recycling of paper, cardboard, plastics and metals to minimize the amount of solid waste sent to landfills. Hazardous waste generated onsite is properly managed, and to the extent possible it is treated at offsite energy recovery facilities.

Edmonton, Alberta, Canada

Gilead's Alberta site is a laboratory and manufacturing facility that handles the research and scale-up of our clinical development candidates, and the teams working in Alberta also manufacture active pharmaceutical ingredients for some commercial products.

In keeping with the trend of growth across the company, this site opened a new lab building in 2015 that was subsequently awarded the Alberta Top Projects award for sustainability. The new three-story, 65,000-square-foot facility includes office and lab space. The site uses an innovative approach to recycle waste heat from the labs' fume hoods and redistribute the heat via the HVAC system. A high-performance building envelope wraps around the building and provides significant energy use and cost operating reduction. These innovations result in a 35 to 40 percent energy saving compared with designs that meet the minimum energy code. In addition, the new lab building maximizes daylight usage and avoids runoff issues by eliminating storm drains as a design element. All rain water is managed entirely on site.

In 2015, the Alberta campus extended its ISO 14001 certification to the entire site, unifying the east and west sides of the campus with

the same procedures, training and audits to ensure proper adherence to sustainability standards. In order to minimize air emissions, part of the facility's environmental controls includes the use of a vent condenser to capture volatile organic compounds and send them offsite as a liquid for solvent or energy recovery. Since the facility was upgraded in 2014, the improvements allow the site to continue to record a 40 percent reduction in liquid nitrogen consumption, for an estimated savings of 600,000 cubic meters per year. The investment for this upgrade reached its full payback in July 2015.

The composting, recycling and redirecting of landfill waste on site continues to perform at high levels, maintaining its approximately 90 percent diversion rate since the end of 2014. Instrumental to the success of this system, a 24-person volunteer Green Initiative Committee assists in maintaining the education and awareness of sustainability initiatives across the Alberta site. This group engages colleagues throughout the year with projects including Earth Day celebrations, environmentally focused scavenger hunts, improvement projects and annual departmental audits focusing on improvements to our sustainability goals.



TOP RIGHT: Michelle Esanu, Process Development, Gilead Alberta
BOTTOM: Gilead, Alberta site



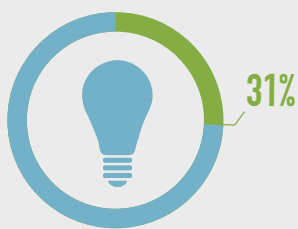
Cork, Ireland

Gilead's Ireland operations are responsible for manufacturing, quality control, packaging and the release and distribution of the company's products in the European Union and other international locations. Featuring many environmentally conscious measures, including an energy monitoring system and a rooftop garden providing natural insulation, Gilead's Cork site is designed with sustainability principles in mind. With a particular focus on eliminating landfill waste, the site has maintained its zero-to-landfill status for the third consecutive year in 2015. About 22 metric tons of waste are diverted annually from Ireland's landfills, avoiding cost incurrence for landfill disposal.

In 2015, the Cork site turned its focus toward optimizing energy usage, reducing water consumption and exploring creative and sustainable ways to use its office space. Facilities experts began by adopting a new energy source, purchasing 100 percent green-generated electricity from wind farms. The Cork site was able to implement this change with no impact to business cost or supply reliability.

In addition to the changes in supply, the campus was able to reduce overall energy consumption by 31 percent. Constantly looking to improve sustainability at the site, the Cork facilities team installed energy monitoring, power quality and building management systems. Each of the new systems helps staff identify opportunities to improve efficiencies in the gas and boiler generation rooms. These improvements ultimately reduced energy consumption from 41,000 Kw/Hr to 28,000 Kw/Hr. The systems also help identify inefficiencies in the way that water was being consumed, and Cork facilities staff made changes that have resulted in an overall savings of 20,000 liters annually.

One of the more visible improvements made to the Cork site is the addition of a biophilic, pop-up meeting space. Gilead created the space, designed to encourage collaborative ideas and contribute to the sustainability program, using recycled materials. Constructed in 20 hours over a weekend, volunteers painted old furniture and set up the space. In the first month, there was a 75 percent utilization rate of the space and a 40 percent reduction in bookings for the existing traditional meeting rooms. This has had a secondary impact on reducing administrative time associated with finding and booking available meeting rooms.



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Cambridge, U.K.

Gilead's office space in Cambridge, U.K., sits on the edge of Granta Park, a green space amid the city's urban activity. Projects in 2015 have ensured that, since the early part of 2016, the Cambridge site has achieved a zero-to-landfill status. This means that — through its work with local utilities and collections services — the Cambridge facilities team ensures no site waste is sent to local landfill.

The design of a new building began in 2015, which will include low carbon features and photovoltaic solar panels, and this building is planned to open in 2017. Additional sustainability efforts are planned, such as the implementation of an environmental management system.



