

2021 YEAR IN REVIEW

Forward and Onward Together

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Forward and Onward Together

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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.](#))



Avian Tsan, Sangeeta Yellumahanti
Biology

Delivering Our Influence and Impact

Aligning Gilead’s existing sustainability and social practices within the UNGC and the UN SDG frameworks allows us to better convey our commitments to our patients, local communities, society and the planet. Although Gilead supports all 17 of the UN SDGs, we have identified specific goals where we can deliver our greatest influence and positive impact.

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

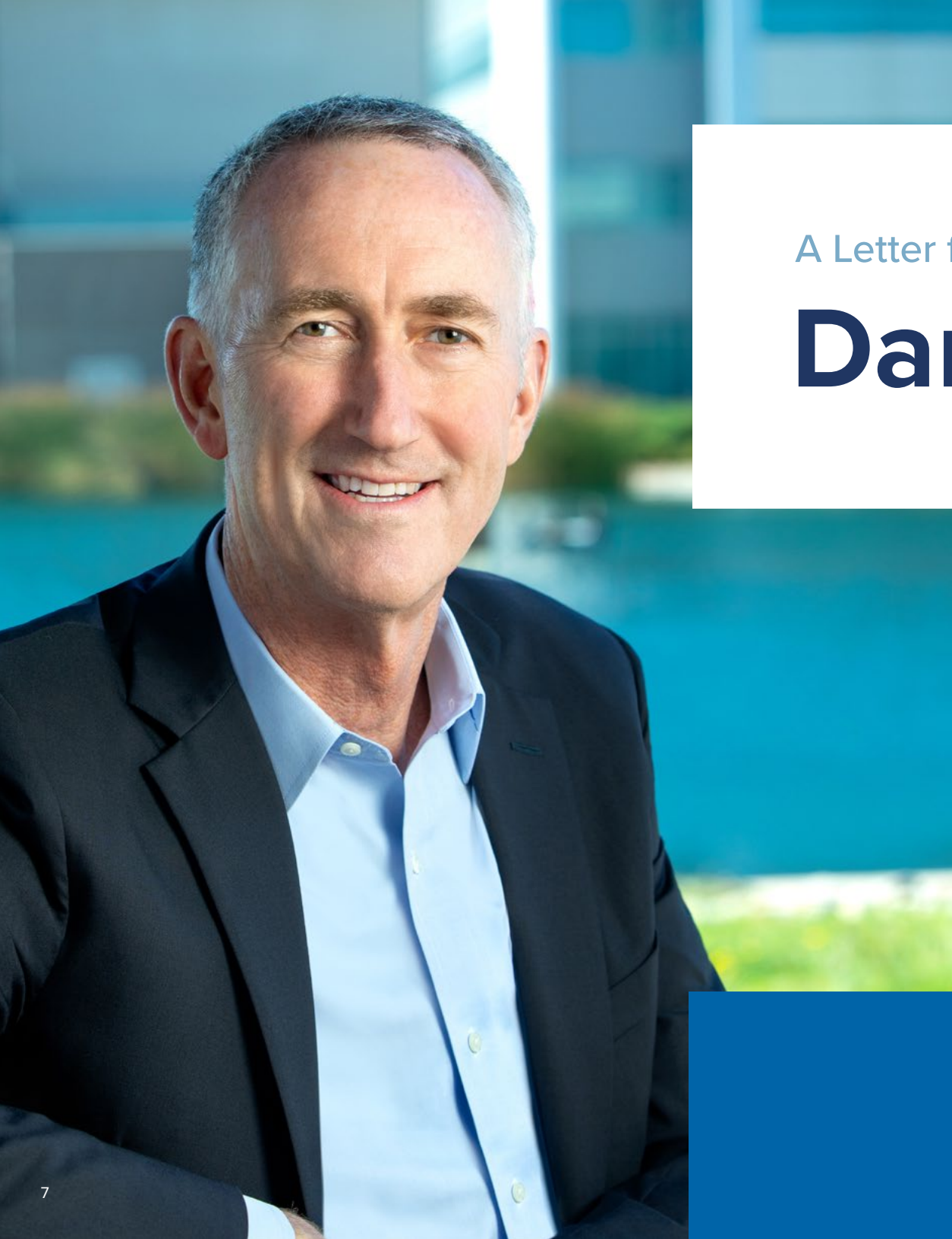
Partnership through the Goals

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.



Erik McAuley, Bella Germek, Jonathan Medley
Medicinal Chemistry



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



Total Revenues
\$27.3B



Cash Dividend Payments
\$3.6B



Cash Flows from Operating Activities
\$11.4B



Research and Development Expenses
\$5.4B*



Debt Repayments
\$4.8B



Cash, Cash Equivalents and
Marketable Securities
\$7.8B**



Share Repurchases
\$546M

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 \$177 million.
** Represents the balance as of December 31, 2021.

The Why Behind Our Work

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.



Gilead employees in China

SECTION 1

Innovating for an Increasingly Complex World



Elbert Chin, Megan Armstrong
Medicinal Chemistry



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.

Our Clinical Pipeline at the End of 2021

55

Clinical stage programs*

11

Potential clinical stage opt-in assets

* Program count does not include potential partner opt-in programs or publicly announced planned programs.

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).

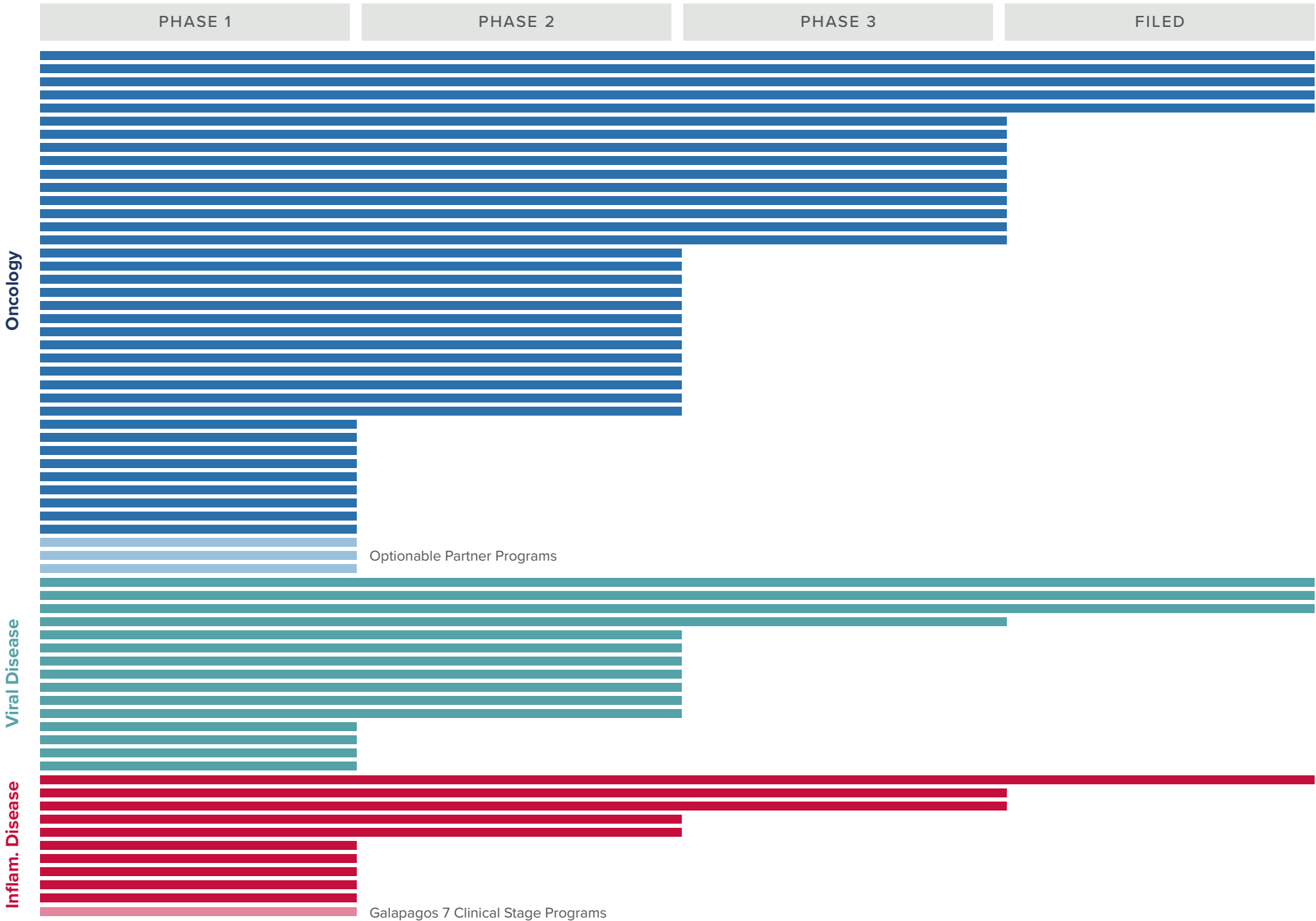
Trodelvy received global approvals as a 2L treatment for metastatic TNBC in the European Union, Australia, Canada, Great Britain and Switzerland.

Trodelvy was granted FDA accelerated approval for adults with locally advanced or metastatic urothelial cancer, the most common type of bladder cancer.

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.

Robust Pipeline with Upcoming Catalysts





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 cisgender 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

10M 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.

INDIA

450K

Vials Donated

INDONESIA

100K

Vials Donated

ARMENIA

3K

Vials Donated

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.

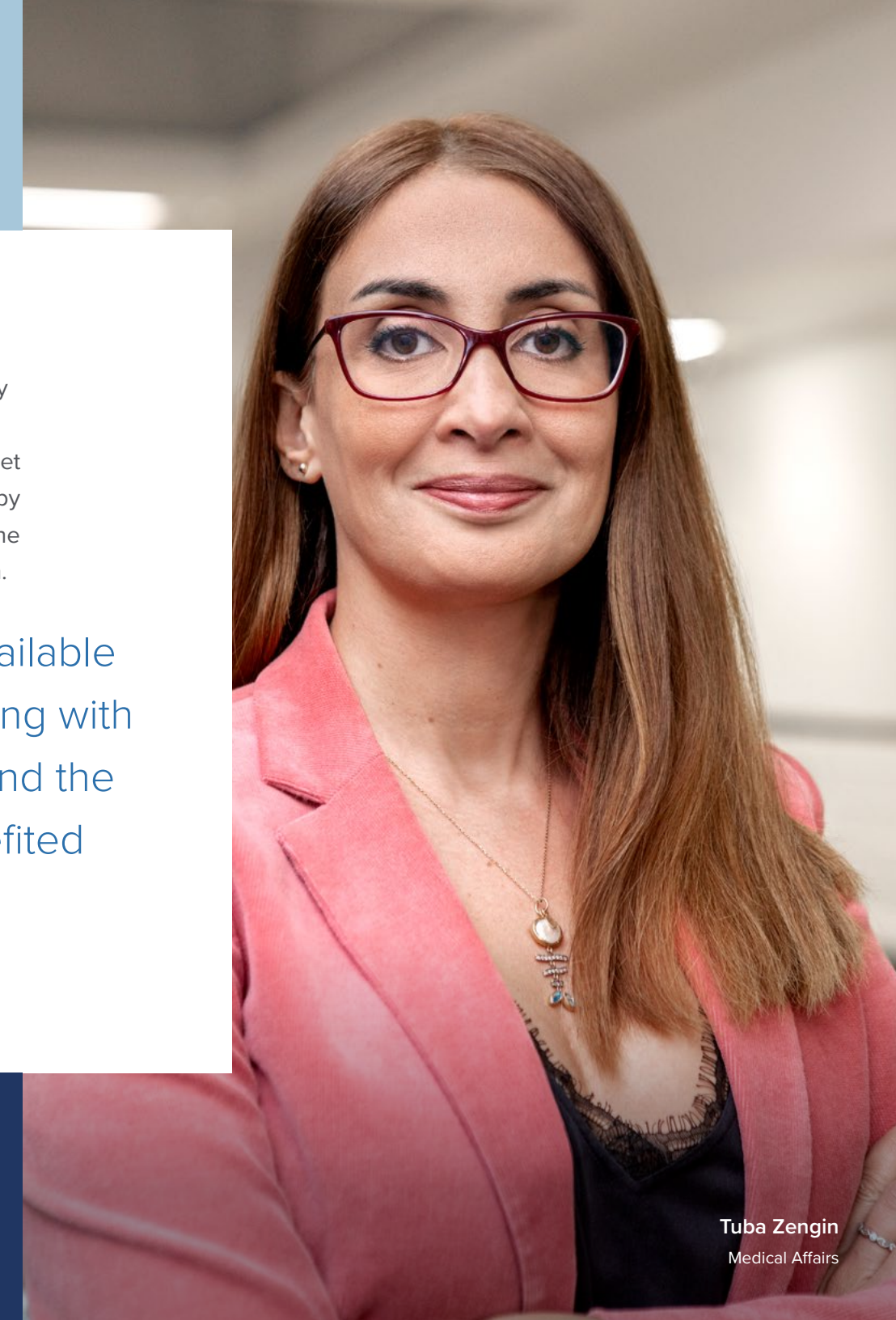
We have talented antiviral scientists with a deep understanding of HIV, antiviral drug discovery and the needs of people and communities affected by the epidemic. We also have some of the best formulation expertise and pharmaceutical development and manufacturing (PDM) organizations in the industry. 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.



Tuba Zengin
Medical Affairs

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.



Personalizing PrEP Information

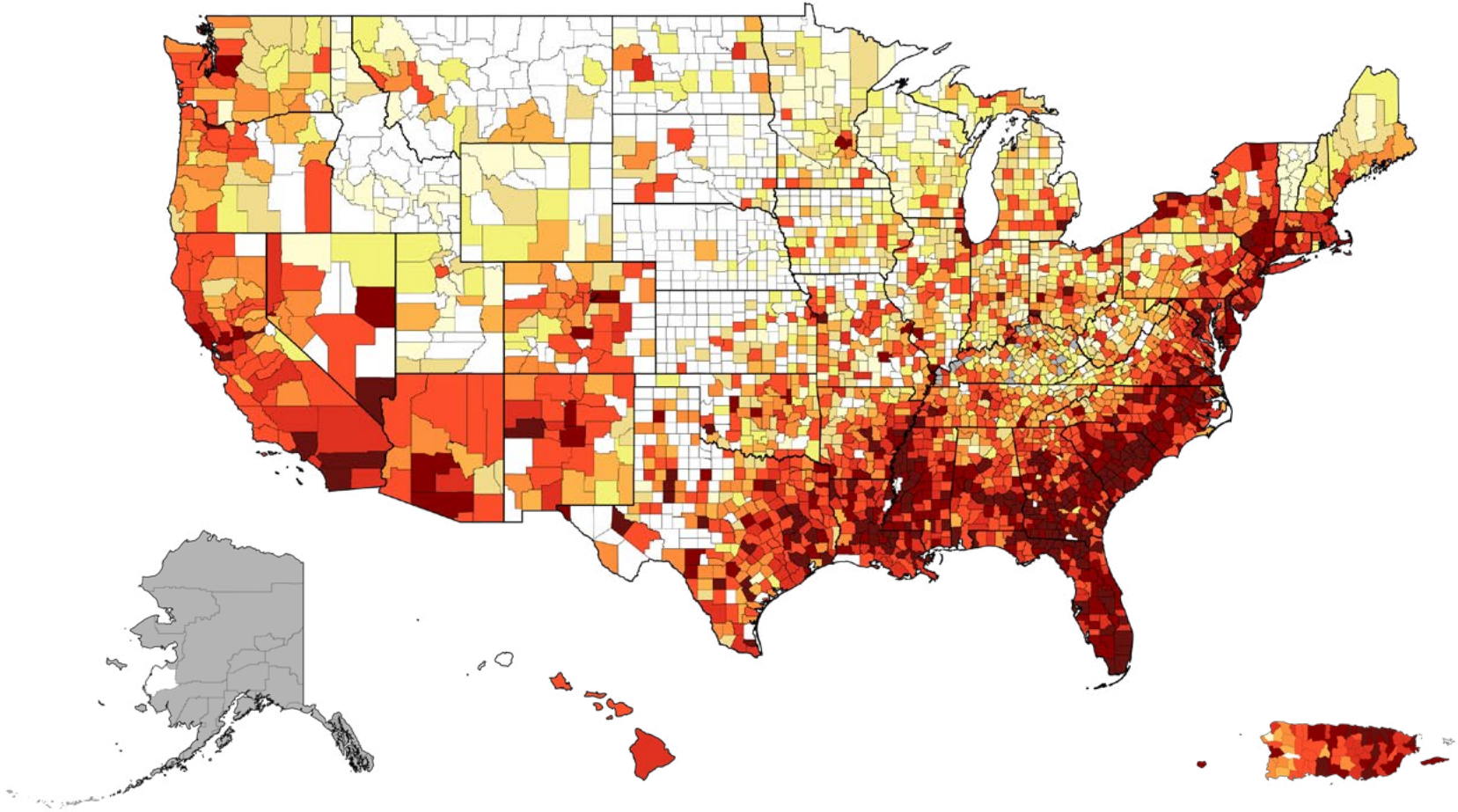
PrEP Hub® is a personalized digital navigator developed, funded and built by Gilead for people who may benefit from PrEP. The hub is tailored to meet diverse needs, from those who may not have heard of PrEP to those who have experience taking PrEP medications but may need more information and community 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.



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.

AIDSvu HIV Prevalence Mapping



Rates of Persons Living with HIV, 2019***



* Data not shown to protect privacy because a small number of cases and/or 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



©Akane Shimizu - Kaire meku/KODANSHA

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.



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.

Gilead employees in Foster City, California

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.

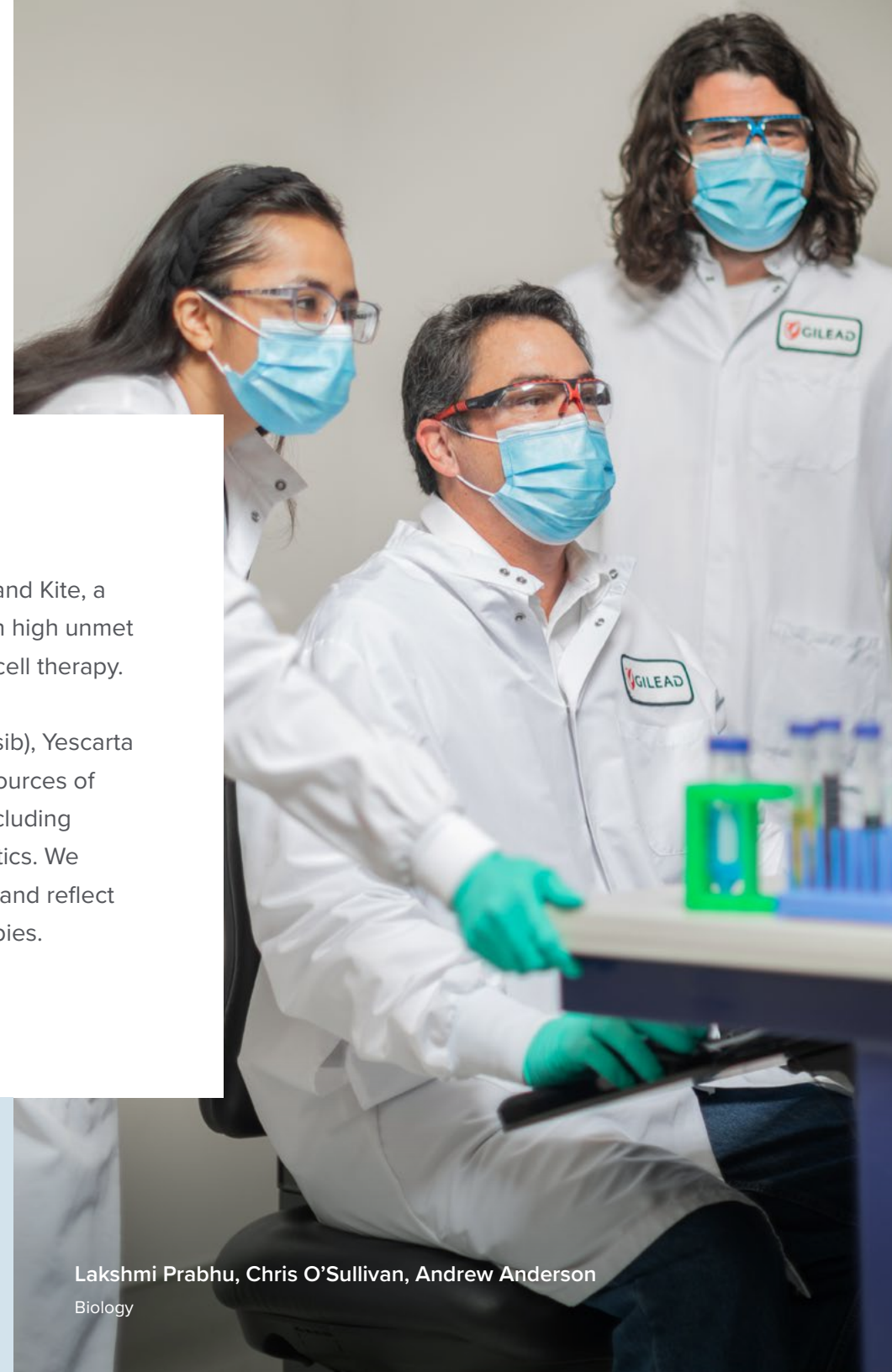
We have expanded our clinical collaboration with Novo Nordisk in NASH and continue to advance our 10-year collaboration with Galapagos in inflammation. These partnerships are examples of our persistent focus on driving innovation to improve the lives of people living with inflammatory and fibrotic diseases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



Lakshmi Prabhu, Chris O'Sullivan, Andrew Anderson
Biology



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.



Komal Sampat
Process Development
Kite

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.

Kite
Frederick, Maryland



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.



Rob Lynch, Gaurang Patel, Hetal Patel
Facilities Operations (Lynch)
Quality (G. Patel)
Facilities (H. Patel)
Kite

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.

1947-2021

Honoring Professor Jill Adler-Moore

Inventor of AmBisome

Millions of people worldwide have benefited from the scientific discovery of the late 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.



Professor Jill Adler-Moore

(Photo courtesy of California State University)

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.



SECTION 2

Advancing Health Equity and Access Around the Globe



Vince Crisostomo

San Francisco AIDS Foundation (SFAF)

HIV Age Positively grantee

(Photo courtesy of SFAF)

(Photo credit: Michael Kerner for The San Francisco Principles 2020)



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 wellbeing 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 wellbeing of individuals in the U.S. and around the world.



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.

"Health 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 wellbeing 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

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.



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.



LIFE SCIENCE CARES
bay area

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.

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



Fundación Latinoamericana De Acción Social
TRANScend grantee
(Photo courtesy of Fundación Latinoamericana De Acción Social)



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.



(Photo courtesy of the National AIDS Memorial)

“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

COMPASS INITIATIVE[®]

Addressing HIV Through Faith-Based Community Outreach

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.

Rev. Dr. Jonathan Lee Walton
Dean, Wake Forest University School of Divinity
COMPASS grantee



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.

Rev. Dr. Shonda Jones

Executive Director for Academic Programs
Wake Forest University School of Divinity
COMPASS grantee





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.



Shanti Project

HIV Age Positively grantee

(Photo courtesy of Shanti Project)

Our Science

Health Equity and Access

Sustainability

People and Culture

Appendix



THE
ELIZABETH TAYLOR
AIDS FOUNDATION

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.



Today, Andre dedicates his advocacy work to improving the lives of people living with HIV. He also lends his voice to modernizing HIV laws.

(Photo courtesy of The Elizabeth Taylor AIDS Foundation)



In 2021, we announced Zeroing In™, a global grant program to support efforts around ending the HIV epidemic. Through Zeroing In, Gilead is making a significant contribution to organizations offering innovative local HIV programs, digital health solutions and community outreach and education in their city, state, country or region.



mothers2mothers

Zeroing In grantee

(Photo courtesy of mothers2mothers)



RADIANT®, 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 RADIANT 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.



Destination Tomorrow

TRANScend grantee

(Photo courtesy of Destination Tomorrow)



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.



Gilead employees in Taiwan celebrate pride

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.


Addressing Hepatitis C in Communities


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.

IN 2021 OUR FUNDING SUPPORTED:

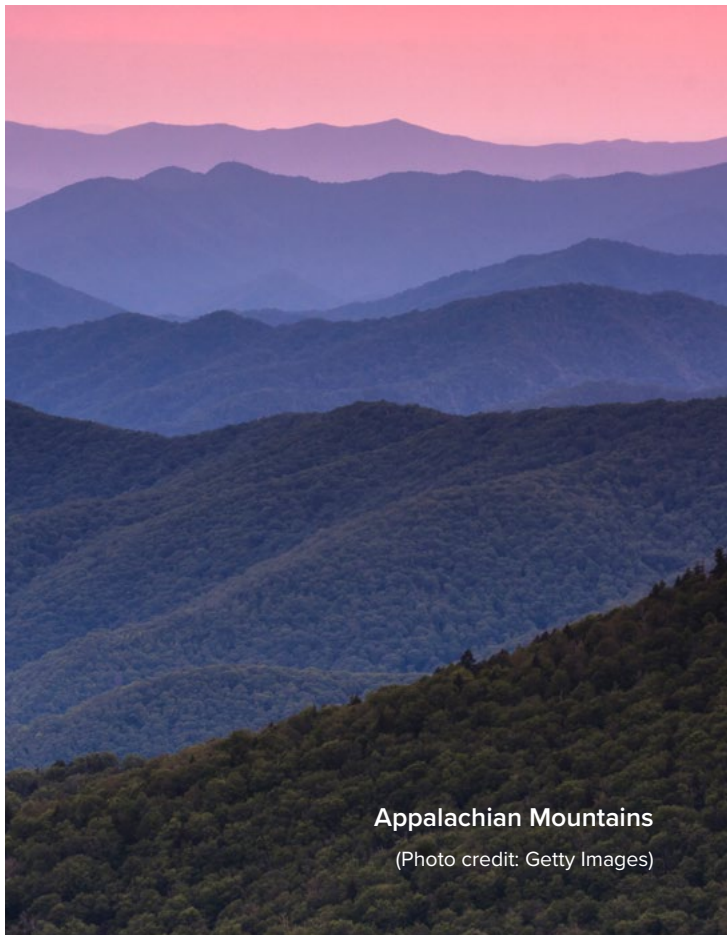
**350** hours per week spent meeting people where they are with mobile services

**\$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.

Gilead
Foster City, California

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.



Coach Kay Yow
Kay Yow Cancer Fund, Gilead grantee
(Photo courtesy of Kay Yow Cancer Fund)

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.



Horatio Williams Foundation
Racial Equity Community Impact Fund grantee
(Photo courtesy of Horatio Williams Foundation)

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.



Deepshikha Kiyawat, Boon-Leong Neo
Global Patient Solutions

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.

Gilead is among the stakeholders supporting the launch of a taskforce to scale the number of female health workers, particularly midwives, and women entrepreneurs in the provision of health services in Africa. Midwives are not only highly trusted, but they are close to those that need to be served in the region and offer a cost-effective approach to improving primary care access. Increasing the numbers and improving the skills of female frontline healthcare workers also allows for improved surveillance, testing and vaccinating for COVID-19.

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.

SECTION 3

Powering Responsible, Sustainable and Resilient Growth



Kite

Santa Monica, California



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.

Gilead
Oceanside, California

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.



Taking Bold Steps to Support the Health of People and the Planet

A Conversation with Joydeep Ganguly, Senior Vice President, Corporate Operations

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 2030¹
- Reduce Scope 3 GHG emissions by 15% by 2030¹
- Transition 100% of fleet vehicles to electric or low emissions vehicles, and increase charging infrastructure by 2030
- 100% renewable electricity in operations by 2025 (RE100)
- Achieve Carbon NetZero Operational GHG emissions by 2030

SDG 13
Climate Action

SDG 7
Clean and Affordable Energy



Water

- Achieve water neutrality in water-stressed regions by 2030
- Reduce potable water use at owned facilities by 30% by 2030¹

SDG 6
Clean Water and Sanitation



Waste

- Reduce total waste generation by 20% by 2030¹ (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)

SDG 12
Responsible Consumption and Production



Product

- 100% product packaging widely recyclable or reusable, including elimination of all unnecessary plastics^{2,3}
- Use 30% post-consumer recycled content in all plastic packaging by 2025^{2,3}
- Use 70% recycled content paper from sustainability managed forests by 2025^{2,3}

SDG 12
Responsible Consumption and Production

1. Compared to 2019 baseline
2. Excludes primary packaging
3. Where quality and safety permit





Carbon Commitments

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.



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.

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.

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



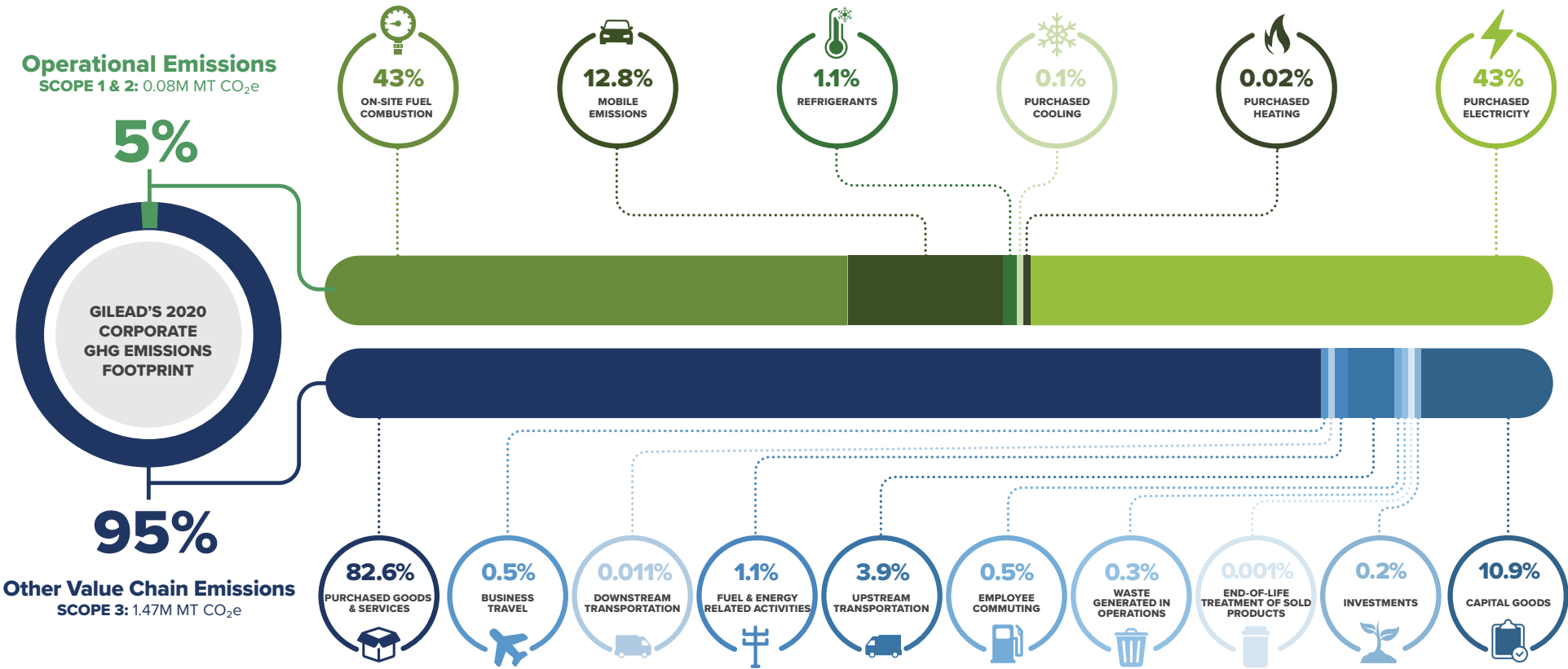
Source sustainable aviation fuels



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.





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.

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).

OPTIMIZATION SAVINGS OF

4,100 MWh

AND

188,000 therms

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



**Gilead B324
Research Building**

LEED Gold



**Kite Viral Vector
Core Facility, USA**

LEED Gold



Athens, Greece

LEED Gold



Dublin Central, Ireland

LEED Silver



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, 49% 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.

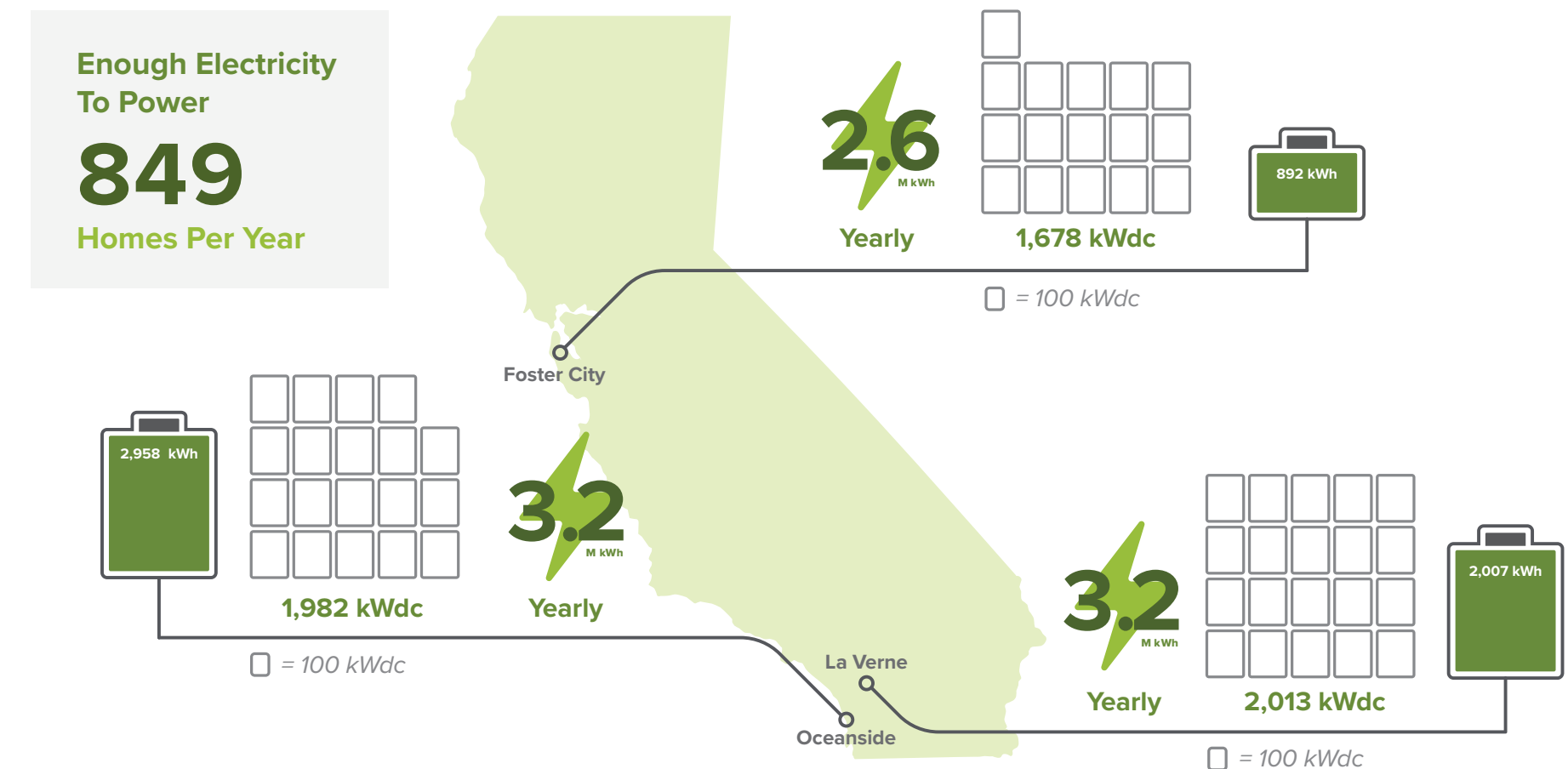


Gilead
Foster City, California

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.

Solar Installations in 2021



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.



Kelly Paine
Corporate Real Estate



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.

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.

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.



Gilead's B324 Research Building

Foster City, California
ISPE's 2021 Facility of the Year

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.



Laura Cappuccio (Analytical Ops)
Laura Negri (Marketing, Kite Italy)
Michele Calo (Commercial Operations)
Rosanna Flammia (Public Affairs)
Gemma Saccomanni (Public Affairs)

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.



My Green Lab implementation team
Kellarai Varsha Malli (Environmental Health & Safety)
Jonathan Tripp (Process Chemistry)
Rayen Pasten (Sustainability)
Astrid Parsons (Process Chemistry)



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.



Kaylee Jung (Finance)
Caroline Choi (Medical Affairs)
Jin Youn (Medical Affairs)
Sungwook Cho (Facilities)
Eun Park (Legal)
Minjung Jung (GLPS)
Yeni Kim (Medical Affairs)

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.

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.



Brian Peters, Lourdes Lopez Roche, Veronica Jones,
Florence McCrary, Alem Jones, Keisha Mitchell

Procurement

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.

Our Science

Health Equity and Access

Sustainability

People and Culture

Appendix



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.



Kite
Frederick, Maryland

Engaging with Suppliers to Reach Green Goals

Reducing GHG Emissions Across The Value Chain

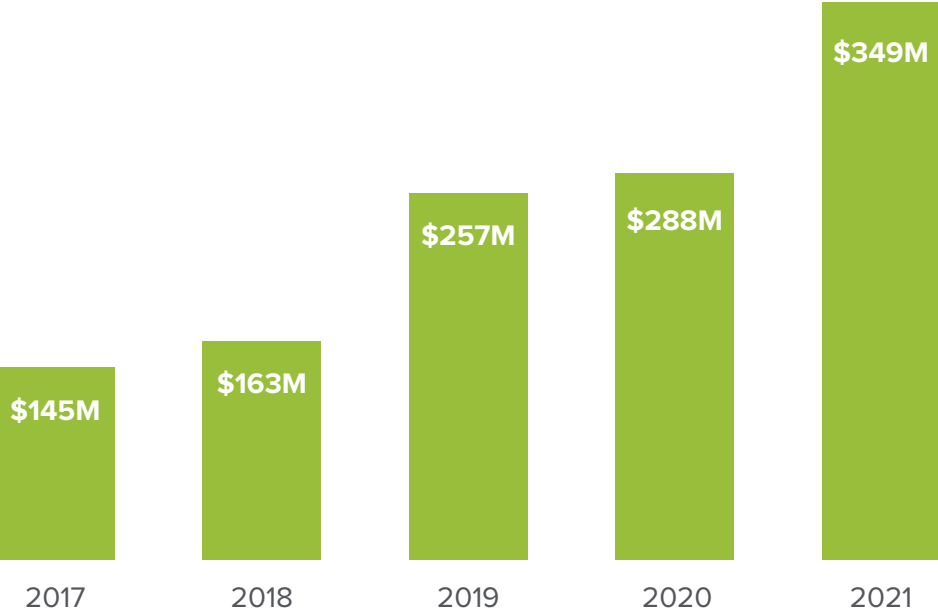
Reduce Scope 3 GHG Emissions 15% by 2030, compared to base year 2019.



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)



LIQUID SOUL
Gilead supplier

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.

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

Reporting Units: Metric Tons CO ₂ e (MT CO ₂ e)	2 0 1 9	2 0 2 0
Scope 1	54,070	48,080
Scope 2 (market-based)	33,223	36,370
Scope 2 (location-based)	55,561	58,494
Scope 1+2 (market-based)	87,293	84,451
Scope 1+2 % change 2019-2020	N/A	-3%
Data coverage, as % of global full time employees	100%	100%

Energy Consumption

Reporting Units: Megawatt hour (MWh)	2 0 1 9	2 0 2 0
Total energy consumption from renewable sources*	371,468	350,084
Total energy consumption from non-renewable sources	89,764	102,922
Total combined energy consumption	461,232	453,007
Data coverage, as % of global full time employees	100%	100%

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

Scope 3 GHG Emissions

Reporting Units: Metric Tons CO ₂ e (MT CO ₂ e)	2 0 1 9	2 0 2 0
Purchased goods and services ²	1,124,699	1,218,629
Capital goods ²	180,604	160,006
Fuel- and energy-related activities (not reported in Scope 1 and 2) ^{1, 3}	16,056	15,500
Upstream transportation and distribution ^{1,2}	39,805	57,656
Waste generated in operations ^{1,3}	6,468	4,800
Business travel ^{1,2,3}	43,326	7,313
Employee commuting ¹	23,656	7,565
Upstream leased assets ⁴	N/A	N/A
Downstream transportation and distribution ¹	220	157
Processing of sold products ⁴	N/A	N/A
Use of sold products ⁴	N/A	N/A
End-of-life treatment of sold products	13	13
Downstream leased assets ⁴	N/A	N/A
Franchises ⁴	N/A	N/A
Investments	3,044	3,044

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

* Excludes Construction & Demolition waste

Hazardous Waste Disposal

Reporting Units: Metric Tons (MT)	2019	2020
Deep well injection	1,680	2,042
Incineration	970	1,030
Incineration with energy recovery	817	1,057
Landfill	N/A	3
Neutralization	N/A	1
Other	5	3
Recovery for reuse	32	485
Recycling	27	24
Total hazardous waste	3,531	4,645

Water Usage

Reporting Units: Megaliters (ML)	2019	2020
Indoor water use	535	566
Irrigation water	78	112
Fire/life safety water	0.3	0.7
Total water usage	613	678
Data coverage, as % of global full time employees	78%	69%

Floor Area

Total Area of Facilities Worldwide Under Operational Control	2019	2020
Million sq. ft	7.19	7.9

GHG Emissions Intensity

Reporting Units: Kilograms CO ₂ e per million square foot (kg CO ₂ e/million sq.ft.)	2019	2020
Scope 1	7.52	6.09
Scope 2 (market-based)	4.62	4.6
Scope 2 (location-based)	7.73	7.4

Energy Intensity

Reporting Units: Kilowatt hour per square foot (kWh/sq.ft.)	2019	2020
Total energy consumption from renewable sources*	51.7	44.3
Total energy consumption from non-renewable sources	12.5	13
Total combined energy consumption	64.2	57.3

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

SECTION 4

The Way We Work: Our People and Our Purpose



Frances Sun, Yonnie Ng

Medical Affairs Operations (Sun), Finance (Ng)



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.

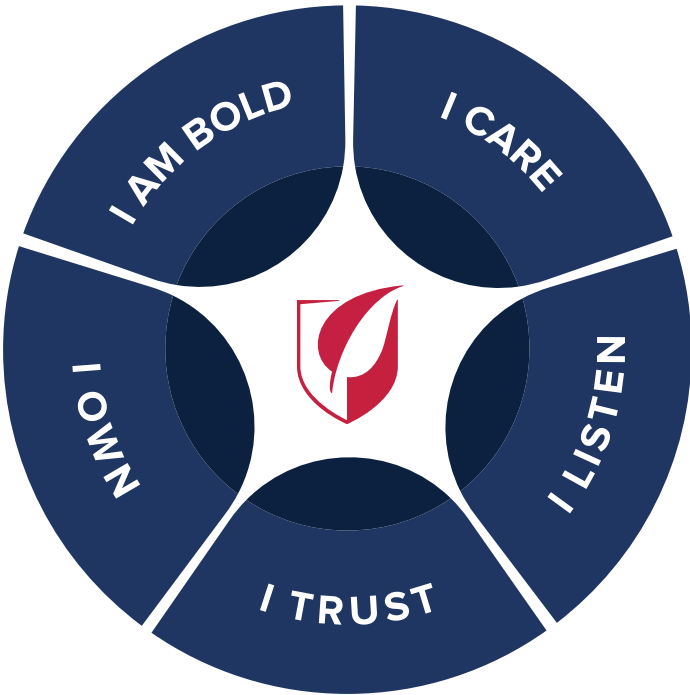


Gilead HIV Community Liaisons

Commercial

Our Leadership Commitments

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



Sayaka Nakajima
Facilities Operations

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.



Porscha Showers
Medical Affairs

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 global 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.



Ben Roberts
Process Development

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.

Potential flexible work options now include:

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



Monica Tijerina, Ken Kent

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

Global Parental Leave Data

	Females	Males	Total
Number of employees entitled to parental leave in 2021*	8,569	8,010	16,579
Number of employees who took parental leave in 2021	436	335	771
Number of employees who returned to work after leave ended in 2021	430	335	765
Number of employees retained 12 months after returning to work following a period of parental leave in 2020	345	226	571
Number of employees who took parental leave in 2020	393	256	649
2021 return-to-work rate**	98.6%	100%	99.2%
2020 return-to-work rate**	98.7%	99.2%	98.9%
2020 retention rate	87.8%	88.3%	88%

*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 continuing 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



ALL EMPLOYEE SURVEY

77%

recommend the company
as a great place to work

IN EXIT INTERVIEWS

72%

recommend the company
as a great place to work

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.

79%

feel confident in our priorities
and ambitions

89%

agree that their role impacted
our corporate goals

85%

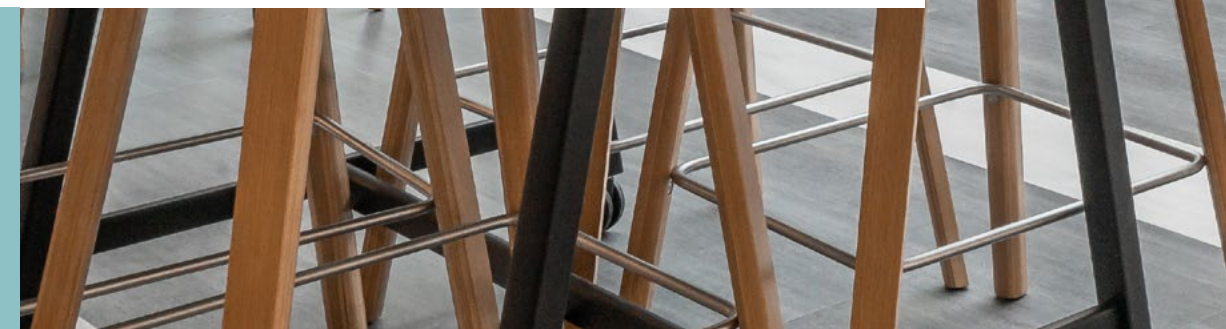
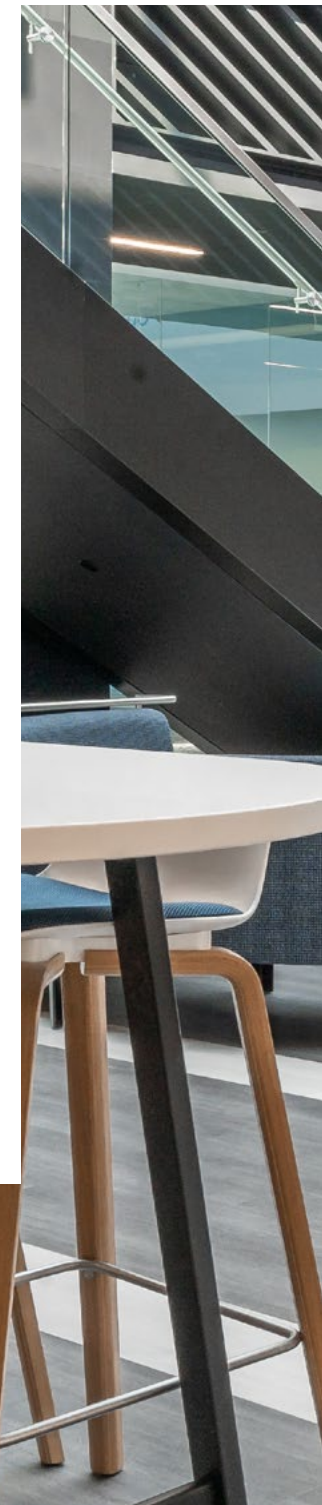
believe we demonstrated a
commitment to inclusion and diversity

82%

agree that we care about
their wellbeing

16%

decline in employees who felt they could
balance their work responsibilities





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.



Meagan Main, Erick Lu
Biology

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.



Brianna Berteaux
Public Affairs



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.



Patricia Quinones
Quality Assurance Commercial

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.

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.



“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



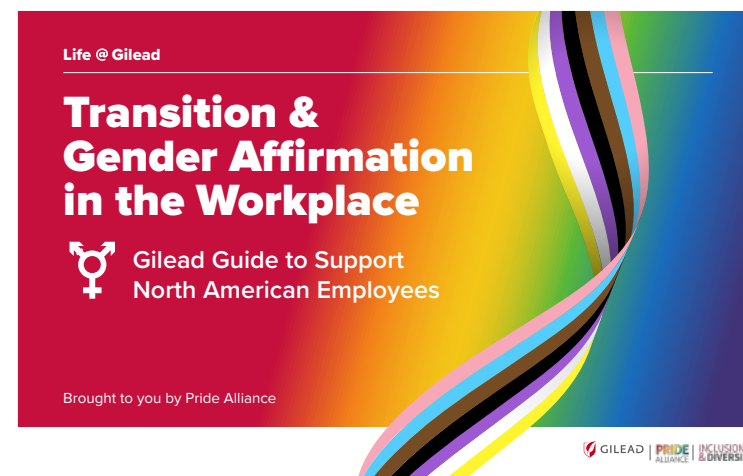
“Our program is multifaceted, providing students with technical concepts and business insight from drug discovery through commercialization and distribution from leaders in the field, an opportunity to gain real world experience through an on-site rotational development program, and the ability to select 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



Gender Affirmation at Work

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.



ADDITIONAL RECOGNITION FROM FORBES AND THE HUMAN RIGHTS CAMPAIGN

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

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.



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 LGBTQ+ 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.



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-learning, 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.

Dariyen Carter
Lab Operations

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.

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:

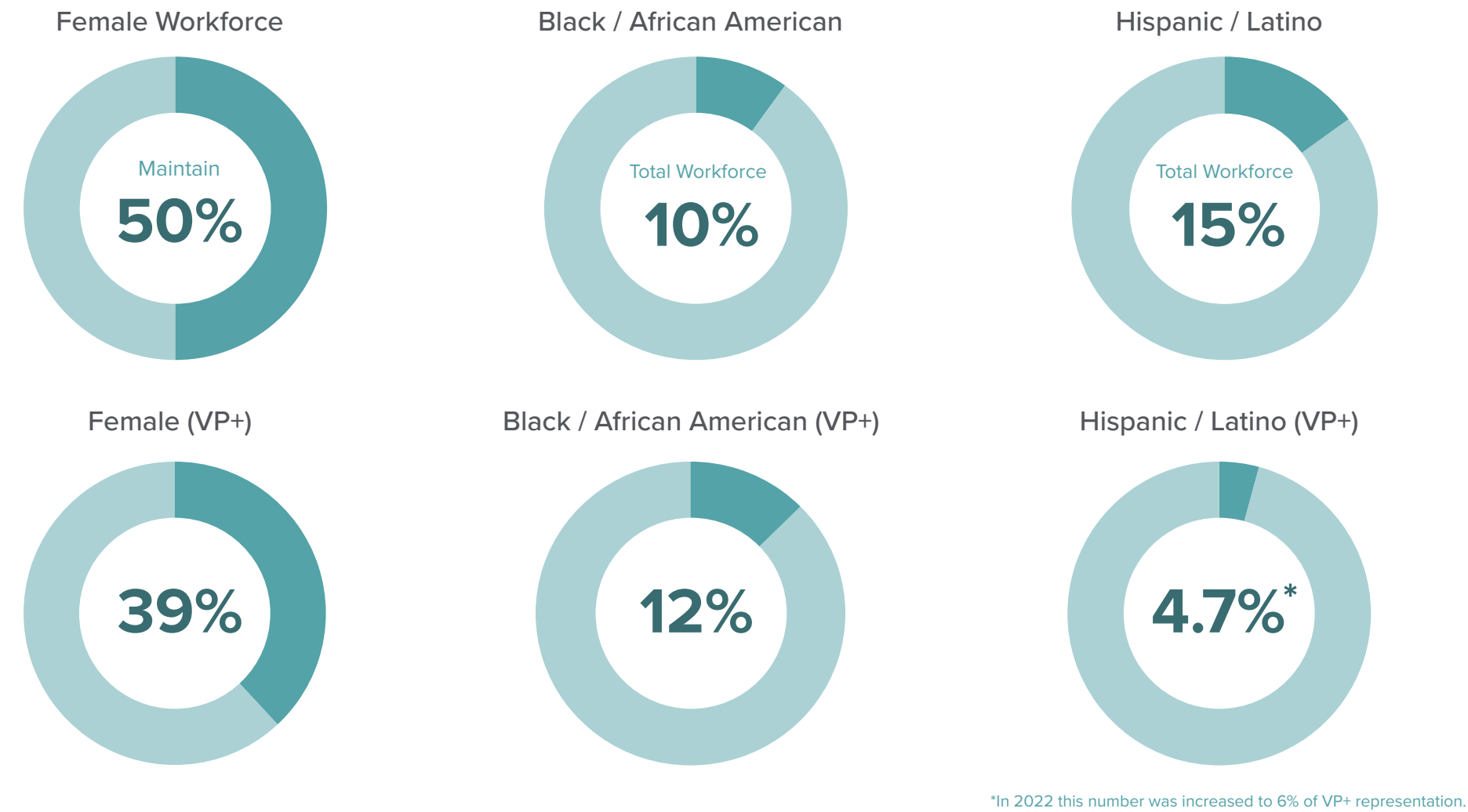
- Review of enterprise inclusion and diversity strategy and goals
- Talent management and diversity recruiting initiatives
- Supplier diversity and procurement objectives and metrics
- Efforts to advance health equity and community engagement
- Input on opportunities for collaboration and advocacy of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

Sam Kemp, Jane Stafford
Global Patient Solutions (Kemp)
Public Affairs (Stafford)

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:



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.

Total Gilead U.S. Population	2020	2021
Male	48.4%	48.1%
Female	51.6%	51.9%
White	40.5%	39.8%
Asian	38.7%	37.7%
Hispanic / Latino	11.3%	11.6%
Black or African American	5.8%	7.1%
Other**	3.6%	3.8%

Employees Globally	2020	2021
Gilead	10,491	11,519
Kite	2,722	2,842

Gilead 2021 Global Workforce Demographics	2017	2018	2019	2020	2021
Hires	1,155	1,997	2,208	2,467	2,916
New hire rate	12.7%	19.2%	18.8%	18.1%	20.3%
Voluntary turnovers	781	937	925	818	1,530
Voluntary turnover rate	8.5%	9%	8.2%	6.5%	11%

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

2021 DATA	GENDER		RACE / ETHNICITY				
EEO-1 Category*	Male	Female	White	Black or African American	Hispanic / Latino	Asian	Other**
Executives***	71%	29%	71%	4%	2%	22%	0%
First / Midlevel Managers	52%	48%	45%	6%	8%	39%	3%
Professionals	44%	56%	34%	5%	10%	48%	4%
Total Gilead U.S. Population	49%	51%	41%	6%	11%	38%	4%

*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.

FTE and Non-FTE Employees

	2020	2021
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0	0
Number* of high-consequence work-related injuries	0	1
Rate of high-consequence work-related injuries	0	0.01
Total number of recordable work-related injuries	47	68
Annual total hours worked	28,490,149	29,442,710
Rate of recordable work-related injuries	0.33	0.46

*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.



Damai Lama
Pilot Plant



Gundula Min-Oo
Biology

About Gilead

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.



Jose Rodriguez
Manufacturing

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.

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

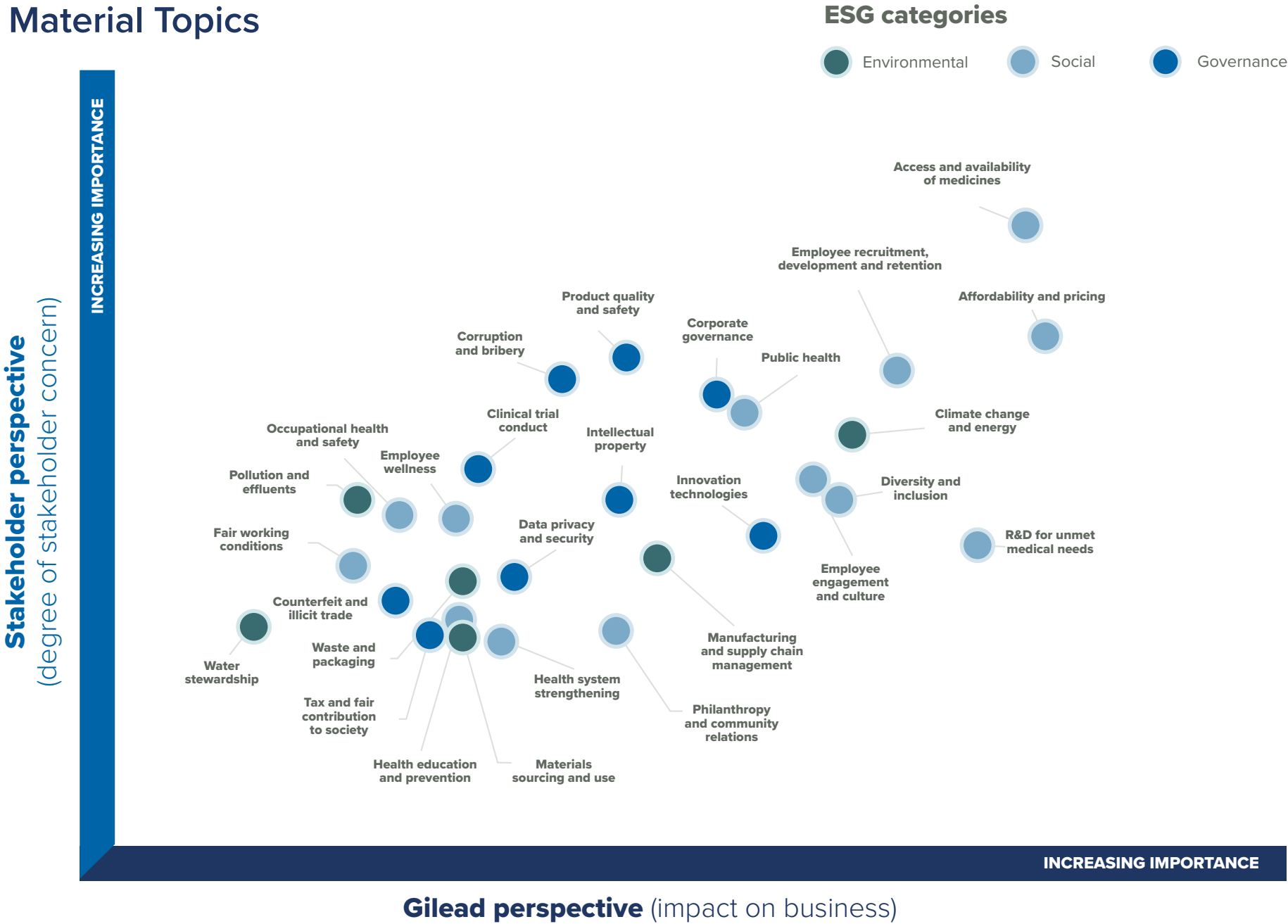
Through our ESG Materiality Assessment, business leaders from across the company selected material topics for our ESG program based on the level of Gilead’s internal or external influence, our relative impact, peer evaluations and due diligence.

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.



Gilead
Cork, Ireland

Material Topics





James Mack
Medicinal Chemistry

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.



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.

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.

Stakeholder Engagement and Management of Concerns Related to Tax

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.

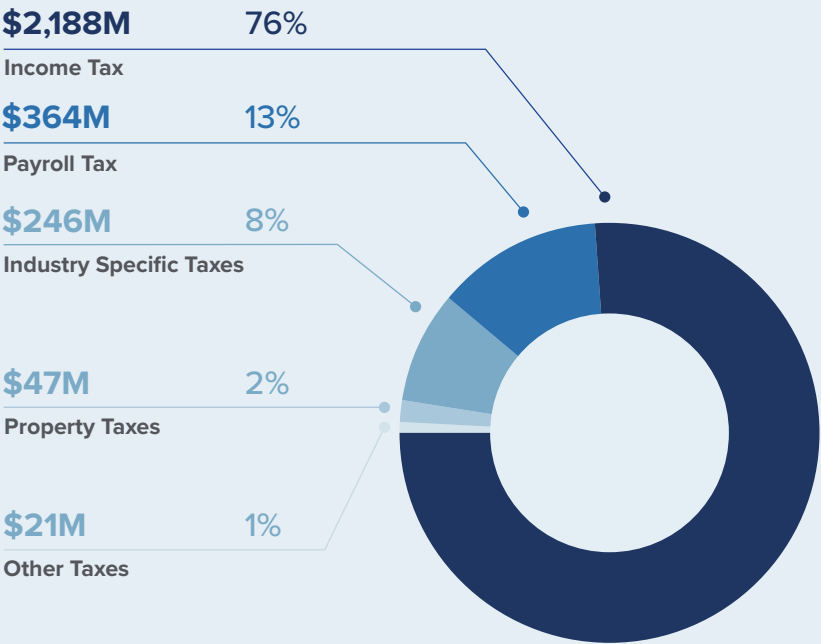
New tax laws and regulations often bring uncertainty in their interpretation and application. Inconsistent treatment of a transaction by different jurisdictions brings the risk that the same income may be taxed by two or more tax authorities.

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.

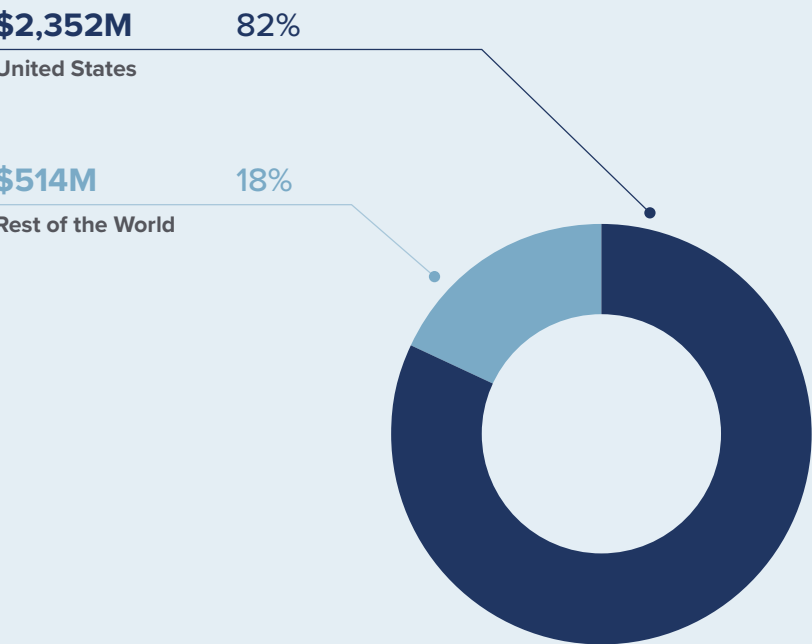
We monitor proposals and changes to tax incentives and regulations in the countries where we operate in order to assess their impact on our business. From time to time, Gilead may collaborate with taxpayer advocacy groups to ensure Gilead’s views are considered during the public discourse. We also support initiatives to increase public trust and transparency in national and international tax regimes.

2021 Tax and Jurisdictional Data

Tax Incurred by Type



Tax Incurred by Jurisdiction

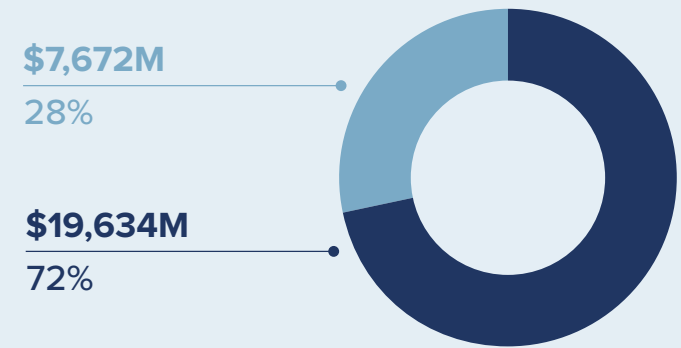


The above charts detail the \$2.9 billion in taxes that Gilead incurred in 2021.

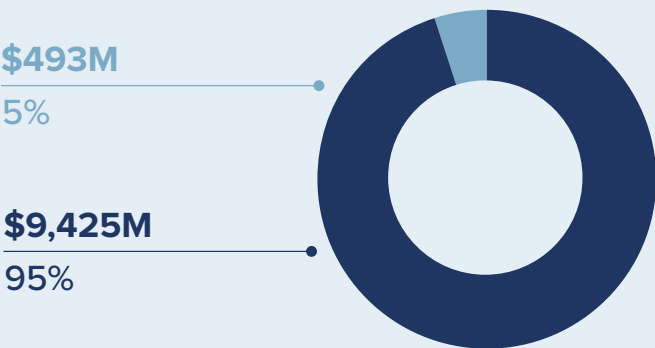
The chart on the left details the taxes incurred by type of tax, and highlights that Gilead pays a significant amount of tax beyond corporate income tax. In addition to payroll taxes and other indirect taxes, Gilead incurred significant amounts of Industry-Specific Taxes such as the U.S. Branded Prescription 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.

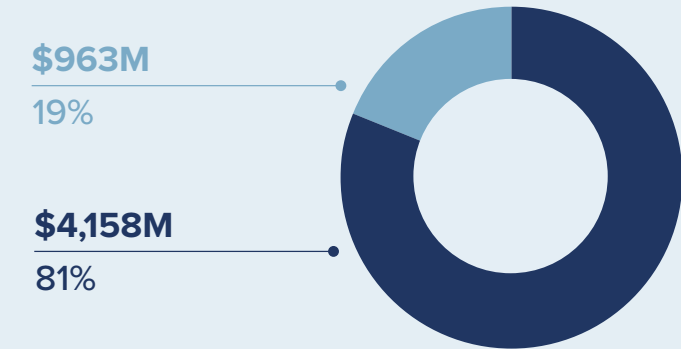
Revenue by Jurisdiction



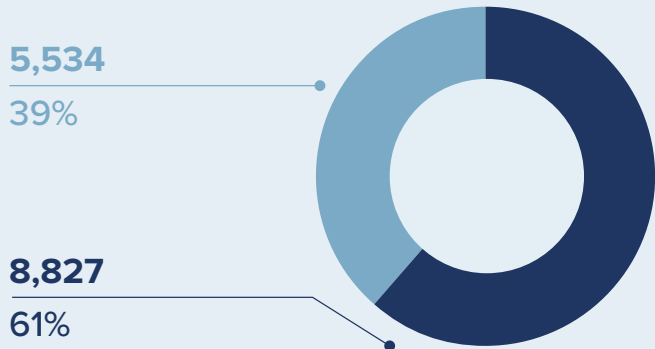
Operation Profit by Jurisdiction



Fixed Assets by Jurisdiction



Employees by Jurisdiction



● United States ● Rest of World

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.

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.



Industry, Innovation and Infrastructure
We leverage science and innovation to develop industry-leading therapeutics for areas of unmet medical need.



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



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



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



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 reusable or recyclable by 2025, with all unnecessary plastics eliminated.



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



Climate Action
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. We have committed to 100% renewable electricity by 2025 and to transitioning our vehicle fleet to electric or low emissions vehicles 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.



Partnerships for the Goals
We forge internal and external partnerships to improve patient care, strengthen health systems and reduce social and environmental impacts.

GRI Content Index

Red = link to report Blue = link to our website

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Organizational Profile				
102-1	Name of the Organization	Gilead Sciences, Inc.		
102-2	Activities, brands, products and services	About Gilead A complete list of our medicines can be found on our website		
102-3	Location of headquarters	Foster City, California		
102-4	Location of operations	About Gilead		
102-5	Ownership and legal form	Gilead Sciences, Inc. is a publicly traded Delaware corporation		
102-6	Markets served	Our prescription products are publicly available to customers in Africa, Asia, Australia, Europe, Middle East, North America and South America.		
102-7	Scale of the organization 2021 Financial Highlights	The “Why” Behind Our Work About Gilead		
102-8	Information on employees and other workers	About Gilead 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).		6
102-9	Supply chain	Supplier Code of Conduct Elevates Best Practices		2, 4, 5, 6, 8, 9, 10
102-10	Significant changes to the organization and its supply chain	Powering Responsible, Sustainable and Resilient Growth Our Sustainability Goals for a Healthier World Sustainability Data Summary		
102-11	Precautionary principle or approach	Our Approach to ESG		7
102-12	External initiatives	External Initiatives		
102-13	Membership of associations	Gilead is a member of many industry associations, including the following: PhrMA, BIO, IFPMA, American Chemical Society’s Green Chemistry Institute Roundtable, Pharmaceutical Product Stewardship Work Group, Supplier Diversity Pharmaceutical Forum and Western Regional Minority Supplier Development Council		

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Strategy				
102-14	Statement from senior decision-maker	A Letter From Chairman and CEO Daniel O'Day		
Ethics and Integrity				
102-16	Values, principles, standards and norms of behavior	The Code We Stand By		1, 2, 3, 4, 5, 6, 7, 8, 9, 10
102-17	Mechanisms for advice and concerns about ethics	The Code We Stand By		1, 2, 7, 10
Governance				
102-18	Governance structure	Our Governing Principles Our Approach to ESG		10
102-19	Delegating authority	Our Approach to ESG		
102-20	Executive-level responsibility for economic, environmental and social topics	Our Approach to ESG		
102-22	Composition of the highest governance body and its committees	Our Governing Principles We report on select information about our board of directors on our website. Of our nine board members, three identify as female.		6
102-24	Nominating and selecting the highest governance body	Nominating and Corporate Governance Committee Charter		6, 10
Stakeholder Engagement				
102-40	List of stakeholder groups	Internal Stakeholders External Stakeholders		
102-41	Collective bargaining agreements	All Gilead employees in Austria, Belgium, Brazil, Spain, France and Italy (6% of worldwide workforce) were subject to collective bargaining agreements in 2021.		3
102-42	Identifying and selecting stakeholders	ESG Management, Stakeholder Engagement and Materiality		
102-43	Approach to stakeholder engagement	ESG Management, Stakeholder Engagement and Materiality		
102-44	Key topics and concerns raised	ESG Management, Stakeholder Engagement and Materiality		

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Reporting Practice				
102-45	Entities included in the consolidated financial statements	About This Report		
102-46	Defining report content and topic boundaries	Report Content, Period and Boundary		
102-47	List of material topics	Materiality		
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 retroactive integration 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.		
102-49	Changes in reporting	About This Report		
102-50	Reporting period	Report Content, Period and Boundary		
102-51	Date of most recent report	Gilead's 2020 Year in Review was published in May 2021.		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Public Affairs public_affairs@gilead.com		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	GRI Content Index		
102-56	External assurance	A copy of our third-party assurance statement can be obtained by emailing sustainability@gilead.com.		
Management Approach				
103-1	Explanation of the material topic and its boundary	Forward and Onward Together Our Governing Principles	3, 6, 7, 12, 13	10
103-2	The management approach and its components	Forward and Onward Together Our Governing Principles	3, 6, 7, 12, 13	10
103-3	Evaluation of the management approach	Forward and Onward Together Our Governing Principles	3, 6, 7, 12, 13	10

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Economic Performance				
201-1	Direct economic value generated and distributed	2021 Financial Highlights Our Governing Principles		
201-3	Defined benefit plan obligations and other retirement plans	Deferred Compensation, Annual Report on Form 10-K, pg. 94		
Procurement Practices				
204-1	Proportion of spending on local suppliers	Gilead spent 16% of its annual procurement spend in California on local suppliers. Gilead's most significant location of operation is its headquarters in Foster City, California, and we have a large presence in California. In this instance, we define "local" as any supplier that has identified its company headquarters as located in the state of California.		
Anti-Corruption				
205-1	Operations assessed for risks related to corruption. Number of audits performed in 18 countries.	Gilead performs internal and external audits to monitor for compliance with regulatory and company policies. In 2021, Gilead performed 31 audits in 18 countries for financial or U.S. Foreign Corrupt Practices Act (FCPA) compliance. Gilead does not disclose significant risks related to corruption identified through FCPA compliance audits (specific legal prohibitions).		10
205-2	Communication and training about anti-corruption policies and procedures	The Code We Stand By		10
205-3	Confirmed incidents of corruption and actions taken	In 2021, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.		10
Anti-Competitive Behavior				
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	The Code We Stand By In 2021, there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.		10
Tax				
207-1	Approach to tax including tax strategy, oversight of tax strategy	Our Approach to Tax		
207-2	The governance body or executive-level position within the organization accountable for compliance with the tax strategy	Tax Governance, Control and Risk Management		

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 of Concerns Related to Tax		
207-4	Country-by-country reporting related to tax	2021 Tax and Jurisdictional Data		
ENVIRONMENTAL DISCLOSURES				
Management Approach				
103-1	Explanation of the material topic and its boundary	Our Approach to ESG Taking Bold Steps to Support People and Planetary Health		7, 8, 9
103-2	The management approach and its components	Powering Responsible, Sustainable and Resilient Growth Our Approach to ESG		7, 8, 9
103-3	Evaluation of the management approach	Powering Responsible, Sustainable and Resilient Growth Our Approach to ESG		7, 8, 9
Energy				
302-1	Energy consumption within the organization	Worldwide Energy Consumption	7	8, 9
302-2	Energy consumption outside the organization	Gilead does not currently track energy consumption outside the organization, but may do so in the future.		
302-3	Energy intensity	Worldwide Energy Intensity	7	8, 9
302-4	Reduction of energy consumption	Cutting Energy Waste Through Optimization New Facilities Earn Green Certifications	7	8, 9
Water and Effluents				
303-3	Water withdrawal	Worldwide Water Usage	6	8, 9
Emissions				
305-1	Direct (Scope 1) GHG emissions	Sustainability Data Summary	13	8
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data Summary	13	8
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data Summary	13	8

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
305-4	GHG emissions intensity	Sustainability Data Summary	13	8
305-5	Reduction of GHG emissions	Sustainability Data Summary	13	7, 8, 9
305-6	Emissions of ozone-depleting substances (ODS)	Gilead does not currently track ozone-depleting substances, but may do so in the future.		
Effluents and Waste				
306-4	Waste diverted from disposal	Sustainability Data Summary	12	8, 9
306-5	Waste directed to waste disposal	Sustainability Data Summary	12	8, 9
Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	Supplier Sustainability	13	7, 8
SOCIAL DISCLOSURES				
Management Approach				
103-1	Explanation of the material topic and its boundary	Life at Gilead		1, 2, 3, 4, 5, 6
103-2	The management approach and its components	Life at Gilead		1, 2, 3, 4, 5, 6
103-3	Evaluation of the management approach	Life at Gilead		1, 2, 3, 4, 5, 6
Employment				
401-1	New employee hires and employee turnover	Gilead 2021 Workforce Demographics Gilead does not currently track or report on new hires and turnover by age, gender or region (information is not available).	5	3, 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rewarding, Recognizing and Retaining 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 our Employee Stock Purchase Plan and 401(k) plan. Full-time employees working 30 hours or more (unless otherwise specified) are eligible for these benefits.	3	6
401-3	Parental leave	Global Parental Leave Data	3, 5	6

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Occupational Health and Safety				
403-1	Occupational health and safety management system	Workplace Safety	3	
403-3	Occupational health services	Gilead employees have access to licensed occupational health services (OHS) during working hours, and we are able to arrange transportation to OHS locations. OHS providers converse in the official country language. OHS and Gilead comply with privacy laws and local requirements for protecting personal health information.	3	
403-5	Worker training on occupational health and safety	Workplace Safety Gilead uses hazards exposure assessments to identify general and specific OHS trainings. We ensure that training content aligns with regulatory standards and that trainers meet local competency requirements. Trainings are provided free of charge and during paid working hours.	3	
403-9	Work-related injuries	Workplace Safety	3	
Training and Education				
404-1	Average hours of training per year, per employee	Professional and Personal Development Gilead's employees participate in an average of 4.2 hours of professional training per year. We do not currently track our investments in training specifically by gender or employee category (information is not available).	4, 5	6
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Gilead employees receive annual performance and career development reviews.	4, 5	
Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Gilead 2021 Workforce Demographics We have provided ethnicity data for Gilead Sciences in the United States. Privacy regulations restrict collection of this information in many countries. We also do not track or manage diversity by age group, or manage diversity beyond gender (information is not available).	5, 10	6
405-2	Ratio of basic salary and remuneration of women to men	Compensation and Financial Benefits at Gilead Gilead's salary ratio for women to men globally is 99.98:100. At this time we are not in a position to report on pay parity for each employee category by significant locations of operations.	5, 10	6

Disclosure Number	Disclosure Title	2021 Response	UN SDG	UNGC
Nondiscrimination				
406-1	Incidents of discrimination and corrective actions taken	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).	5, 10	6
Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Code of Conduct Elevates Best Practices		1, 2, 5
Forced or Compulsory Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory behavior	Supplier Code of Conduct Elevates Best Practices		1, 2, 4
Local Communities				
413-1	Operations with local community engagement, impact assessments and development programs	Advancing Health Equity and Access Around the Globe 100% of our global employees are offered one paid day off to volunteer with an organization of their choice. As COVID-19 began spreading across the globe in winter 2020, Gilead introduced a worldwide policy enabling employees with medical backgrounds to take four weeks paid time off for volunteering in the pandemic response.		
Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct Elevates Best Practices	3, 5	1, 2, 4
Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	The Code We Stand By	3	
Marketing and Labeling				
417-2	Incidents of noncompliance concerning product and service information and labeling	Gilead did not receive from any government body any warnings, fines or penalties in 2021 related to our marketing or labeling practices.		
417-3	Incidents of noncompliance concerning marketing communications	Gilead did not receive from any government body any warnings, fines or penalties in 2021 related to our marketing or labeling practices.		
Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Gilead did not have any substantiated complaints concerning losses of customer data in 2021.		



Sustainability Accounting Standards Board (SASB) Index

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.

Topic	Code	Description	2021 response
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>Informed Consent: A document given to those considering enrolling in a clinical trial by the research team. It describes the rights of a study participant and provides details about the trial, such as its purpose, duration, required procedures and key contacts. Risks and potential benefits are explained in the informed consent document.</p> <p>Institutional Review Board/Ethics Committee (IRB/EC): A committee at hospitals and medical institutions whose purpose is to protect the rights and welfare of study participants recruited to take part in research activities at their locations. In accordance with the Food and Drug Administration (FDA) and the European Medicines Agency (EMA) regulations, an IRB/EC has the authority to approve, require modifications to or disapprove research trials.</p> <p>Data Safety Monitoring Board: A group of qualified individuals that monitor the clinical study to ensure the safety of trial participants, as well as the validity and integrity of the study data.</p> <p>For more information, see our Guide to Clinical Trials</p>
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in Gilead's Form 10-K, Legal Proceedings, page 85 .
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	Advancing Health Equity and Access Around the Globe . See pages 43-68 of our 2021 Year in Review for a description of our Access to Medicines.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Gilead 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.
Affordability and Pricing	HC-BP-240b.1	Number 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	

Topic	Code	Description	2021 response
Affordability and Pricing	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	
Drug Safety	HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Gilead collects Adverse Events from all sources globally and assesses those data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide in accordance with applicable safety regulations. Furthermore, Gilead has robust and comprehensive processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure, as applicable, to agencies, physicians and patients. FDA Adverse Event Reporting System (FAERS)
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	
	HC-BP-250a.3	Number of recalls issued, total units recalled	
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	See Gilead's full response to SASB Counterfeit Drugs HC-BP-260a.1 – HC-BP-260a.3
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in Gilead's Form 10-K, Legal Proceedings, page 85 .
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	We promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company.

Topic	Code	Description	2021 response
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	In 2021, Gilead increased our R&D organization by 7% (~233 new R&D employees). Our Research centers are located in the San Francisco Bay Area and Seattle and our Development teams are located throughout the world. Our R&D organization invested heavily in Inclusion and Diversity creating Diversity Councils chaired by senior leaders to guide our efforts. In 2020, Gilead introduced the Advancing Black Leadership Strategy and Blueprint for Change program to allocate budget aimed specifically at increasing Black and Hispanic hiring, development and retention. Gilead has expanded our 2022 internship program committing to over 255 summer internships aimed at ultimately hiring into full-time early talent scientific and scientific-adjacent roles across all functions in the U.S. upon graduation. Additionally, Gilead has invested in partnerships with several Historically Black Colleges and Universities and Hispanic/Latino Serving Institutions further expanding access to diverse talent.
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals and (d) all others	Gilead 2021 Workforce Demographics Gilead discloses our voluntary turnover number on page 130 in our 2021 Year in Review.
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in Gilead's Form 10-K, Legal Proceedings, page 85 .
	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	We work with healthcare professionals, patient organizations, payor bodies and others in the healthcare community for the right reasons, in a transparent and ethical way. We comply with the laws, regulations, industry codes and practices that govern the pharmaceutical industry and our company (collectively, "Industry Standards") in the promotion of prescription medicines. Our expectations: <ul style="list-style-type: none">• Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions• Promote our products in compliance with the applicable Gilead Business Conduct Manuals and related policies, which incorporate the Industry Standards• Ensure that all information and materials are accurate, fair, balanced, not misleading and shared appropriately• Do not provide anything of value to inappropriately influence a decision to approve, reimburse, prescribe, purchase or recommend a Gilead product• Read, understand and follow the applicable Gilead Business Conduct Manuals and related policies required for you to perform your role
For more information, see our Code of Ethics			

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 (1) in portfolio and (2) in research and development (Phases 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.

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 table below we have mapped the recommended disclosures to relevant sections of our 2021 CDP Climate response as well as other published Gilead documents where relevant content may be found. This 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.

Section	Purpose	Disclosure	Gilead 2021 CDP Response (2020 data)	Other Disclosures
Governance	Disclose the organization's governance around climate- related risks and opportunities.	A) Describe the Board's oversight of climate-related risks and opportunities.	C1.1a, C1.1b	Nominating and Corporate Governance Committee (NCGC) Charter - Board level oversight of ESG matters Board Audit Committee (BAC) Charter - Board level oversight of compliance
		B) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a	Corporate Responsibility Committee Charter - Management level oversight of ESG
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	C2.1a, C2.3b, 2.4b	Gilead 2020 Year in Review - Description of identified climate risks, page 106
		B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	C3.2a, C3.3, C3.4	
		C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.2, C3.2a	
Risk Management	Disclose how the organization identifies, assesses and manages climate-related risks.	A) Describe the organization's processes for identifying and assessing climate-related risks.	C2.1, C2.1a, C2.2, C2.2a	Gilead 2020 Year in Review - Description of climate risk assessment, page 106
		B) Describe the organization's processes for managing climate-related risks.	C2.1, C2.2	
		C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	C2.2	
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C5, C6, C7, C8	Gilead 2021 Year in Review - EV100 and RE100 progress, page 81 , Environmental Data Summary, pages 97-98
		B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	C6	Gilead 2021 Year in Review, Environmental Data Summary, pages 97-98
		C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a	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