

NEXT NOW



GILEAD

2025 Responsible Business and Impact

REPORT

ABOUT *THIS REPORT*

Gilead's 2025 Responsible Business and Impact Report is an annual publication highlighting Gilead's Corporate Responsibility activities, performance and data. This is intended to be reviewed in conjunction with [Gilead's stand-alone Reporting Appendix](#), which contains additional data and sustainability reporting standards alignment.

The report scope includes all entities in Gilead's 2025 Annual Report on Form 10-K, focusing on our fiscal year ending Dec. 31, 2025. This report highlights select responsible business efforts during fiscal year 2025; it is not comprehensive of all responsible business activities during that time. Unless otherwise noted, quantitative and qualitative data aligns with our fiscal year, with some information from before and shortly after included. At publication, quantitative environmental data covers fiscal year ending Dec. 31, 2024, due to collection and external assurance cycles. Fiscal year 2025 environmental data will be posted on Gilead.com when available, typically in second quarter 2026.

Historical, current and forward-looking sustainability-related statements have been and may in the future be based on then current or historical goals, targets, aspirations, commitments or estimates; standards for measuring and reporting progress that are still developing; diligence, internal controls and processes that continue to evolve; data, certifications or representations provided or reviewed by third parties; and assumptions that are subject to change in the future.

This report is for stakeholder use only, not promotional use. For information about Gilead products referenced herein, view full Prescribing Information at Gilead.com. Any investigational products or uses discussed within the report are not approved by the U.S. Food and Drug Administration, and their safety and efficacy have not been established.

Issues identified as material, significant, key or priority for purposes of this document are not an indication that they are considered financially material to us, our investors or other stakeholders, or required to be disclosed in filings with the U.S. Securities and Exchange Commission or under other applicable laws or requirements.

On the Cover: Lauren Huffmaster, an individual living with metastatic TNBC. Throughout this report, Gilead employees, partners and stakeholders are featured, each with their own story about how Gilead's legacy of bringing the *Next* innovations has impacted them *Now*.

FORWARD-LOOKING STATEMENTS

Statements in this 2025 Responsible Business and Impact Report that are not historical in nature are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “ambition,” “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “hope,” “intend,” “may,” “might,” “outlook,” “plan,” “priority,” “project,” “seek,” “should,” “target,” “will” and variations of such words and similar expressions are intended to identify such forward-looking statements. Forward-looking statements include, without limitation, statements regarding our strategy, responsible business aspirations or expectations and our 2025 and 2030 goals; and other statements of expectations, beliefs, future plans and strategies, anticipated events or trends and similar expressions. Gilead cautions readers that forward-looking statements are subject to certain risks and uncertainties that could cause actual results and outcomes to differ materially. These risks and uncertainties include changes in regulatory or legislative policies, changes in performance standards, changes in stakeholder expectations, Gilead's ability to make progress on any of its long-term ambitions or priorities laid out in its corporate strategy, as well as the other risks identified in Gilead's disclosure documents filed with the U.S. Securities and Exchange Commission. There may also be other factors of which Gilead is not currently aware that may affect matters discussed in the forward-looking statements. The reader is cautioned that forward-looking statements are not guarantees of future performance and is cautioned not to place undue reliance on these forward-looking statements. All forward-looking statements are based on information currently available to Gilead or as of the dates indicated in the statements, and Gilead assumes no obligation to update or supplement any such forward-looking statements.



Alain Chan and Yemi Oladapo
Medical Affairs

A LETTER FROM OUR *CHAIRMAN & CEO*

TO ALL STAKEHOLDERS:

For nearly four decades, Gilead has committed to creating a healthier world through transformative science, pioneering access programs and societal impact. In 2025, we continued to make significant progress in that pursuit. Thanks to the hard work and dedication of Gilead teams across the world, we further strengthened our portfolio of medicines and expanded our potential to make a difference for the people and communities we serve.

We are also strengthening the foundation for our long-term impact: investing in American innovation, developing our people and equipping them with AI tools and training, and embedding sustainability into our infrastructure and day-to-day operations. Our \$32 billion commitment to U.S. innovation through 2030 reflects our commitment to breakthrough science and sustainable value creation.

By delivering on our mission with integrity and accountability, we are creating lasting impact for patients, employees, communities and shareholders alike.

Highlights of our work in 2025 include:

- **Delivering the first twice-yearly HIV prevention option with unprecedented speed.** Following FDA approval in 2025, lenacapavir for PrEP (known as Yeztugo® in the U.S.) was shipped within hours and administered within days. This scientific breakthrough, awarded the 2025 Prix Galien for Best Pharmaceutical Product, represents the culmination of nearly two decades of research and offers new hope for ending the HIV epidemic.
- **Working to get lenacapavir to those who need it most.** In late 2025, lenacapavir became the first new HIV medicine to reach a resource-limited country in the same calendar year as U.S. FDA approval. This milestone is part of Gilead's unprecedented approach to access for countries with the highest burden of HIV. Our focus is on speed, broad reach and affordable, sustainable access. Gilead signed voluntary licenses with generic manufacturers to produce lenacapavir for 120 resource-limited countries and we expect large-scale roll out of generics to start in 2027. In the meantime, we are working with the U.S. State Department via the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and The Global Fund, providing branded lenacapavir to the highest priority countries at no profit to Gilead. The initial goal of this partnership is to provide lenacapavir for up to three million people in three years.



- **Advancing Trodelvy® toward first-line treatment for metastatic triple negative breast cancer.** Trodelvy is already used to treat people with metastatic TNBC whose cancer has progressed after earlier therapies in the metastatic setting. Building on strong Phase III results from the ASCENT 03 and ASCENT 04 trials, we are working to make Trodelvy available as an initial treatment option, reaching patients earlier. This is particularly important given 50% of people with metastatic TNBC do not receive treatment beyond their first course of therapy. The use of Trodelvy in first-line metastatic TNBC is currently under review by the U.S. FDA, with a decision expected later this year.
- **Expanding our footprint and continuously improving our workplace.** In 2025, we expanded our facilities across multiple countries and broke ground on our new Technical Development Center in Foster City. We continue investing in the capabilities, culture and growth opportunities that make Gilead a biotech employer of choice. These investments are making a difference, with year-over-year improvement in self-reported engagement from the employees who drive Gilead's breakthroughs in innovation and access.
- **Achieving environmental targets while expanding our operations.** We reached our goal of transitioning to ~100% renewable electricity across our operations. Gilead's Foster City headquarters are now TRUE Gold certified after a formal assessment of our waste reduction and resource efficiency efforts. We also reduced our total energy consumption by 7% since 2019, even as our total facility square footage grew by 17%. This demonstrates that growth and sustainability are mutually reinforcing when embedded into operational strategy from the start.

Gilead's 17,000-plus employees worldwide are driving all of our achievements with the intrinsic motivation of making the world a better, healthier place.

Together with our partners, from nonprofit organizations and government agencies to voluntary licensees and healthcare providers, we are all working to make a positive contribution to healthcare and society as a whole.

As we look ahead, we are confident in our strategy, energized by our mission and committed to the responsible business principles that guide our decisions. We look forward to sharing our continued progress, and we thank you for being with us on this journey toward a healthier future.

—
DANIEL O'DAY, *Chairman and Chief Executive Officer*

Morris
Individual Featured in Choose U™ Campaign
See pages 43-44 to read about Choose U



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WHAT'S *NEXT* IS *NOW* AT GILEAD

Gilead has spent nearly 40 years pursuing treatments, preventions and cures for the most devastating diseases. Patients, their families and entire populations are benefiting today from groundbreaking innovations once thought impossible. Our first single-tablet HIV regimen transformed treatment options in 2006. Since then, Gilead has brought more than a dozen HIV treatment and prevention options to meet the diverse needs of people living with or at risk for HIV. Our twice-yearly HIV prevention option, now approved and being administered to patients, is another critical milestone. We're well on our way to the next steps in our quest to help end the HIV epidemic by 2030.

We've already delivered four hepatitis C cures in just four years. And we're addressing inflammatory diseases that can cause lifelong pain and disability.

We're tackling the most aggressive breast, lung and blood cancers. We are working to bring the curative potential of CAR-T cell therapy to patients with blood cancers and to expand the reach of these one-time treatments.

Through partnerships with healthcare institutions and health advocacy groups around the world, we're helping develop comprehensive screening, testing and diagnosing protocols and improving access to medicines. And every year, we make our therapies available to tens of millions of people in resource-limited countries.

All of this is driven by our dedicated and talented employees, empowered by an inclusive and supportive culture where we invest in professional growth and work together to build a healthier future. **From individual patients to entire populations, at Gilead, we're delivering exponential impact *now* while relentlessly pursuing what's *next*.**





GILEAD AT A GLANCE

GILD	NASDAQ TICKER SYMBOL	\$29.4B	2025 TOTAL REVENUE
38	YEARS IN BUSINESS	\$5.7B	2025 R&D INVESTMENTS
USA	FOSTER CITY, CA HEADQUARTERS	25+	THERAPIES GLOBALLY Medicines at Gilead.com
6	CONTINENTS WITH GILEAD LOCATIONS	50+	CLINICAL STAGE PROGRAMS VIROLOGY / ONCOLOGY / INFLAMMATION Pipeline at Gilead.com
17K	EMPLOYEES GLOBALLY		

GILEAD'S 2030 AMBITIONS



Bring 10+ transformative therapies to patients by 2030 (starting in 2020)



Be a biotech employer and partner of choice



Deliver shareholder value in a sustainable, responsible manner

[See Page 11](#) for progress against our ambitions.



Setareh Shahvaran-Jam and Qasim Carr-Madyun
Public Affairs and Human Resources



“For nearly 40 years, Gilead has followed cutting-edge science to deliver some of the most significant therapeutic breakthroughs of the 21st century. We’ve been driven by what’s best for patients to find innovative solutions to expanding access. We’re changing the face of some of the world’s most devastating diseases, and we’re just getting started.”

— JOHANNA MERCIER, *Chief Commercial and Corporate Affairs Officer*



OUR APPROACH TO *RESPONSIBLE BUSINESS*

Responsible business is at the core of Gilead. We are treating the most devastating diseases and providing meaningful impact in the communities we serve. Responsibility guides our investments, from the diseases we confront, to the diverse clinical trials we conduct, to the long-term commitments we make.

Every year, we talk with a diverse group of stakeholders to align on key priorities. In fall 2025, our leaders engaged with shareholders representing approximately 42% of our outstanding shares and discussed responsible governance of the enterprise.

These conversations reinforced that Gilead is on the right track as we work to achieve our ambitions to be a biotech partner of choice and deliver shareholder value in a sustainable, responsible manner.

Gilead will build and maintain leadership capabilities to govern AI responsibly while applying these powerful new tools to support drug discovery, improve the employee experience and expedite responsible business reporting efforts. Our development, procurement and use of AI systems are based on Gilead's AI Principles and other Gilead policies.



Access to Gilead's innovations is the fruition of Gilead's work to improve health outcomes around the world. Gilead engages hundreds of organizations worldwide that promote health system sustainability, strengthen infrastructure, offer education, provide financial support and address other barriers to wellbeing. Gilead is one of the largest private funders of HIV-related philanthropic programs globally while also providing more than \$35 million in oncology grant funding to organizations around the world.

Keeping responsibility at the forefront of our operations advances our ambitions and mission to create a healthier world for all people.

Harini Sundar
Quality Strategy and Operations



ADVANCING OUR 2030 CORPORATE AMBITIONS

○ 2030 Goal ● 2025 Progress



BRING 10+ TRANSFORMATIVE THERAPIES TO PATIENTS

Since baseline year (2020)



BE A BIOTECH EMPLOYER AND PARTNER OF CHOICE

Our Goal: Reach a score of 80% on our Employee Engagement Index

Our 2025 Global Employee Survey Score: 74%



DELIVER SHAREHOLDER VALUE IN A SUSTAINABLE, RESPONSIBLE MANNER

Dividend growth (2025)

~3.8%

Total revenues invested in R&D (2025)

~19%

Named to Dow Jones Sustainability World Index

5x



INVESTING IN AMERICA

In September 2025, Gilead broke ground on our new Pharmaceutical Development and Manufacturing Technical Development Center at our Foster City headquarters. The five-story, 180,000-square-foot facility marks a significant milestone in Gilead's commitment to invest \$32 billion in U.S. innovation through 2030.

The center will feature autonomous robotics, digital monitoring systems and flexible pilot lab space to accelerate biologics development across virology, oncology and inflammation. This groundbreaking joins broader Foster City facility expansion efforts, including a research building and biologics facility. Combined with Gilead's \$15 billion investment in the U.S. over the past decade, these projects are expected to create over 3,000 high-quality American jobs while strengthening domestic biopharmaceutical leadership and manufacturing capacity.

Gilead is also investing in U.S. innovation through our manufacturing campus in La Verne, California. The centerpiece 320,000-square-foot facility is responsible for manufacturing sterile injectable products for numerous clinical trials as we advance research and development (R&D) across therapeutic areas, including virology, inflammation and oncology.

A STRONG FOUNDATION FOR SUCCESS

Strategic investment in cutting-edge manufacturing and laboratory facilities underpins everything we do.



ACCELERATES
breakthrough innovation



EXPANDS
global patient impact



EMBRACES
sustainable design principles



PROVIDES
employees with world-class resources
in thoughtfully designed environments



Groundbreaking Ceremony
Foster City, California

“Our multiyear capital allocation strategy demonstrates how investments in domestic manufacturing and innovation can deliver exceptional returns while reinforcing our role as a major contributor to the U.S. biopharmaceutical economy.”

—
ANDREW DICKINSON
Chief Financial Officer



INVESTING IN PARTNERSHIPS

Gilead is collaborating with the U.S. State Department via the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and the Global Fund to support the rapid rollout of lenacapavir for pre-exposure prophylaxis (LEN for PrEP®) in high-incidence, resource-limited countries.

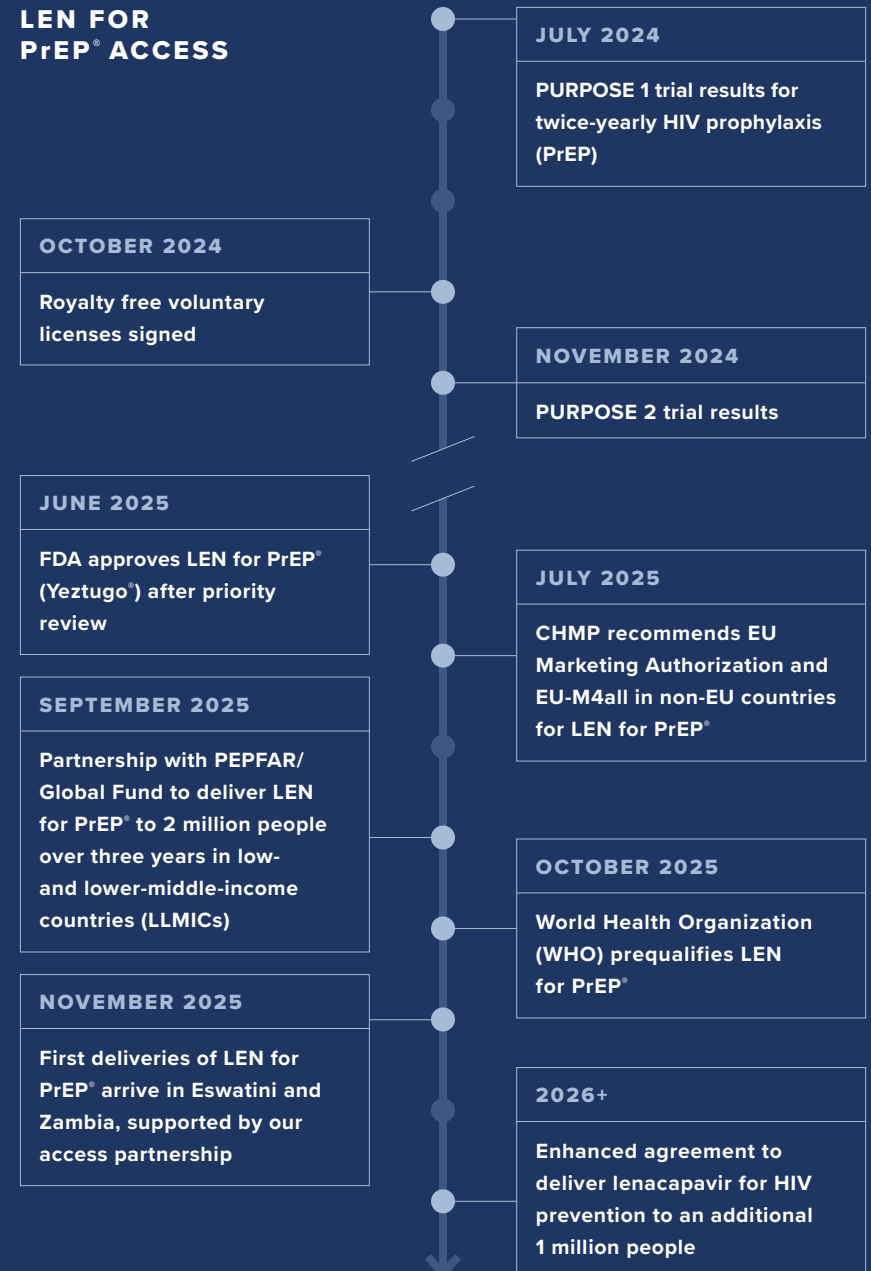
As part of these efforts, Gilead announced in September 2025 that it would partner with the U.S. State Department and the Global Fund to **deliver twice-yearly lenacapavir for HIV prevention for up to 2 million people over three years in primarily low- and lower-middle-income countries.** In April 2026, Gilead announced an enhanced agreement to deliver lenacapavir for HIV prevention to up to 3 million people over three years. This product will be supplied by Gilead, at no profit to Gilead, until our generic partners can fully meet demand.

The countries prioritized by PEPFAR and the Global Fund for early access are a subset of the 120 countries covered by our voluntary licensing agreements (see [Pages 38-39](#)). This partnership is a key component of Gilead's larger coordinated efforts, bringing together the resources and expertise of PEPFAR, the Global Fund, community and other stakeholders to accelerate access to lenacapavir for PrEP where it is most needed.



Daniel O'Day and Peter Sands With Eswatini Public Health Officials
Chairman and CEO, Gilead Sciences, and Executive Director, Global Fund

LEN FOR PrEP® ACCESS





GILEAD *RECOGNITIONS*



TIME100 HEALTH 2025
*MOST INFLUENTIAL IN
THE WORLD OF HEALTH*

TIME recognized Gilead virologist Tomas Cihlar as one of the 100 most influential people in healthcare, citing his 10+ years of work developing lenacapavir.



2025 PRIX GALIEN USA
*BEST PHARMACEUTICAL
PRODUCT*

The Galien Foundation recognized lenacapavir as Best Pharmaceutical Product of 2025, among 18 innovative medicines approved by the FDA within the past five years.



DJSI WORLD
*GLOBAL LEADER
IN SUSTAINABILITY*

Gilead remains listed on both the DJSI World Index and the DJSI North America Index.



JUST 100
*TOP COMPANIES FOR
JUST BUSINESS BEHAVIORS*

For the second year in a row, Gilead was named to JUST Capital's list of the top 100 publicly traded companies for just business behaviors.

CDP
*LEADER IN CLIMATE
DISCLOSURE*

NEWSWEEK
*AMERICA'S GREENEST
COMPANIES*

NEWSWEEK
*AMERICA'S GREATEST
WORKPLACES FOR CULTURE,
BELONGING & COMMUNITY*

FAST COMPANY
*MOST INNOVATIVE
COMPANIES*



"Since our founding in 1987, we've quietly tackled some of the world's most significant healthcare challenges. Today, we're recognized as an engine of innovation, driver of patient impact and exemplary corporate citizen."

—
SHREYA JANI, Senior Vice President, Public Affairs

NEXT

INNOVATION



EXECUTIVE SUMMARY

From virology to inflammation to oncology,
Gilead is pursuing cures, prevention and treatment
for some of the world's most devastating diseases.

50+ CLINICAL
PROGRAMS



● Virology
● Oncology
● Inflammation

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PHASE III
TRIALS

underway in 2026

POSITIVE PHASE III DATA in two clinical trials across

first-line metastatic triple-negative breast cancer

First twice-yearly HIV
PrEP injectable
administered

*within
days*

OF FDA
APPROVAL

*First
& only*

FDA-approved
twice-yearly
HIV prevention
option



33.5K+

PATIENTS

*treated with Kite's
cell therapy*



JUMP TO FULL NEXT INNOVATION SECTION



ACCESS AND *IMPACT*



EXECUTIVE SUMMARY

From individual patients to entire populations, Gilead delivers impact that grows exponentially.

Same year:

NEW HIV MEDICINE
reaches sub-Saharan Africa
in the same year it became
available in the U.S.

2025



\$260M+

IN CORPORATE PHILANTHROPY

*including Gilead Foundation
and corporate giving*

290K+

INDIVIDUALS

*served through COMPASS
Initiative® funding*

\$41M+
GRANTED
*through virology
access programs
in 2025*



Artful **EXPLORATION**

delving into emotionally complex
stories of people living with
primary biliary cholangitis (PBC)



**FOCUS PARTNERS
LEADING HIV
DIAGNOSERS**

in many parts
of the U.S.

JUMP TO FULL ACCESS AND IMPACT SECTION



\$57M+

AWARDED

*by the Gilead Foundation
in 2025*

Expanding opportunities for

*early-career
development*

brings fresh perspectives
and creates new pathways
for growth

#1 **BEST EXPERIENCE
WORKING AT
GILEAD**

*talented and supportive colleagues
(as reported in the 2025 Global
Employee Survey)*

PEOPLE AND COMMUNITIES



EXECUTIVE SUMMARY

*From empowering our workforce and fostering inclusivity
to partnering with local organizations, we're driving impact for
people and communities worldwide.*

7

GILEAD ERGS

serve as powerful
engines of
professional
development and
business impact



TECH-ENABLED INNOVATION

*provides employees new ways
of working, learning and growing*

JUMP TO FULL PEOPLE AND COMMUNITIES SECTION





EXECUTIVE SUMMARY

From mitigating climate risk and reducing waste and water use, to embracing green building and lab principles, *Gilead is embedding environmental priorities throughout our business.*

ENVIRONMENTAL *SUSTAINABILITY*

6

NEW GREEN BUILDING CERTIFICATIONS

*received across
five countries*

GILEAD PARK

recognized with
inaugural Biodiversity
and Climate Action
Award



100% **RENEWABLE ENERGY
IN OPERATIONS**

2025 TARGET ACHIEVED



Eliminated

SINGLE-USE PLASTICS

outside of manufacturing and
research & development

**TRUE GOLD
CERTIFIED WASTE
REDUCTION
PROGRAM** at Foster
City headquarters

JUMP TO FULL ENVIRONMENTAL SUSTAINABILITY SECTION





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BRINGING THE *NEXT SCIENCE* TO PATIENTS *NOW*

The fight against the world's toughest health challenges is urgent and ongoing. That's what drives Gilead scientists to relentlessly pursue our boldest ambitions: helping end the HIV epidemic by 2030. Drastically improving the health of patients worldwide. Delivering a highly effective hepatitis C (HCV) cure inspires Gilead to push research toward curing, not just treating, the most devastating diseases.

We have already demonstrated how we will reach these ambitions. We approach seemingly intractable problems with entirely new approaches, like potentially best-in-class cell therapies for blood cancers. We focus on what matters for as long as it takes. Nearly two decades ago, Gilead scientists had the vision to pursue a cutting-edge mechanism of action for treating and preventing HIV. Through the determination of Gilead R&D, this vision eventually resulted in breakthroughs:

- **The first FDA-approved twice-yearly treatment for people living with multidrug resistant HIV (2022).**
- **The first FDA-approved HIV prevention injection administered just twice yearly (2025).**

We evaluate our medicines for the potential to address unmet needs, even after regulatory approval, by initiating further clinical trials to test our medicines for additional indications. And, we are relentless in our pursuit of new therapies, which is how we delivered four highly effective cures for HCV.

Novel approaches. Focus. Expansion. Tenacity. With over 50 ongoing clinical programs across virology, oncology and inflammation, Gilead continues to pursue scientific breakthroughs when the world needs them most: *Right now.*





PRIX GALIEN USA

GILEAD INCLUDED IN PRIX GALIEN HALL OF FAME

The Prix Galien USA Award is America's preeminent prize acknowledging the leading edge of scientific advances in life sciences. The annual awards are judged by a prestigious committee of Nobel laureates, industry leaders and distinguished individuals in the health sector. In 2025, the Galien Foundation recognized Gilead's lenacapavir as Best Pharmaceutical Product, among a highly competitive field of 18 innovative medicines approved by the FDA within the past five years. **This marks the 11th Prix Galien Award Gilead Sciences has received in just over a decade, across a range of therapeutic areas.**

“Across our therapeutic areas, including our commercial portfolio and pipeline, we identify areas of significant unmet need and focus intently on delivering solutions that address them. This is the core of what we do. Our future innovations, including the promise of bringing cell therapy into new disease areas with high unmet needs, will continue our long history of public health impact.”

DIETMAR BERGER, MD, PHD, Chief Medical Officer





A DUAL STRATEGY FOR ENDING THE HIV EPIDEMIC

Ending the HIV epidemic requires two complementary strategies for preventing new infections. Driven by our passion for public health, Gilead is pursuing both with equal vigor:

- **Pre-Exposure Prophylaxis (PrEP):** Medicine that protects individuals from sexually acquired HIV, with strategies to promote awareness, access and adherence (e.g., Descovy®, Yeztugo®).
- **Treatment as Prevention:** An effective strategy for changing the trajectory of the HIV epidemic, which forms the foundation of the undetectable = untransmittable (U=U) movement (e.g., Biktarvy®, Sunlenca®).

VIROLOGY

WHAT IT TAKES TO END AN EPIDEMIC

In 2025, we marked a major milestone in our efforts to help end the HIV epidemic by 2030 when the FDA approved the first twice-yearly HIV-1 pre-exposure prophylaxis (PrEP) injection. Now available in the U.S. as Yeztugo®, this medicine provides six months of protection against HIV from a single treatment.

The FDA approved Gilead's first HIV prevention medicine in 2012, helping transform HIV into a disease that can be prevented with a single daily pill. However, taking a daily pill comes with adherence challenges for many people: Some studies show that as many as 70% of people prescribed daily oral PrEP medications had either stopped or had poor adherence within six months of starting. Stigma from being seen taking or carrying a bottle of pills, as well as the logistics of getting to a pharmacy or clinic frequently to pick them up, have also made existing PrEP options unrealistic for some people.

Decades of research, investment and constant learning have brought us to this point. To develop lenacapavir, Gilead scientists focused on disrupting the HIV capsid, which holds the genetic information for the virus, fueling our future-looking pipeline focused on person-centered drug development strategies to help address unmet needs in HIV treatment and prevention. **To date, these strategies have yielded two approved medicines:**



The first-ever twice-yearly treatment for multidrug resistant HIV in combination with other therapies.



The first-ever twice-yearly HIV prevention option.



MOVING FORWARD WITH PURPOSE

Gilead has investigated lenacapavir for PrEP through our PURPOSE program, the most comprehensive and inclusive HIV prevention trial program ever conducted. Across a broad and diverse range of populations across eight countries, the Phase III PURPOSE 1 and PURPOSE 2 trials showed high efficacy, with $\geq 99.9\%$ of participants receiving lenacapavir remaining HIV-negative. We continue to conduct Phase II PURPOSE studies among additional populations.

— COMPLETED —

PURPOSE 1

Cisgender adolescent girls and young women in South Africa and Uganda

PURPOSE 2

Gender-diverse individuals in U.S., South Africa, Peru, Brazil, Mexico, Argentina and Thailand

HPTN 102 PURPOSE 3

Women in the U.S.

HPTN 103 PURPOSE 4

People who inject drugs (PWID) in the U.S.

PURPOSE 5

People in France and the U.K.

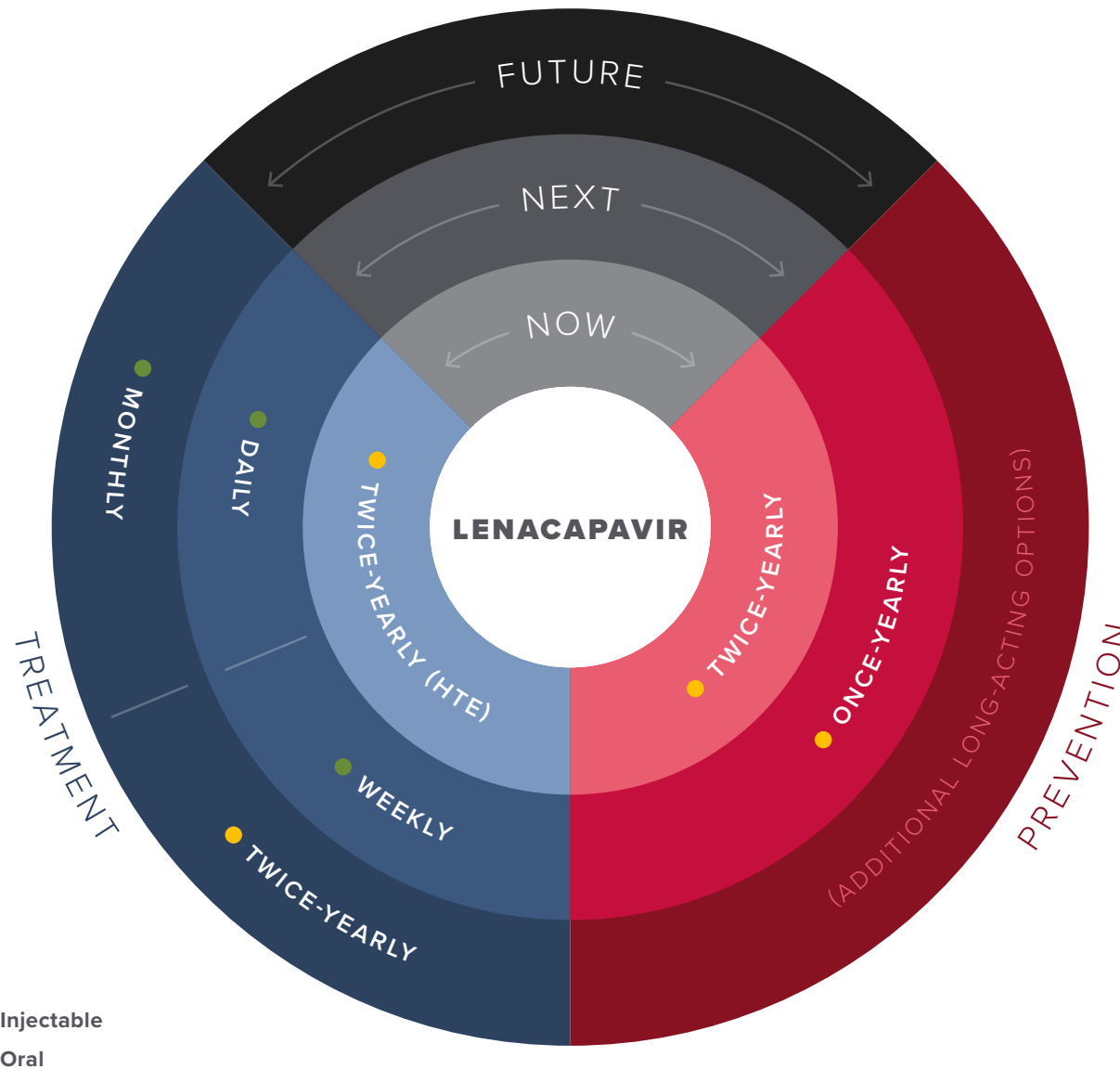
PURPOSE 365 Study – Twice-yearly HIV prevention is here now, an innovation heralded by the journal Science as the Breakthrough of the Year in 2024. With the PURPOSE 365 study, we are pursuing an even more audacious next: evaluating whether lenacapavir is safe and effective at preventing HIV infection when provided just once a year. If shown to be effective, this unprecedented dosing schedule could facilitate even greater adherence among individuals who need or want PrEP.

Rollout and Distribution of Lenacapavir
Eswatini





LENACAPAVIR ENABLES POTENTIAL NEXT GENERATION HIV PREVENTION AND TREATMENT



*HTE: Heavily Treatment-Experienced

Lenacapavir is the result of nearly 20 years of research and development.

Approved in two indications — twice-yearly HIV prevention and twice-yearly HTE* HIV treatment with multidrug resistance — lenacapavir is already making a significant impact on people's lives globally. Beyond this breakthrough of being the first twice-yearly HIV prevention, the promise of lenacapavir has significant potential.

Gilead is working toward evaluating five new ways for lenacapavir to meet the diverse needs of people living with HIV or people who want or need PrEP. Each innovation is another step toward ending the HIV epidemic.



DRIVING NEXT STEPS IN COMBATING VIRAL HEPATITIS

Gilead is actively partnering with national governments and the World Health Organization (WHO) to support global efforts to eliminate HCV by 2030 — a disease for which we have already developed four curative therapies. We have also transformed the treatment landscape for hepatitis B (HBV) and begun clinical trials to evaluate strategies to cure HBV. Building on this leadership, we are now advancing therapies for hepatitis D (HDV), a serious viral infection that occurs as a coinfection in people with HBV. HDV is considered the most severe and deadly form of chronic viral hepatitis, with rapid progression to cirrhosis, liver-related mortality and hepatocellular carcinoma. On average, HDV progresses to cirrhosis within five years and to hepatocellular carcinoma within 10 years.

HDV affects approximately 5% of individuals with chronic HBV infection, representing an estimated 12 million to 15 million people worldwide. In the United States, the true prevalence of HDV is likely underestimated, as fewer than 20% of HBV-positive individuals are tested for HDV.

Until recently, treatment options for HDV were limited and did not adequately address patient needs. Gilead's bulevirtide, approved as Hepcludex® in Australia, Canada, the European Union, Switzerland and the United Kingdom, provides patients with an effective therapeutic option. In addition, Gilead has submitted a Biologics License Application (BLA) for bulevirtide 10 mg to the U.S. Food and Drug Administration for review.

“Behind every statistic is a person living with the burden of viral hepatitis. Hepatitis D is one of the most severe forms of hepatitis, and we know how it impacts individuals and families. Our mission is to bring hope through innovation — developing therapies that can change lives and partnering to ensure that no one is left behind in the journey to fight viral hepatitis.”

— ANU OSINUSI, MD

Vice President, Clinical Development Virology

Leena Patel and Logan Bachman
Medicinal Chemistry





SUPPORTING MARBURG VIRUS RESPONSE

In December 2025, Gilead Sciences provided its antiviral therapy, remdesivir, to the Ministry of Health of Ethiopia for emergency use to help combat the country's first outbreak of Marburg Virus Disease (MVD).



Damai Lama and Kevin Scott
Manufacturing

PIONEERING SOLUTIONS TO EMERGENT VIRAL THREATS

Gilead built on our long history of antiviral innovation when COVID-19 spread across the world, delivering Veklury® (remdesivir), the first approved antiviral medicine to treat the SARS-CoV-2 virus. The medicine has since been used for emergency use to respond to outbreaks of other viruses, including Ebola and Marburg Virus Disease (MVD). Remdesivir is not approved for the treatment of Ebola or MVD anywhere globally, and the safety and efficacy of this use is not known.

Obeldesivir is an investigational antiviral being studied for its potential use as postexposure prophylaxis against filovirus diseases, including Ebola and Marburg. These diseases are among the most lethal viral infections known, and the development of obeldesivir reflects ongoing innovation in preparing for and responding to high-consequence infectious threats. Its oral administration and targeted antiviral mechanism of action may offer a promising approach to protecting individuals following potential exposure to the virus, particularly in outbreak settings where rapid deployment is critical.

We are drawing on our past successes with our Emerging Viruses team. COVID-19 and other recent pandemics underscore the need to develop new, global strategies for pandemic preparedness —

strategies that allow us to identify and help mitigate viral threats before they become global crises.



Effectively countering future threats will require a multipronged approach that includes scientific response, scalable manufacturing capacity and systems to distribute therapies to areas of critical need across the globe. Our Emerging Viruses team is coordinating the work Gilead already does in virology innovation, manufacturing and access to help support preparedness and responsiveness to emergent needs.

Pandemic preparedness and response are global challenges that extend beyond any one company. In addition to investing in our own capacities, Gilead actively collaborates with academic institutions and government agencies to accelerate scientific innovation, inform policy and expand access to care.





“Gilead is innovating with next-generation therapies to deliver improved outcomes for people living with cancer.

The potential for Trodelvy to be a practice-changing option in first-line metastatic triple-negative breast cancer helps Gilead bring the next innovations of cancer therapies to patients with unmet needs.”

—
MIKA DERYNCK, MD
Senior Vice President, Clinical Oncology

ONCOLOGY

PURSUING WHAT'S NEXT, RIGHT NOW, FOR CANCER PATIENTS

Gilead's oncology portfolio focuses on hard-to-treat cancers with limited existing treatment options. We are evaluating whether our current therapies can help even more patients in earlier lines of treatment while pursuing new treatment approaches for gynecologic and lung cancers, as well as blood cancers.

Trodelvy® (sacituzumab govitecan-hziy) is the first and only approved Trop-2-directed antibody-drug conjugate with statistically significant overall survival data in two types of metastatic breast cancer. It is approved in more than 50 countries and has reached more than 60,000 people living with breast cancer over the last five years.

Gilead is continuing to investigate Trodelvy in earlier lines of metastatic breast cancer. Data for use in 1L metastatic TNBC is currently under review by the FDA, with a decision expected in 2026.



Alexander Rand and Yasamin Moazami
Medicinal Chemistry

Trodelvy is an established standard of care in second-line metastatic TNBC. Because many metastatic TNBC patients do not receive treatment beyond first-line, we are researching whether Trodelvy could benefit more patients if provided in the first-line metastatic setting.

Gilead recently released data from two studies:

In the ASCENT-03 and ASCENT-04 trials, Trodelvy/Trodelvy+pembrolizumab showed statistically significant improvement in progression-free survival versus current standard of care for patients with first-line metastatic TNBC.

These trials show the potential for Trodelvy to be an alternative treatment option for first-line metastatic TNBC patients across PD-L1 status, as monotherapy in PD-L1 ineligible patients and in combination with pembrolizumab in PD-L1 positive patients.

Trodelvy is also being evaluated in a pre-metastatic setting of TNBC and HR+/HER2- breast cancer, as well as in lung and gynecologic cancers, where previous proof-of-concept studies have demonstrated clinical activity.

The use of Trodelvy plus pembrolizumab in patients with first-line PD-L1+ metastatic TNBC and Trodelvy as monotherapy in patients with first-line metastatic TNBC who are not candidates for PD-1/PD-L1 inhibitors are investigational, and the safety and efficacy of these uses have not been established.

THE BURDEN OF TNBC

Triple-negative breast cancer (TNBC), accounting for approximately 15% of all breast cancers, is the most aggressive type of breast cancer.

It tends to grow and spread faster, recur sooner and have lower five-year survival rates than other breast cancers. TNBC disproportionately affects premenopausal women under age 50, as well as women who are Black or Hispanic. **First-line treatment options for metastatic TNBC, where we hope to launch soon, are limited.**

~50%

of metastatic TNBC patients do not receive treatment beyond first-line settings, demonstrating the urgent need for more effective options.



Trodelvy is being evaluated in six other Phase II and III trials across breast, lung, genitourinary, gynecological and other solid tumor cancers.



Kite Manufacturing Facility
Frederick, Maryland

33.5K+

PEOPLE

*have now received a Kite
CAR T-cell therapy.*



LEADERS IN CELL THERAPY

Kite, a Gilead company, continues to be a **global leader in cell therapy**, which aims to use a patient's own T-cells to treat and potentially cure cancer. We believe this platform can change the way cancer — and potentially other diseases — are treated, increasing overall survival rates.

CAR T-cell therapies are one-time, individualized treatments with curative intent that allow many patients with certain blood cancers to live longer.

Kite currently offers two CAR T-cell therapies for treating a range of complex and hard-to-treat blood cancers: Yescarta® (axicabtagene ciloleucel) and Tecartus® (brexucabtagene autoleucel).

Both clinical trials and real-world analyses continue to demonstrate the power of Kite's CAR T-cell therapies, and Gilead continues to pursue expansion of eligibility, allowing more patients to benefit from this potent treatment. At the American Society of Hematology (ASH) conference in December 2025, we released data showing Yescarta's durable benefit in patients.



One factor that has prevented some patients from benefiting from CAR T-cell therapy is that it has traditionally been administered in an inpatient hospital setting. We are continuing to study the safety and efficacy of providing CAR T-cell therapy in an outpatient setting. At the 2025 American Society of Clinical Oncology (ASCO) Annual Meeting, we shared real-world data demonstrating that Yescarta had comparable safety and effectiveness outcomes with both outpatient and inpatient delivery.

While we work to bring our existing CAR T-cell therapies to more patients, we continue to pursue the “next now” in cell therapy, including in vivo therapy. This promising approach, where CAR T-cells are generated directly within the patient’s body, may offer more durable results by inserting DNA into the patient’s genome. With no need for external generation of cells, in vivo therapy can be provided faster than other CAR T-cell therapy and can eliminate the need for harsh preconditioning chemotherapy. In vivo treatment may also allow CAR T-cell therapy to treat a wider range of cancers.



Simon de Greve
Technical Operations, Kite



“Anito-cel has the potential to become a foundational treatment for multiple myeloma and expand into earlier lines of therapy, allowing more patients to access cell therapy.

The additional potential of the anito-cel D-domain BCMA binder for in vivo cell therapy presents new opportunities to investigate cell therapy's potential in oncology and inflammation.”

—
GALLIA LEVY, MD, PHD, Senior Vice President Development, Kite

ANITO-CEL FOR MULTIPLE MYELOMA

Kite continues to advance our research of anitocabtagene autoleucel (anito-cel), which has the potential to help a wide range of patients with relapsed or refractory multiple myeloma (RRMM), a blood cancer that develops in plasma cells in the bone marrow.

On February 23, 2026, Gilead [announced](#) plans to acquire our partner, Arcellx, building on our successful collaboration on anito-cel since 2022. In addition, the FDA accepted the BLA for anito-cel with a target Prescription Drug User Fee Act (PDUFA) action date of December 23, 2026.

The BLA acceptance is based on positive results from the Phase I and pivotal Phase II iMMagine-1 study reported at ASH 2025.

Anito-cel is an investigational therapy not yet approved by the FDA. Anito-cel's durable responses and safety profiles, which have been observed in patients who have already received three prior lines of treatment, are a meaningful development for patients who remain in need of treatment options. This therapy could offer a differentiated, one-time treatment for RRMM patients, and we are actively conducting clinical trials for earlier therapy lines.



INFLAMMATION

BRINGING LIFE-CHANGING THERAPIES TO MORE PEOPLE

Gilead's Livdelzi® (seladelpar) is a powerful example of how Gilead pursues therapies for unmet needs and then works to make those therapies available to those who can benefit.

Primary biliary cholangitis (PBC) is a rare, chronic, autoimmune disease of the bile ducts that affects approximately 1.4 million people worldwide, though the disease is thought to be underdiagnosed. PBC causes a range of symptoms, including overwhelming fatigue, joint pain, dry eyes and severe itching. If not treated, PBC can lead to liver damage and possible end-stage liver disease. *There is currently no cure.*

PBC AT A GLANCE

~1.4M

*people worldwide affected
by primary biliary cholangitis*

~40%

*of individuals living with PBC
did not respond adequately to
existing treatments resulting in
significant unmet patient need*

6.5K

*patients treated globally
for PBC since 2024 FDA
accelerated approval*

Joel Ramirez Escareno
Bio Analytical Development and Quality Control





Peter Chew

Bio Analytical Development and Quality Control



Until recently, approximately 40% of individuals living with PBC did not respond adequately to existing treatments. That changed with the approval of second-line treatments like seladelpar (known as Livdelzi® in the U.S.), which was granted accelerated approval by the FDA in August 2024 for adults who have had an inadequate response to or could not tolerate ursodeoxycholic acid (UDCA). In 2025, seladelpar received conditional approval by the UK Medicines and Healthcare products Regulatory Agency (MHRA) and the European Commission (EC) as well as Health Canada. Regulatory review is also underway in Australia, Israel, Saudi Arabia and Switzerland.

Seladelpar is the only PBC medicine to demonstrate statistically significant improvements in both ALP, a key biomarker of disease progression, and pruritus, otherwise known as chronic itch.

Now, Gilead is conducting the IDEAL study to determine whether Livdelzi can help a broader group of patients with PBC.





ACCESS AND *IMPACT*

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BREAKTHROUGHS *BEYOND SCIENCE*

Gilead's therapies offer tremendous promise for people dealing with devastating diseases, from cancer to hepatitis to HIV. That's *now*. But our lens is wider than any individual patient: When we make our innovations available and accessible to all who need them, we can benefit entire communities.

That's what's next.

The hard-to-treat diseases we are fighting can't be eliminated by science alone. We have to address social, cultural, economic, logistical and psychological barriers to care by doing all of the following.



Create dosing regimens that work for real people.



Provide access, as quickly as possible, to people in the hardest-hit, most resource-limited countries.



Break down both social stigma and self-stigma that keep people from seeking prevention, testing and treatment.



Help remove logistical barriers that may limit cancer patients' access to transformative therapy.

A lot of people talk about these barriers.

At Gilead, we're breaking through them — and we're doing it with the same tenacity and urgency we apply to scientific challenges. Our highest ambitions deserve nothing less.

Sandi McCoy
Medical Affairs





“Ending the HIV epidemic depends on addressing the majority of new HIV transmissions occurring in low- and lower-middle-income countries. Our impact is about granting access through building bridges with governments, global organizations and local communities. This is the next great chapter of our work.”

— MICHEL JOLY, Vice President, Gilead Patient Solutions

VIROLOGY

ACCELERATING ACCESS WHERE IT IS NEEDED MOST

The 2025 approval by the FDA of lenacapavir for PrEP, known in the U.S. as Yeztugo®, is a milestone moment in our ambition to end the HIV epidemic. Lenacapavir is a highly effective HIV prevention option. Its twice-yearly dosing regimen helps address barriers to care like stigma, consistent access to medicines and daily adherence, allowing more people to use prevention in a manner that works for them.

There is a tremendous global need for HIV prevention, diagnosis and treatment. Lenacapavir has the potential to be truly transformational, but only if it reaches the people who most need it. Increasing awareness, ending stigma and strengthening health systems to meet people who could benefit from PrEP are all essential to breaking chains of transmission and ending the epidemic.

Knowing the potential public health benefits, we have integrated access considerations into every step of lenacapavir's journey, to help make sure it's available to every person who could benefit.

UNMET NEEDS OF THE HIV EPIDEMIC

2.2M

Americans could benefit from PrEP

9.3M

people globally are living with HIV and not receiving antiretroviral therapy

35%

toward UNAIDS goal of 10M people at substantial risk of HIV receiving PrEP globally

**ANOTHER FIRST**

Lenacapavir is the **first new HIV medicine** to be made available in a resource-limited country in the same calendar year it became available in the U.S.

Unprecedented speed. It's been 45 years since the beginning of the HIV/AIDS epidemic, and 32,000 people still acquire HIV every year in the U.S. Given this urgency, Gilead was ready to distribute lenacapavir for PrEP as quickly as possible. The first doses were shipped within hours of receiving FDA approval and administered within days.

Partnering for global momentum. With 1.3 million new HIV infections annually, there is an acute need to make lenacapavir for PrEP available globally. Since 2024, an estimated 95% of new HIV/AIDS infections have occurred outside of North America, Western and Central Europe. Gilead is accelerating global approval of lenacapavir for HIV prevention in high-incidence, resource-limited countries by leveraging the European Medicines Agency EU-M4all opinion, which enabled a streamlined assessment for World Health Organization (WHO) prequalification and facilitated national regulatory evaluations in low- and lower-middle-income countries (LLMICs).

Before we even filed for regulatory approvals, we entered into voluntary licensing agreements to allow distribution of generic versions of lenacapavir in 120 LLMICs. In September 2025, Gilead announced a partnership with the U.S. State Department (through PEPFAR) and the Global Fund to deliver the medicine for up to 2 million people in primarily low- and lower-middle-income countries, until generic versions of the medicine are available and can fully meet demand. In April 2026, this agreement was enhanced for a total delivery of medicine to up to 3 million people over three years.

Rolling Out Lenacapavir for PrEP
Eswatini





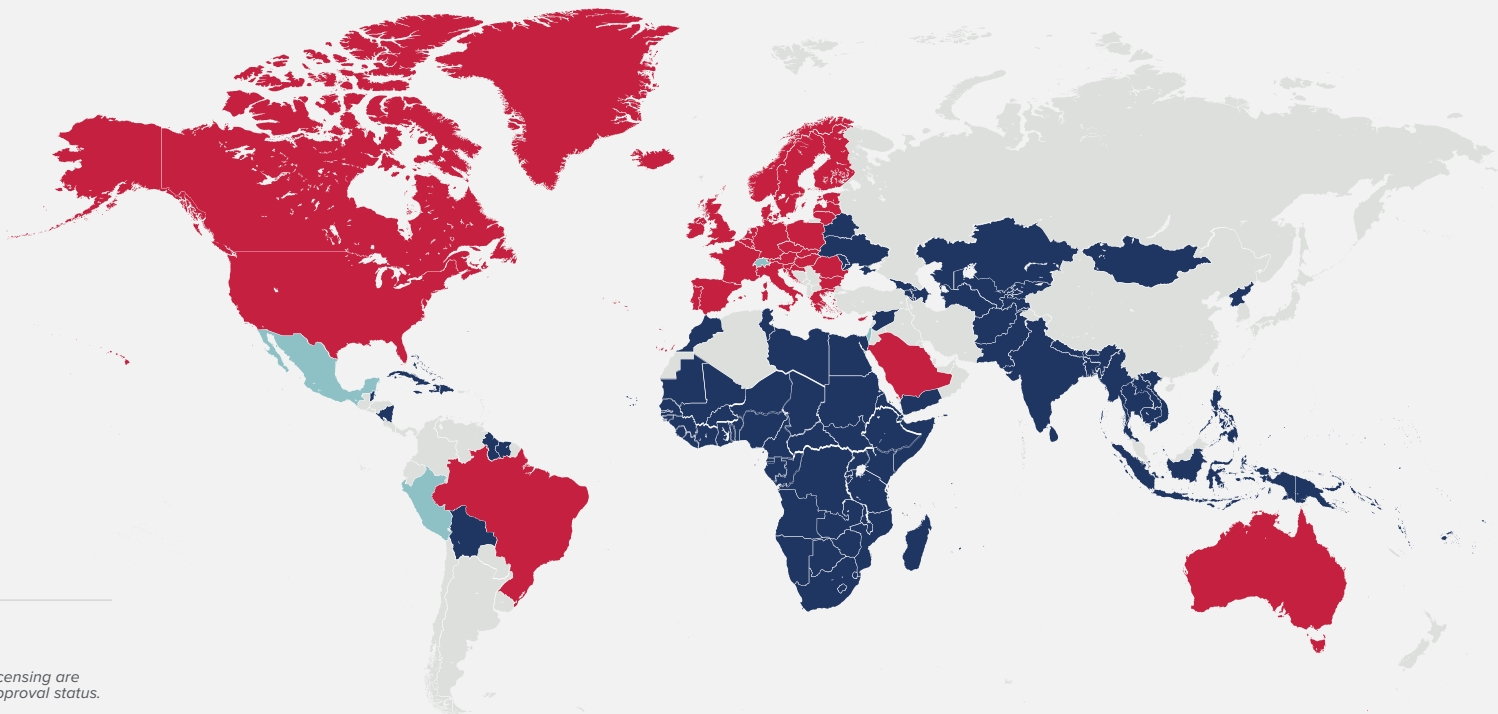
Voluntary licensing is critical, but it will take up to two years for generic manufacturers to build enough capacity to meet demand—and the highest-need countries can't wait that long. To mitigate the delay, Gilead is partnering with WHO, the President's Emergency Plan for AIDS Relief (PEPFAR) and the Global Fund. The strategy focuses on rapid registration in 18 priority countries representing 70% of the HIV burden, and includes supplying no-profit product while facilitating generic manufacturing for long-term access.

Major organizations and public health foundations are also stepping up to help distribute lenacapavir for PrEP in countries where it's needed most. Organizations such as the Gates Foundation, Clinton Health Access Initiative and Unitaid are partnering with two of our voluntary licensees to provide generic versions of lenacapavir to LLMICs at a price point affordable for national health systems in those countries.

Gilead's multipronged approach of voluntary licensing and global philanthropic partnerships are enabling this breakthrough medication to reach people who can benefit from PrEP, particularly in LLMICs, including deliveries to sub-Saharan Africa within six months of regulatory approval. **This approach is a critical part of Gilead's goal to help end the HIV epidemic.**

LEN FOR PrEP® APPROVAL STATUS¹

- Approved
- Filed for Approval
- Voluntary Licensing²



¹ As of March 2026

² Countries that are part of voluntary licensing are shaded to reflect this regardless of approval status.



CORPORATE GIVING AND PHILANTHROPY

The real impact of breakthrough treatments is only realized if those innovations reach everyone who needs them. That's why Gilead engages in strategic partnerships and responsible business practices to address the systems, policies and inequities that can create barriers to care.

From individual patients to entire populations, our approach focuses on creating lasting change where the need is greatest. Gilead directs resources to organizations working to strengthen the community-based infrastructure required to improve health outcomes for people facing the most serious and stigmatizing diseases. By supporting health ecosystems, we magnify the impact of our investments.

Gilead's FOCUS™ initiative works with hospitals, health systems and community health centers to move from reactive care to proactive, systemwide approaches for routine screening, diagnosis and linkage to care for HIV, hepatitis B (HBV) and hepatitis C (HCV). Each person screened and connected to care can break chains of transmission and reduce stigma for the entire community.

Gilead's philanthropy is actualized in five primary ways: **strengthening community organizations, building stronger communities where Gilead employees live and work, closing gaps for hardest-hit communities, transforming health systems and partnering with governments to make change that lasts.**

ACCESS: WHERE INNOVATION MEETS IMPACT

Gilead is unique for its innovation intentionally targeting disease where there are significant barriers to care, and disease burden falls disproportionately on underserved communities.

Our Giving philosophy is realized through three main initiatives.



CORPORATE
GIVING



“Gilead's vision of corporate responsibility is to create a thriving health ecosystem with health prosperity for all.”

— RASHAD BURGESS

Vice President, Corporate Responsibility

GILEAD GIVING IN ACTION

This section covers philanthropic work in our therapeutic areas of focus. You can read about the Gilead Foundation beginning on [Page 67](#).



A LEGACY OF ACCESS INITIATIVES

As we determine what's *next* for improving access to virology prevention, detection and treatment, we're also looking at the *now*, the cumulative impact of a suite of strategic HIV initiatives funded by Gilead over the last 10 years.

STRATEGIC INITIATIVE CUMULATIVE IMPACT OF GILEAD FUNDING



Boosting HIV prevention, testing and care in **Eastern Europe and Central Asia**

191K+

HIV tests provided
2019-2025



Improving healthcare and reducing stigma for people living with HIV in the **Southern United States**

590K+

individuals served through COMPASS Coordinating Center programming
2018-2025



Supporting the efforts of community-based organizations to combat the HIV epidemic **globally**

~39K

individuals tested for HIV in disproportionately impacted communities
2021-2025



Connecting people aging with HIV **in the U.S.** with comprehensive resources

5.9K+

adults over 50 provided supportive services through individual or group-level programming
2019-2025

**STRENGTHENING BLOOD-BORNE VIRUS DIAGNOSIS AND LINKAGE TO CARE BY TRANSFORMING HEALTH SYSTEMS**

Screening and linkage to care for blood-borne viruses like HIV, HBV and HCV are critical to ending these public health epidemics. Too often, screening only happens because individual patients or providers take the initiative.¹

Gilead's FOCUS™ program supports public health systems across Portugal, Spain and the U.S. in developing and implementing institutional policy-driven routine screening for HIV, HBV and HCV in settings such as emergency departments (EDs), community health centers and substance use treatment programs.

FOCUS applies the principles of implementation science to support the transformation of health systems. By building out infrastructure across diverse healthcare settings, FOCUS helps systems scale up and scale out HIV, HBV and HCV screening recommendations while maximizing linkage to care and linkage to HIV prevention services.

In an [analysis](#) of 94 FOCUS-supported EDs, of all patients identified with HIV infection from 2021-2023, 23% were newly diagnosed while 35% had been previously diagnosed but were not in care. Research shows that people living with HIV who are out of care experience poorer health outcomes and contribute to more than 40% of HIV transmissions, demonstrating that EDs play a critical role in identifying and linking people living with HIV to care.

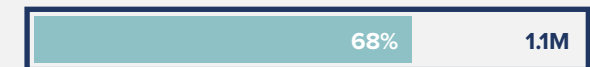
*“Implementing routine, opt-out testing for HIV and HCV in healthcare settings, as FOCUS supports, is a **critical strategy to address these epidemics.**”*

— JAMES W. GALBRAITH, MD
Vice Chair for Research, Department of Emergency Medicine, University of Mississippi Medical Center

¹ FOCUS funding supports HIV, HBV and HCV screening and linkage to a first appointment. FOCUS partners do not use FOCUS awards for activities beyond linkage to a first appointment.

24.7M+

FOCUS partners have performed more than 24.7 million blood-borne virus tests in underserved communities.

HIV TESTS**HBV TESTS****HCV TESTS**

○ Total Tests ● Overall Linkage to Care

183

As of December 2025, FOCUS had 183 active partnerships in 116 cities/ counties and three countries.

**CHOOSE U™ CAMPAIGN SPOTLIGHTS TREATMENT AS PREVENTION**

In September 2025, Gilead launched Choose U — a global awareness campaign featuring the inspiring experiences of 14 people living with HIV around the world. Cocreated with community representatives, Choose U highlights how the outlook for aging with HIV has improved. By focusing on real-world experiences, Choose U spotlights individuals prioritizing HIV self-care and wellness to help them lead healthier lives.

The initiative encourages people who have been diagnosed with HIV to understand their status and collaborate with a healthcare provider to select a treatment that aligns with their circumstances. It also empowers them to initiate or restart treatment and remain engaged in care.



Salvio (Center)
Individual Featured in Choose U Campaign

[→ JOYCE BELTON](#)[Watch Joyce tell her story.](#)

“Choosing treatment is the best thing anybody living with HIV can do. Because when you choose treatment, you’re choosing you. Keep taking your medicine...You can live a positive life, a strong life and a loveable life.”

[→ MORRIS SINGLETARY](#)[Watch Morris tell his story.](#)

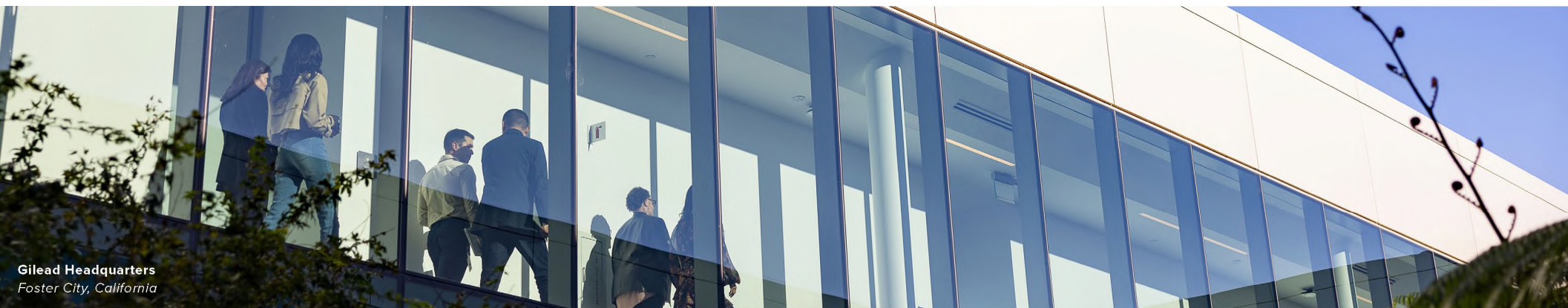
“Self-stigma caused me to not want to take medicine. It took a while to get there from just taking my pills every day to knowing I’m worthy of being this person, to help other people, to be loved and just to live a regular life. Living out loud with my HIV is choosing me.”

[→ MARILYNN RAMOS](#)[Watch Marilynn tell her story.](#)

“Choosing me is taking care of myself, allowing myself to take my medication so I live a longer life and I’m here for those special things like my kids’ weddings and being a grandma. By choosing me, it’s choosing my children.”

[→ DARIA RUSSO](#)[Watch Daria tell her story.](#)

“Almost 20 years I’m living with HIV. I do something with my daughter. Each morning at breakfast, I take my pills. To her, it’s normal that the mommy is taking pills in the morning. This is important to me because I try to normalize the HIV for women and for mothers too.”



Gilead Headquarters
Foster City, California

“Gilead’s Community Advisory Boards allow us to learn and share our expertise and perspectives in a meaningful way. By contributing at different stages, from early concept and design to early findings and results sharing, we help strengthen the quality of the science and create deeper trust and accountability between communities and Gilead.”

—
ERIKA CASTELLANOS

Executive Director, Global Action for Trans Equality,
Member of Treatment Community Advisory Board

U=U: UNDETECTABLE EQUALS UNTRANSMITTABLE

The scientific community has made incredible progress with the development of effective HIV treatments that provide virologic suppression. By taking medication as prescribed, people living with HIV can achieve and maintain an undetectable viral load, allowing them to lead healthier lives and eliminating their risk of transmitting HIV. However, only two-thirds of people living with HIV globally are virally suppressed. It will be virtually impossible to end the HIV epidemic without closing the HIV treatment gap. Treatment as Prevention (TasP) is an effective strategy for changing the trajectory of the HIV epidemic, and it forms the foundation of the Undetectable = Untransmittable (U=U) movement.

The Choose U campaign serves to elevate the lived experience of real people who have harnessed the power of U=U and their journey in maintaining an undetectable viral load.

GLOBAL COMMUNITY ADVISORY BOARDS

Community input is key to our efforts to help end the HIV epidemic. Four standing **Community Advisory Boards (CABs)** comprised of 45 high-level global advocates representing 18 countries help provide this input. These advocates have a deep understanding of Gilead’s pipeline, products and business priorities and bring a wide range of expertise in HIV topics and communities. Their roles as both advisors and ambassadors are invaluable to our work.

**Steffy***Individual Featured in the BehinD the SilenCe Campaign***COMBATING THE STIGMA OF VIRAL HEPATITIS**

Despite tremendous advances in treatment for viral hepatitis, stigma remains a major barrier to getting tested and treated. In a World Hepatitis Alliance (WHA) survey, one in four (25%) people living with HBV and one in three (34%) people living with HCV reported worrying about being treated differently by medical staff.

That's why, just last year, we launched our campaign, BehinD the SilenCe™, to combat stigma against people living with hepatitis B, C or D. As part of Gilead's commitment to improving outcomes by reducing stigma, the BehinD the SilenCe campaign — developed in collaboration with the WHA — uses photography and personal narratives to illuminate the lived experiences of people affected by viral hepatitis.

By revealing the emotional disconnect between public perception and private realities, the campaign fosters empathy and understanding among healthcare professionals, ultimately improving patient-provider communication and promoting shared decision-making.

These efforts aim to empower individuals living with viral hepatitis to feel heard and supported in their care journeys.

Building on the momentum of the campaign narratives, Gilead will release a short film featuring campaign ambassadors. Gilead will also leverage insights from healthcare professionals to cocreate a communication tool that enhances support and engagement for patients.

**GOING WHERE THE NEED IS GREATEST: NEGLECTED AND EMERGING VIRUSES**

We continue to leverage Gilead innovations to help combat emerging and underaddressed viruses, especially in low-resource locations where our donations make significant impacts.

HELPING PREVENT, CONTROL AND ELIMINATE NEGLECTED TROPICAL DISEASES

Gilead has long supported efforts to combat underaddressed tropical diseases around the world. Since 1992, we've partnered with WHO and other governmental and nongovernmental organizations to combat visceral leishmaniasis (VL), a deadly neglected tropical disease with 50,000 to 90,000 new cases annually, primarily in Brazil, East Africa and India.

Since 2011, Gilead has donated 1.13 million vials of AmBisome®, the first-line treatment for VL, and more than \$18 million to help treat and eliminate VL. These donations have contributed to a 95% reduction in VL burden in Southeast Asia, including the official elimination of VL in Bangladesh in 2023. The WHO has now launched a 2026-2030 VL elimination initiative in East Africa, which represents 74% of the global disease burden. Gilead recently agreed to continue supporting the East Africa elimination effort with ongoing AmBisome and cash donations.

DONATIONS TO SAVE LIVES

Gilead has donated 1.13M vials of AmBisome and \$18M+ to combat viral leishmaniasis (VL) since 2011.

1.13M

**VIALS OF AMBISOME
DONATED**

\$18M+

FUNDING DONATED





ONCOLOGY

CREATING THE CONDITIONS FOR CARE

Cell therapy has the potential to transform care for some of the hardest to treat cancers. However, these therapies remain out of reach for many patients due to an array of barriers, such as lack of provider and patient awareness, limited treatment sites and stringent caregiver requirements. Currently, only about two out of every 10 eligible patients in Europe and the U.S. receive access to CAR T-cell therapy.



“No matter how bad it gets, don’t ever give up hope. Hope is the one thing that keeps you going. I hung onto hope and then CAR T came.”

—
KELLY, CAR T-cell therapy patient



Eva Sarakatsani
Technical Operations, Kite

CAR T VISION

In 2025, Kite convened a new international coalition, CAR T Vision, to address barriers to cell therapy. Under the direction of leaders of patient advocacy groups, medical societies, treatment centers and more, the coalition is built on the principle that “Every eligible patient should get the opportunity for cure with CAR T-cell therapy.” The coalition Steering Committee agreed on a Vision: **Doubling the percentage of eligible patients who receive potentially curative CAR T-cell therapy by 2030.**

To achieve this Vision, the coalition identified three focus areas:



INCREASE awareness and understanding of CAR T-cell therapy



EXPAND resources and capacity for CAR T-cell therapy



DEVELOP sustainable and innovative access approaches to treatment and care

In June 2025, CAR T Vision released its first publication, the Vision Report, to provide a call to action and an early road map for advancing the coalition’s Vision and goals.



Kite
Frederick, Maryland

“It’s essential we meet patients where they are by bringing CAR T to communities. This alleviates the burden that traveling for treatment can have on patients with cancer and improves the continuity of their care by allowing them to remain with their trusted clinicians.”

— CINDY PERETTIE, Executive Vice President, Kite

IMPROVING ACCESS TO CAR T-CELL THERAPY

Gilead is working on multiple fronts to break down barriers so that every eligible patient can receive the care they need.

Locations: Research has shown that the farther a patient lives from a treatment center, the less likely they are to receive CAR T-cell treatment. We continue working to make CAR T-cell therapy available in more locations throughout the U.S. and around the world. In 2025, we increased from just one community oncology center to four centers providing CAR T-cell therapy.

Time: In 2025, due in part to Gilead advocacy, the FDA shortened the length of time that CAR T-cell patients and caregivers must remain close to the treatment center from three weeks to two weeks, decreasing the burden for those who have to travel for care.

Manufacturing: Our manufacturing excellence and industry-best 14-day turnaround time helps get therapy to patients faster.



Branden and Crystal
CAR T-Cell Therapy Patient and Caregiver



Celeste
CAR T-Cell Therapy Patient

FROM PHYSICIAN TO CAREGIVER

As a physician, Ricky was familiar with post-treatment care requirements, but he took on a new role when his wife Celeste was diagnosed with an aggressive form of large B-cell lymphoma. Celeste's care team recommended CAR T-cell therapy, which requires someone to be with the patient 24/7 for several weeks. That someone was Ricky, who stayed by Celeste's side caring for her needs and monitoring for complications, while also managing their children and household. Thanks to Ricky's support, Celeste was able to receive CAR T-cell treatment, followed by a report that her cancer was gone. Learn more about Ricky's story, and the burdens faced by caregivers, [here](#).

KITE'S COMMITMENT TO CAR T CAREGIVERS

FDA guidelines for CAR T-cell therapy mandate that patients have caregiver support available 24/7. This requirement, while essential for patient safety, can pose a real burden for caregivers, who often must miss weeks of work to accompany the patient to a treatment center. In some cases, lack of a caregiver prevents eligible patients from receiving cell therapy. Supporting caretakers helps patients access the care they need.

In 2025, Kite launched an advocacy initiative to address one of the most significant nonclinical barriers to CAR T access: caregiving. This initiative, launched in partnership with the American Cancer Society, Cancer Support Community, National Alliance for Caregiving and Heal Collaborative, is focused on providing tangible financial, logistical and policy-driven resources to create meaningful change. We hope these efforts will improve access for patients who could benefit from this potentially curative therapy.

In addition to the caregiving initiative, Kite maintains the [CAR T & Me](#) online hub in partnership with more than a dozen patient advocacy groups. The website provides links to resources, such as education about CAR T-cell therapy, emotional support for both patients and caregivers, and logistical assistance with travel, pet care and more.



COMMUNITY CANCER COLLECTIVE

Maximizing outcomes for oncology patients is a team effort that requires multiple strategies to address patient challenges holistically. In 2024, Gilead launched the Community Cancer Collective (CCC) initiative, led by Gilead's U.S. Medical Affairs team. By means of the CCC program, Gilead seeks to bring together key partners to improve the lives of patients receiving their cancer care in the community.



GENERATING EVIDENCE

Address gaps between clinical trial evidence and real-world implementation.



ADDRESSING DISPARITIES AND IMPROVING ACCESS TO HEALTHCARE

Address care gaps identified in Southeast U.S. community settings with scalable potential for other U.S. regions.



ENABLING EDUCATION FOR PROVIDERS AND PATIENTS

Support improvements in cancer care delivery through novel approaches to provider education and patient empowerment.

The CCC is focused on three strategic pillars:

Through the CCC initiative, Gilead is collaborating with organizations such as Association of Cancer Care Centers (ACCC), Community Oncology Alliance and Academy of Oncology Nurse & Patient Navigators (AONN+) to identify opportunities and cocreate solutions to challenges in the community oncology setting. For example, in 2025, Gilead partnered with ACCC and AONN+ to conduct a Patient Navigation Survey. Survey results affirmed the importance of navigation for oncology patients.



Lauren

Individual Living With Metastatic TNBC

PATIENT NAVIGATION SURVEY RESULTS

75% OF PATIENTS

said patient navigation improves access to care

70% OF PATIENTS

said navigation boosts trust





INFLAMMATION

FOCUSING ON PATIENT WELLBEING

Quality of life is a major challenge for people with primary biliary cholangitis (PBC). It's also a paramount concern for Gilead, where our focus extends beyond the direct impacts of our medicines.

Because PBC is both rare and invisible, many patients experience a sense of isolation that compounds their physical symptoms. We are incorporating the arts to help patients feel less alone and have better conversations with healthcare providers.

*“We congratulate Gilead for embracing the challenge of truly understanding and expressing the PBC journey. **This initiative has created a powerful bridge between patients and the broader community, transferring the lived experience of PBC in a way that resonates deeply.** By engaging artists as empathetic interpreters, the project not only empowers patients to share their stories but also transforms how those stories are received. It’s a game changer for how PBC patients can express themselves, see themselves and recognize others walking a similar path.”*

— ROBERT MITCHELL-THAIN, CEO, PBC Foundation, on the *Unseen Film*

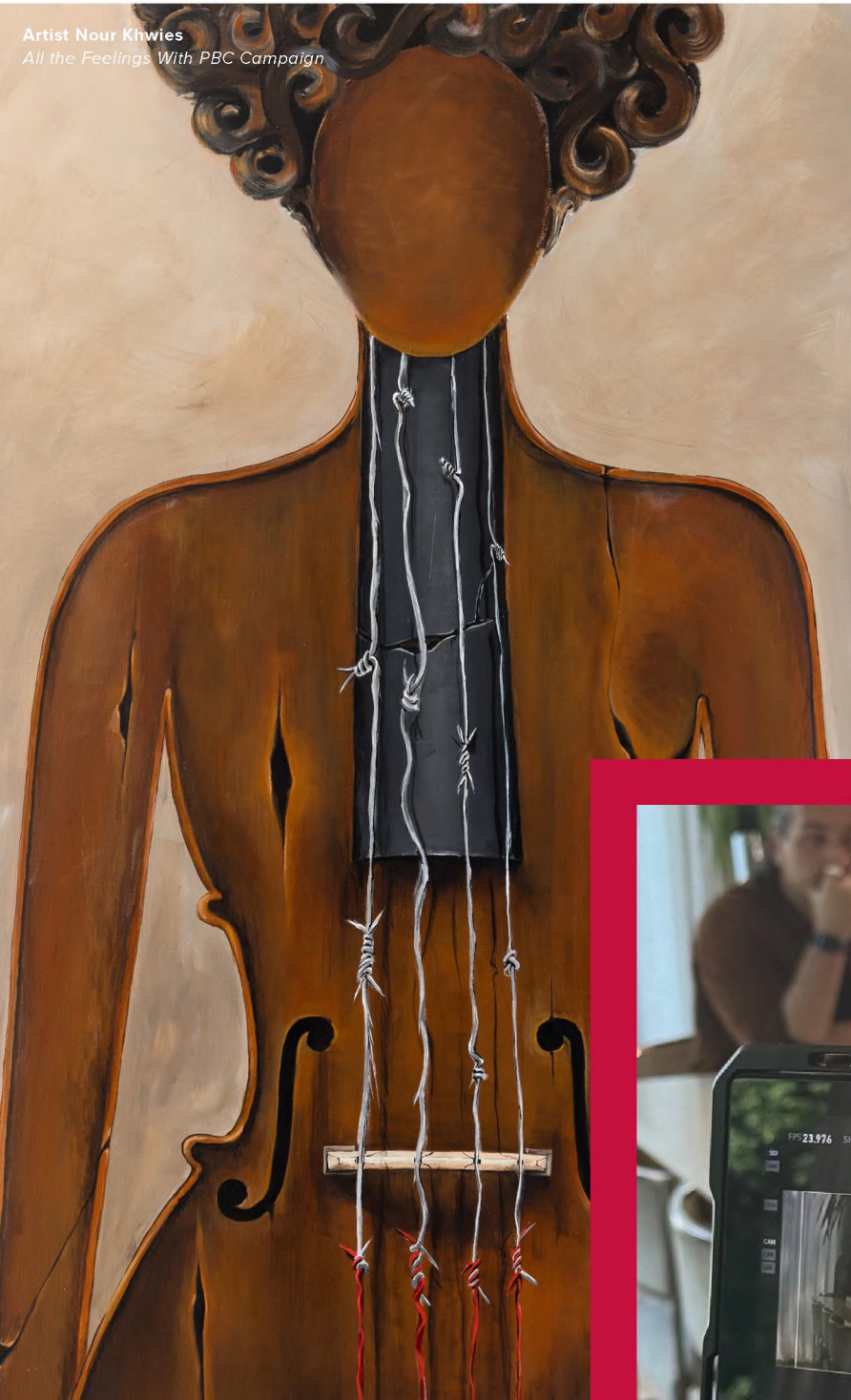
Angela

Individual Living With PBC



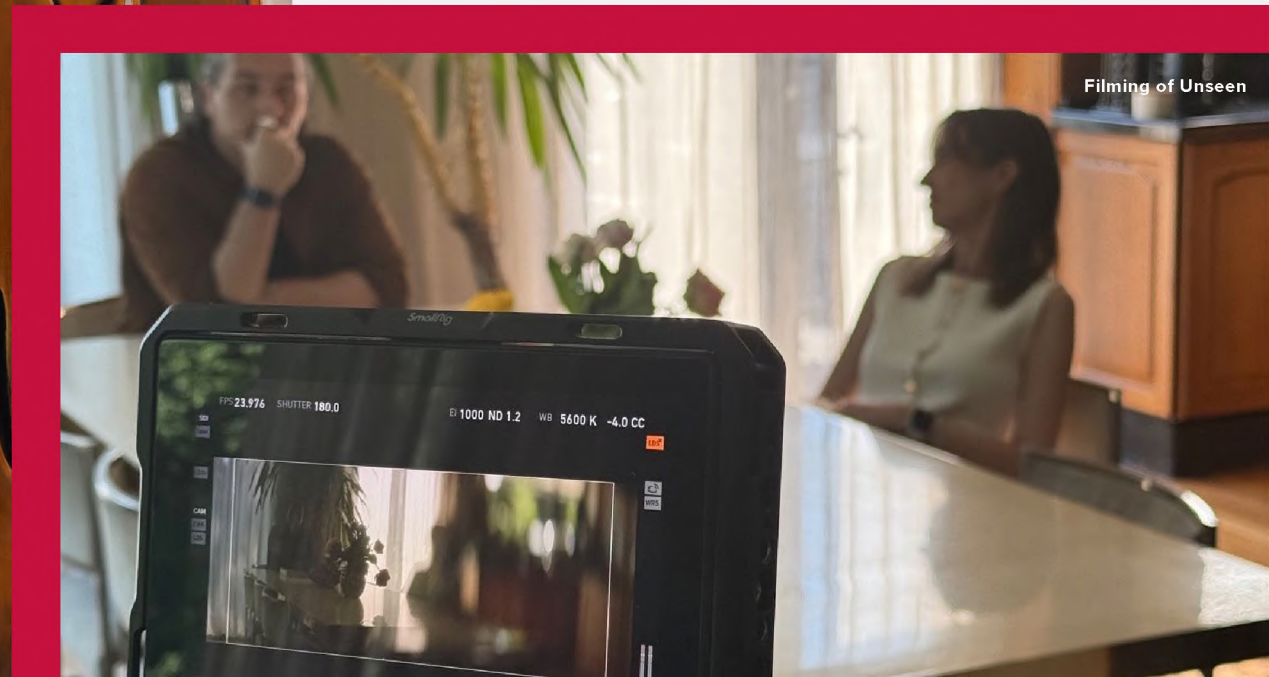


Artist Nour Khwies
All the Feelings With PBC Campaign



All the Feelings with PBC™ is a collaboration with the PBC Foundation and Friends of the PBC Foundation to tell the emotionally complex stories of people living with PBC through art. At the center of the campaign is a series of paintings by Berlin-based artist and architect, Nour Khwies, that showcase the physical and emotional aspects of living with PBC.

Unseen – Shedding Light on the Hidden Experiences of People Living with Primary Biliary Cholangitis is a powerful, cinematic-style short film that vividly captures the often-overlooked symptom burden faced by some individuals living with PBC, featuring the artists from the All the Feelings with PBC project.



Filming of Unseen



PEOPLE AND *COMMUNITIES*

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WHEN EMPLOYEES THRIVE, *IMPACT* *ACCELERATES*

At Gilead, our 17,000-plus employees worldwide are the driving force behind breakthrough innovations that transform what's next into what's now for patients living with or at risk for acquiring some of the world's most devastating diseases. We believe that when our people thrive, patients benefit. This approach shapes everything from our inclusive culture to our sustainable, cutting-edge workplaces. Our commitment to fostering growth and empowering every individual creates the foundation for delivering exponential impact. Through meaningful partnerships and the Gilead Foundation, we extend this philosophy into serving the communities where we work and live.

As we advance into an era of unprecedented scientific possibility, we're reimagining how work gets done through AI-enabled tools, collaborative platforms and flexible approaches that break down traditional silos. This transformation creates an environment where diverse perspectives drive innovation, where learning is democratized, and where every employee can contribute unique insights to improve global health outcomes.

Our employee experience is built on three fundamental pillars: creating an exceptional workplace, offering world-class growth opportunities and providing competitive benefits and remuneration.

We're building a culture that attracts top talent while nurturing the scientific leaders who make tomorrow's breakthroughs today's reality. Because at Gilead, what's next is now.



Naomi Bautista
Legal and Compliance

**Brad Margolis**

Talent, Development and Inclusion

LIFE AT GILEAD

Gilead has built a reputation as an employer of choice by creating a workplace culture rooted in our core values of integrity, inclusion, teamwork, excellence and accountability. These values guide how we work, how we treat one another and how we approach the complex challenges of developing cures and life-changing medicines.

A FUTURE-READY WORKFORCE

Gilead's business relies on our dynamic workforce, and our ways of working are constantly evolving. As technology continues to advance, we are investing in both tools and workforce training to leverage these new technologies to serve our corporate ambitions.

Employees companywide now have access to Gilead-specific AI tools that help contextualize pharmaceutical research, streamline administrative tasks and accelerate scientific discovery. We're currently piloting Gilead's own AI agent, designed specifically for our unique scientific and business needs. We are simultaneously investing in developing the mindset and skills of our workforce to use these tools effectively and responsibly.

AI is more than just a tool for scientific innovation at Gilead. We are also using it for personalized employee development at all levels of the company. We believe the integration of AI across our operations positions Gilead at the forefront of where the biopharmaceutical industry will be in 2030.

Our internal digital platforms are where our investments in tools and learning converge. This integrated approach breaks down traditional organizational silos, enabling cross-functional teams to work more effectively while maintaining the deep scientific expertise that defines our culture.

**INCLUSION-DRIVEN CULTURE FOR ALL**

Creating an inclusive workplace where every individual can bring their authentic self to work is essential to our scientific mission.

Gilead serves a wide range of patients and communities around the world, and they are best supported by a workforce that can understand and innovate to meet their unique needs. Inclusion forms the cornerstone of our employee experience, embedded in everything from our recruitment practices to our leadership development programs.



Gilead's 2025 Global Employee Survey showed a **5% improvement** since 2024 across all inclusion metrics.

Our seven Employee Resource Groups (ERGs), open to all employees regardless of background, create spaces for allyship, mentorship and meaningful contribution to our core mission. ERGs play an increasingly vital role in helping Gilead reach underserved communities where disease burdens remain unmet, providing unique perspectives on how to bridge gaps between our therapies and the patients who need them most.

GILEAD ERGs

Gilead's Fifth Anniversary Celebration
Foster City, California



Gilead's ERGs serve as powerful engines of both professional development and business impact.

How Gilead ERGs advance our mission:



RECRUITING

Supporting Gilead's talent acquisition strategy and reputation as an inclusive work environment.



PROFESSIONAL DEVELOPMENT

Providing employees with opportunities and experiences to foster career growth through various trainings, mentoring opportunities, workshops and seminars.



CULTURAL AWARENESS

Educating and raising awareness of different cultures within the workplace, encouraging a more open and welcoming environment.



COMMUNITY OUTREACH AND ENGAGEMENT

Engaging in philanthropic endeavors and investments that provide opportunities to give back to the communities where we live and work.



BUSINESS IMPACT

Aligning efforts across internal and external networks to strengthen business outcomes.

SPOTLIGHT ON OUR NEWEST ERG



ADAPT is a community for all employees focused on advancing disability inclusion and building a deeper understanding of disability-related topics.

Strategic Pillars:

NORMALIZE DISABILITY AND REDUCE STIGMA

- Build awareness and deeper understanding of disability-related topics through observances.
- Build awareness and deeper understanding of disability-related topics through communications and content.

FOSTER COMMUNITY

- Grow ADAPT membership and launch chapter footprint.
- Partner with other ERGs to foster intersectionality and broader connections.
- Partner with other industry and cross-sector leaders to collect and share best practices.

EMPOWER THROUGH ORGANIZATIONAL SUPPORT

- Drive awareness of disability accommodations.
- Identify opportunities to expand organization support to meet needs.
- Drive awareness of benefit programs.

DEMONSTRATE UNIQUE BUSINESS VALUE

- Connect disability inclusion to business objectives.
- Build disability inclusion in external recruitment.
- Build disability inclusion in professional development.





Tony Gomez and Lindsey Force

Disclosure and Transparency and Patient Safety

89%

OF GILEAD EMPLOYEES

agreed that “People Leaders promote ethical behavior” in the 2025 Global Employee Survey

ETHICS AND INTEGRITY

Gilead’s Commitment to Protecting Patients and Global Public Health –

We believe protecting patients and their trust in our company is a social responsibility that supports our health equity mission. Gilead is committed to protecting patients from bad actors selling counterfeit, adulterated and other illicit versions of our medicines. In addition to reporting to and working closely with law enforcement around the world, Gilead takes an active role in detecting and preventing counterfeits and other pharmaceutical crime. To learn more about how Gilead is investing to support patient safety and reduce the availability of counterfeit medicines, [click here](#).

Integrity Centers the Employee Experience – Gilead’s Office of Ethics and Compliance regularly assesses the company’s business conduct manual, compliance policies and escalation efforts to keep us apprised of, and responsive to, industry best practices as informed by consistent stakeholder engagement and shifting regulations.

To support these critical goals, we prioritize enterprisewide, global awareness and training campaigns that help employees understand their role and inform leadership expectations to escalate key areas of patient, healthcare provider, supplier, community or employee concerns.

Globally, Gilead invests in training and educational programs that advance ethics and compliance throughout our value chain. Each year, our leadership reviews the Gilead Code of Ethics and evolves our policies, alongside the shared priorities of our stakeholders.

Responsible Use of AI – Gilead’s use of AI is designed to promote end-to-end productivity, drive efficiencies, improve customer engagement, accelerate the development timeline for therapeutics and improve patient and customer experiences. In February 2025, Gilead’s AI Strategy and Data Science Council published our AI Principles. Our use of AI systems is expected to align with — among other standards — the Gilead Code of Ethics, which focuses on the most important principles and expectations about how we work with our customers, third parties, business partners and each other.



HEALTH AND SAFETY DATA (FTEs and Non FTEs)

	2023	2024	2025
Number of fatalities as a result of work-related injury ^{1,2}	0	0	0
Rate of fatalities as a result of work-related injury ^{1,2}	0	0	0
Number of high-consequence work-related injuries ^{1,2}	4	2	3
Rate of high-consequence work-related injuries (per 200K hours) ^{1,2}	0.02	0.01	0.02
Rate of high-consequence work-related injuries (per 1M hours) ^{1,2}	0.11	0.06	0.09
Total number of recordable work-related injuries ^{1,2,3}	160	107	62
Annual total hours worked	36,631,592	36,488,584	34,826,139
Rate of recordable work-related injuries (per 200K hours) ^{1,2}	0.87	0.59	0.36
Total recordable incident frequency rate (per 1M hours) ^{1,2}	4.37	2.93	1.78
Lost Time Rate (per 200K hours) ^{1,2}	0.58	0.24	0.10
Lost Time Injury Frequency Rate (per 1M hours) ^{1,2}	2.92	1.21	0.52
Days Away, Restricted or Transfer Rate (per 200K hours) ^{1,2}	0.69	0.35	0.20
Days Away, Restricted or Transfer Rate (per 1M hours) ^{1,2}	3.47	1.75	0.98

HEALTH AND SAFETY

Safety is essential to employee wellbeing, innovation and operational excellence. Gilead takes a risk-based approach to preventing work-related injuries and illnesses by proactively identifying and controlling risks, strengthening operational safeguards and fostering shared accountability.

Grounded in our [Environmental, Health & Safety Commitment Statement](#), we encourage raising concerns, reporting near misses and sharing good-catch observations. Our teams conduct routine inspections, hazard assessments and performance reviews to evaluate and improve safety measures. Training is part of a broader strategy that includes leadership engagement, governance, incident learning and robust data analysis.

Across our operations, we track and analyze incidents and near misses to identify trends, improve prevention and maintain robust and transparent safety management practices, aligned with regulatory and stakeholder expectations.

Comparing year-over-year EH&S data is necessarily subject to recalibration. These numbers represent the best available data at time of publication.

¹ The data provided on fatalities, high-consequence work-related injuries and rate of recordable work-related injuries is provided to meet Global Reporting Initiative (GRI) reporting requirements.

² The rate data provided on fatalities, lost time and days away conforms to OSHA (200K hours) or alternative (1M hours) reporting requirements.

³ In accordance with OSHA and state regulations, 2023-2024 workplace incident data includes cases of probable workplace transmissions of COVID-19.



GLOBAL EMPLOYEE SURVEY

Gilead's role as biotech employer of choice centers on employee perspectives and experiences.

Gilead's 2025 global employee survey had an 84% participation rate and showed improvements in nearly all dimensions from 2024. Empowerment continues to be the strongest area of employee sentiment, while improvements in process efficiency remain areas where Gilead's investments in AI and technology will be leveraged to help employees across functions in response to their requests.

Great colleagues, impactful work and a motivating mission are enduring strengths at Gilead, and our employee survey results demonstrate measurable progress in areas employees previously identified as challenges.

2025 GLOBAL EMPLOYEE SURVEY HIGHLIGHTS PROGRESS

"Actions have been taken since the last employee survey."

↑ **Up 10% versus 2024**

"Communication here is authentic and honest."

↑ **Up 12% versus 2024**

"People of all backgrounds have the same opportunities."

↑ **Up 6% versus 2024**

"Can balance work and nonwork responsibilities."

↑ **Up 4% versus 2024**

BEST PARTS OF WORKING AT GILEAD





GROWTH AT GILEAD

Professional development is fundamental to fostering innovation and scientific excellence. When employees have meaningful growth opportunities, they contribute more effectively to our mission and build capabilities needed to tackle complex challenges.

In 2025, Gilead continued to expand its commitment to fostering a culture of continuous learning and inclusive development across the organization. As part of our strategic evolution to provide more growth opportunities for all employees, we significantly scaled our learning offerings — both live and asynchronous — to meet the diverse needs of our workforce. Nearly half of the hours employees invested in learning were self-paced, using modern tools and resources, enabling on-demand and flexible development.

These milestones reflect Gilead's ongoing evolution toward a more agile, empowered and future-ready workforce. **By expanding access to high-impact learning opportunities, we are investing in our people, offering every employee the tools and support to grow, lead and thrive in a rapidly changing world.**

2025 IN NUMBERS

12K+ | LEADERS AND EMPLOYEES
ENGAGED IN LEARNING

20K+ | LIVE LEARNING
HOURS DELIVERED

9K+ | HOURS
SELF-LED, TECH-ENABLED LEARNING

“At Gilead, we believe that learning is not just a benefit — it’s a catalyst for transformation. These numbers reflect more than participation; they represent our collective commitment to growing together, leading with purpose and preparing for what’s next.”

— JYOTI MEHRA, Executive Vice President, Human Resources



Kaylin Winters
Government Affairs and Policy



FROM INTERN TO FULL-TIME EMPLOYEE

Kaylin Winters completed two internship cycles with Gilead, one in the Commercial Global HIV Franchise and the other on the Governmental Affairs team, before joining Gilead's staff as a Government Affairs Specialist. She now works on projects like public health funding, HIV policy, drug pricing and access, ensuring alignment between enterprise Government Affairs priorities and state-level engagement. Kaylin credits Gilead's internship program with accelerating her career readiness.

“The program is rigorous but rewarding; intentionally designed to bridge the gap between collegiate learning and real-world professional experience through real ownership, mentorship and structured development.”

Identifying and Developing Early Talent

Gilead's paid internship program is intended to identify, mentor, develop and assess early talent in the increasingly competitive talent market. We provide our interns with hands-on industry experience, an expanded professional network and exploration of their career interests. Interns are also considered for returning internship and full-time employment upon graduation. Since 2021, Gilead has hosted nearly 800 paid interns, 145 of whom were later hired as full-time employees.

Technology-Enabled Learning and Development

Central to our expanded growth strategy is the integration of AI and advanced technology platforms that personalize and accelerate learning. We are currently piloting Gilead's own AI agent specifically designed to support employee development, career navigation and skill building. This technology will help employees identify specific competencies needed for career advancement, discover relevant internal resources and connect with subject matter experts across the organization.

STEWARDSHIP BEYOND OUR WALLS

Since 2008, Gilead, through the Gilead Research Scholars Program, has invested over \$32 million to support more than 260 early-career investigators across 160-plus countries.

The program funds research in oncology, virology, liver disease and public health, with a strong emphasis on fostering inclusion in the scientific community. Scholars can receive up to \$180,000 over two years, and the program has helped reduce barriers for researchers.



REWARDS AT GILEAD

At Gilead, we're committed to our employees' wellbeing and offer benefits that allow employees to take care of themselves and their families while doing meaningful work.

ENSURING PAY EQUITY

Aligned with our broad aspiration to be a responsible company, Gilead is a pay-for-performance company committed to pay equity. We believe employees with similar jobs should be paid similarly, and we work to achieve pay parity as part of a business-critical goal of maintaining a workforce with diversity of experiences, backgrounds and perspectives.

Every year, we assess employee salaries in light of prior-year performance and positioning against market-competitive salary ranges. In the U.S., we conduct an annual review of all employees' compensation to confirm our pay practices promote equal pay for equal work. We also conduct an annual gender-based global pay equity study to gain a fuller view across all Gilead employees.

In 2025, Gilead's salary ratio for women to men globally was 100.03:100.00, taking into account factors such as job responsibility, level and experience.

Bright Horizons Childcare Program
Foster City, California





BENEFITS AND WELLNESS

Gilead succeeds by attracting, retaining and supporting the best, most passionate people. Our compensation and benefits packages are designed to support our employees' wellbeing in the ways that matter most to top talent, including health and family benefits, work-life balance and long-term financial investments. We review these packages annually to ensure Gilead employees continue to receive the benefits they need and deserve.



OUR TOTAL REWARDS BENEFITS

SAVINGS FOR THE FUTURE

- Retirement savings programs for U.S. employees with 100% matching contributions up to a maximum of \$15,000 per year, available and vested on the first day of employment.
- 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 advisors for U.S.-based employees who provide free one-on-one financial coaching, in areas such as managing student loans, saving for a home, paying down debt and planning for retirement.

EDUCATION ASSISTANCE FOR EMPLOYEES

- Support for education expenses through our global tuition reimbursement program and for our U.S. employees, a student loan repayment program and access to a subsidized MBA graduate program.

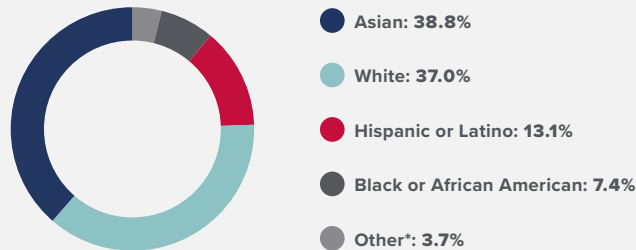
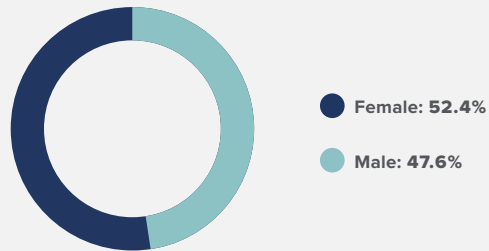
HEALTH AND WELLBEING

- Paid family time off and paid parental time off.
- Paid vacation days and holidays, including a global shutdown in December and, in the U.S., our week-long Independence Day holiday.
- Comprehensive medical benefits and mental health services.
- Culturally competent advocacy, guidance and support services for U.S. employees and their families.
- Cancer care support services in the U.S. providing leading-edge cancer expertise for those facing a cancer diagnosis.
- Family forming benefits, including assistance with fertility care and adoption expenses in the U.S.
- A wellbeing reimbursement program valued at \$1,000 USD per year (provided with purchasing power parity for all Gilead employees globally), to help employees achieve wellbeing in all aspects of their lives.
- Cancer Genetic Testing and Survivorship Program (available to U.S. employees beginning April 2026).



WORKFORCE DATA

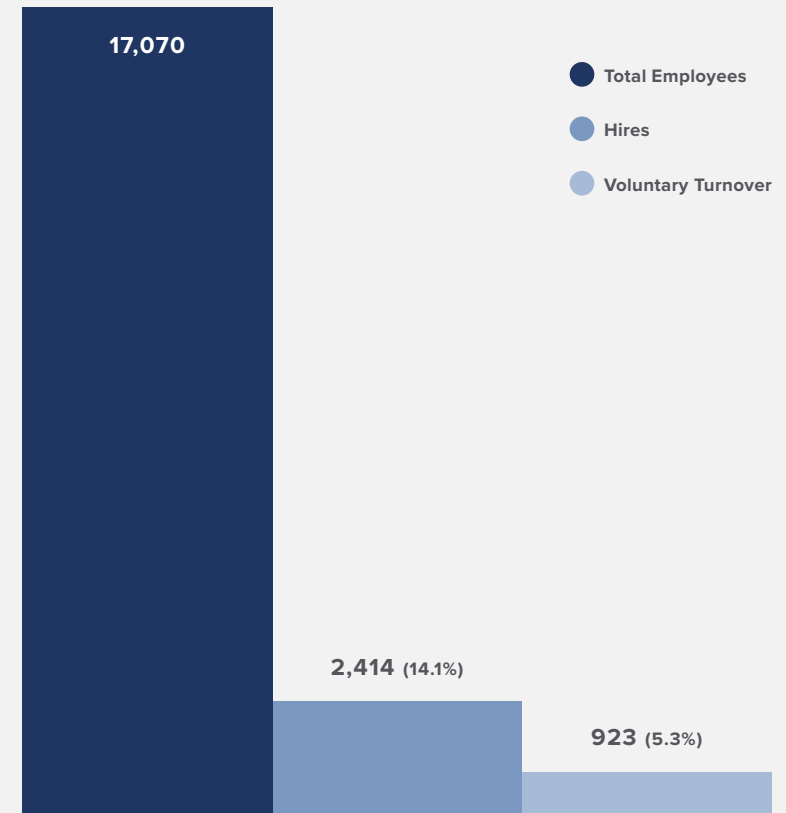
TOTAL GILEAD U.S. POPULATION 2025



Data based on 2025 EEO-1 report

*Other category includes two or more races, Native Hawaiian or Other Pacific Islander, and American Indian or Alaskan Native.

EMPLOYEES GLOBALLY 2025





SUPPORTING LOCAL COMMUNITIES

The Gilead Foundation* works to create a thriving health ecosystem with health prosperity for all. We work in our communities, classrooms and workplaces to overcome barriers that prevent access to healthy, fulfilling lives. We take a holistic approach to mitigate the root causes of these barriers and create systems of support.

“Guided by our vision to Make Better Health Possible, the Gilead Foundation aims to create a thriving health ecosystem that advances health prosperity for all. We are committed to making a meaningful difference in the communities where patients and Gilead employees live and work. Through deep, durable investments in these communities, we address the social determinants of health and strengthen the systems that enable people to thrive”

—
JANE STAFFORD, *President, Gilead Foundation Board*

* Gilead Foundation is a nonprofit 501(c)(3) organization and separate legal entity from Gilead Sciences, Inc.

GILEAD | Foundation

Through the Gilead Foundation's three giving pillars, we're working at all levels of impact, starting with Gilead's generous employees and branching out to our communities and society as a whole.



GIVING TOGETHER

Through our internal Giving Together program, we encourage a culture of giving by matching Gilead employee contributions to organizations they care about while supporting employee volunteerism.



BUILDING COMMUNITY DONATIONS

Together with local community partners, our Building Community Donations program addresses social determinants of health.



CREATING POSSIBLE FUND®

Through early preventive care efforts, transformed care delivery and comprehensive community support, our signature program supports a future where individuals understand and act on their health, patients receive the care they need and people build lasting wellness beyond the clinic.



GILEAD Foundation

STRENGTHENING STEM EDUCATION

In September 2025, the Gilead Foundation announced a commitment of more than \$6.5 million in grant funding to strengthen science, technology, engineering and mathematics (STEM) education pathways in the San Francisco Bay Area and beyond. This investment supports the development of a robust talent pipeline by increasing access to high-quality STEM learning experiences from elementary school through college.

Key grants include \$5 million to San Francisco State University for its new Science and Engineering Innovation Center, \$1 million to the Boys & Girls Clubs of America for STEM programs at eight sites across six states and \$500,000 to the San Mateo-Foster City Education Foundation for curriculum development.

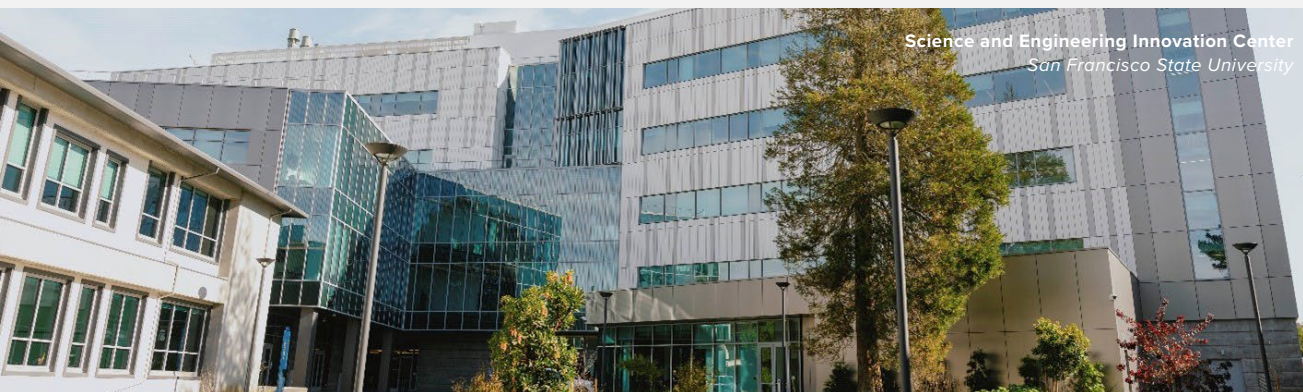
These efforts are designed to close opportunity gaps, as STEM skills are projected to be essential for 80% of jobs by decade's end, with a projected shortfall of 1.4 million skilled STEM workers in the U.S. by 2030.

The Gilead Foundation's grants reflect its ongoing commitment to supporting local communities and building a workforce that mirrors the potential of today's student populations.

“We’re so grateful for the Gilead Foundation’s generous investment in San Francisco State University. Our students will be the next generation of scientists, engineers and healthcare professionals pushing us forward, and it’s crucial that they are given the opportunity to be trained on modern technologies and with tools that are most in demand.”

— CARMEN DOMINGO

Dean of the College of Science and Engineering
at San Francisco State University



Science and Engineering Innovation Center
San Francisco State University



GILEAD Foundation

HELPING CREATE HEALTHCARE CAREER PATHWAYS

The San Francisco Bay Area where Gilead is headquartered, like the rest of California, faces a critical and growing shortage of healthcare workers. Moreover, the existing workforce does not reflect the diversity of the population it serves.

To address this crisis, the Gilead Foundation launched its Healthcare Education, Access and Leadership (HEAL) initiative in 2024. The initiative focuses on three interconnected priorities: education programs that promote healthcare careers and provide hands-on learning experiences; access programs that offer scholarships and comprehensive support services; and leadership programs that create paid patient-facing work experiences and develop community health leaders.

In the first year, the Gilead Foundation awarded \$5 million in two-year grants to 20 organizations in the Bay Area. To date, more than 1,900 students have participated in Gilead Foundation-supported HEAL programs and more than 1,000 have gained hands-on experience through internships or externships. Nearly 10% of participants have already secured employment in healthcare jobs.

IMPROVING HEALTH BY ADDRESSING FOOD INSECURITY

The Gilead Foundation's Healing Hunger Initiative invests in community-driven, culturally relevant and innovative food access solutions that strengthen local food systems and improve long-term nutrition security for families. By expanding access to nutritious food, the initiative supports better health outcomes for our communities.

2025 Impact:

\$57M+

IN GRANTS

133

ORGANIZATIONS SUPPORTED

Lyndsey Clogston, Lisa Wong, Victoria Kim, Lucy Tang and Winnie Zhou
Gilead Employees Volunteering at Alameda County Community Food Bank





Gilead Month of Service Event
National AIDS Memorial Grove, San Francisco

DEDICATING SERVICE HOURS WORLDWIDE

What began as a Week of Service in 2017 has grown into Gilead's global Month of Service, engaging employees in volunteerism worldwide. In our 2025 campaign, nearly 1,200 volunteer hours were dedicated to organizations such as the Alameda County Community Food Bank, Samaritan House and the National AIDS Memorial Grove in the Bay Area, as well as TreePeople in Southern California, Kits to Heart in Maryland and groups in China, Hong Kong, Singapore and Taiwan. **Through the Giving Together portal, eligible Gilead employees earn rewards for volunteering that they can direct as donations to the nonprofit organizations they care about — even beyond company events.**

GIVING BACK DURING GILEAD'S 2025 MONTH OF SERVICE

JUNE 2025

20+ VOLUNTEER
EVENTS

1.2K VOLUNTEER
HOURS



Michelle Da
Commercial



GILEAD'S MONTH
OF SERVICE

[Watch the video.](#)



ENVIRONMENTAL *SUSTAINABILITY*

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STEWARDED SUSTAINABLE HEALTH

At Gilead, the next chapter of global health is unfolding right now, with sustainability as a key priority. We know that embedding environmental priorities throughout our business unlocks new opportunities to generate sustainable shareholder value for the company, now and into the future. Our understanding that sustainability is good for business is woven into every aspect of how we operate, from the earliest stages of research to the cures, treatments and preventions we deliver globally. We recognize that the health of people and the planet are inseparable.

Today's environmental challenges, such as climate risk, water scarcity and resource use, are also health challenges, especially for the most vulnerable populations we serve. That's why we're acting with urgency and accountability, embedding sustainability into our culture, operations and partnerships across the healthcare ecosystem. By advancing toward net-zero operations, conserving water, reducing waste and driving collaborative innovation, we help deliver exponential impact for patients, populations and the planet, now and for the next generation.

UNDERLYING PRINCIPLES OF GILEAD'S SUSTAINABILITY STRATEGY



RETHINK how we operate to prevent impact at the source



REDUCE environmental footprint while enhancing reliability and resiliency



REPLACE high-emission, high-resource materials with circular, renewable alternatives



RESTORE natural systems by investing in projects that offset residual impacts and improve environmental health

“Gilead has advanced sustainable practices across the product life cycle, and our new investments across research, development and manufacturing position us to continue to be leaders.”

—
STACEY MA
Executive Vice President, Pharmaceutical Development
and Manufacturing



GILEAD'S SUSTAINABILITY STRATEGY AT A GLANCE

In 2021, Gilead announced strategic targets for 2025 and 2030 across four key areas to create long-term value and strengthen resilience. Now at the strategy's midpoint, we're pleased to report progress against these targets, including those met in 2025. Our science-based emissions targets are validated by the Science Based Targets initiative (SBTi), with 2019 as our baseline year. We've strengthened our data collection and verification systems since 2022, improving data quality and alignment with reporting expectations.

Governance and Oversight – The Nominating and Corporate Governance and Audit Committees of the Gilead Board of Directors receive regular updates on environmental performance from the Corporate Responsibility Committee, chaired by our Executive Vice President and General Counsel, Legal and Compliance. Our Chief Financial Officer serves as executive champion for sustainability. This structure integrates sustainability into financial planning, enterprise risk management, and strategic decision-making.

★ Achieved
➤ On Pace
— Progressing

CARBON	WATER	WASTE	PRODUCT
BY 2025 ★ 100% Utilize 100% renewable electricity in operations	BY 2030 — –30% Reduce potable water use by 30%	2025 TARGETS ★ ZERO WASTE TO LANDFILL Achieve zero waste to landfill status at Foster City ★ ELIMINATION Eliminate targeted single-use plastics outside of manufacturing and R&D	2025 TARGETS ★ 100% Product packaging designed to be widely recyclable or reusable, including elimination of all unnecessary^{2,3} plastics — 70% Use 70% recycled content paper from sustainably managed forests^{1,2,4} — 30% Use 30% post-consumer recycled content in all plastic packaging^{1,2}
BY 2030 ➤ NET-ZERO OPERATIONS Achieve net-zero operational greenhouse gas (GHG) emissions ➤ –46% Reduce Scopes 1 and 2 emissions by 46% (SBTi-approved target)¹ ➤ –15% Reduce Scope 3 emissions by 15% (SBTi-approved target) ➤ 100% Transition 100% of fleet vehicles to electric or low-emissions vehicles and increase charging infrastructure at Gilead locations	ONGOING TARGET ➤ WATER NEUTRALITY Achieve water neutrality in water-stressed regions	2030 TARGETS ★ –20% Reduce total waste generation by 20% (nonhazardous only, excludes construction and demolition waste) ➤ ZERO WASTE TO LANDFILL Achieve zero waste to landfill status at owned facilities (As defined by TRUE)	¹ Compared to 2019 baseline ² Excludes primary packaging ³ Where quality, availability and safety permit ⁴ Sustainably managed forests as certified by Forest Stewardship Council, Sustainable Forestry Initiative or Programme for the Endorsement of Forest Certification



PROGRESS AGAINST TARGETS YIELD BUSINESS RESULTS

As key milestones in our ongoing sustainability strategy, achieving and making progress toward these 2025 targets has built sustainable value for our company.

2025 TARGETS	BUSINESS IMPACT
* 100% Utilize 100% renewable electricity in operations	Positions Gilead as a leader, keeps us ahead of regulations, reduces pressure on local electricity grids, and opens green financing and business opportunities.
* ZERO WASTE TO LANDFILL Achieve zero waste to landfill status at Foster City (may exclude leased facilities) <i>(As defined by TRUE)</i>	Reduces costs, improves efficiency and helps insulate us from disposal cost fluctuations and evolving waste regulations.
* ELIMINATION Eliminate single-use plastics outside of manufacturing and R&D	Saves money in procurement, waste handling and disposal and reduces reliance on virgin resin markets. Decreases risk associated with emerging regulations on plastic and recycled content.
* 100% Product packaging designed to be widely recyclable or reusable, including elimination of all unnecessary plastics	Contributes to a circular supply chain, reduces reliance on raw resources, mitigates price volatility, and positions Gilead to meet stricter packaging and waste mandates. We are 98% to target, which we consider as achieved, due to lack of scalable recycling options for flexible plastics that represent 2% of in-scope plastics.
— 70% Use 70% recycled content paper from sustainably managed forests	Advances circular economy goals and demonstrates credible environmental action to stakeholders. We have exceeded the sustainably managed forests paper portion of this target. We are currently below target, at 49%, for the recycled content portion, due to a carton discontinuation in Ireland, adding nine months to our timeline.
— 30% Use 30% post-consumer recycled content in all plastic packaging	Reduces reliance on virgin resin, supports circular markets, aligns with our mission amid microplastics health concerns, and readies us for future rules. Meeting this target is proving difficult because of material availability. We're collaborating with CMOs and suppliers to find cost-effective alternative materials and approaches.



Edmonton ISO and My Green Lab® Representatives

ACHIEVING ISO 14001 AND 45001

In 2025, the Gilead Alberta team achieved integrated certification to ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety), marking a significant milestone in environmental responsibility and workplace wellbeing.

As part of the certification journey, we took focused steps to increase employee engagement in our EH&S programs and drive environmental improvements, including raising landfill diversion rates, optimizing water and energy use and integrating sustainability into long-term site infrastructure planning.



CURBING CARBON

OUR COMMITMENT TO LOWERING AND ELIMINATING GHG EMISSIONS

At Gilead, we're supporting the shift toward a low-carbon future across our operations and value chain. As the healthcare sector accounts for roughly 5% of global GHG emissions, we seek to lead by example. By prioritizing renewable energy, transitioning to alternative-fuel vehicles, making our production more efficient and engaging with suppliers, we're advancing toward our goal of net-zero operations by 2030. These efforts are central to our sustainability strategy and help us safeguard the health of patients, employees and communities.

View our TCFD Summary Report for in-depth information on Gilead's climate strategy, governance and activities. The report includes details of physical and transition risk scenario analyses.

REDUCING EMISSIONS ACROSS OUR VALUE CHAIN

Gilead's value-chain emissions (Scope 3) represent about 93% of our total carbon footprint, underscoring the importance of supplier engagement. We actively collaborate with our biggest suppliers to encourage emissions transparency and reduction targets. Around 40% of our top suppliers have established advanced emissions-management programs, representing more than half (55%) of our overall spend, amplifying the impact of their progress.

SUPPLIER SPEND WITH SBTi APPROVED TARGETS

(Spend associated with suppliers comprising the **top 75%** of our Scope 3 emissions)



- **62%** of supplier spend is with suppliers that have set, or have formally committed to setting, SBTi-aligned targets
- **55%** of supplier spend is with suppliers that have established SBTi-approved targets
- **7%** of supplier spend is with suppliers that have committed to setting SBTi targets

SUPPLIER ENGAGEMENT RECOGNITIONS

CDP A-LIST

Gilead was named to the CDP Supplier Engagement A-List for the 2024 disclosure cycle.

BSMA SUPPLY CHAIN EXCELLENCE AWARD

We were recognized by the Bio Supply Management Alliance (BSMA) for our supply chain collaboration.



EXCELLENCE IN ENERGY EFFICIENCY AWARD

Gilead's largest research lab, located in Foster City, exemplifies our commitment to energy efficiency. Our retrofit project at this 365,000 gross square foot facility applied Smart Labs principles and lab rebalancing to reduce energy consumption. It earned the **2025 Lab Building and Project Award for Excellence in Energy Efficiency from the International Institute for Sustainable Labs (I2SL)**.

Projected outcomes:

–40M KBTU

total annual energy savings (31%)

–\$800K

annual cost savings with three-year simple payback

SUSTAINABLE OPERATIONS RECOGNITION

GREEN OPERATIONAL EXCELLENCE AWARD – LARGE

Gilead Sciences Ireland was recognized for Embedding Operational Excellence for Sustainable Impact by BusinessRiver, the biggest private network of B2B communities in Ireland.

NET-ZERO OPERATIONS BY 2030

Gilead is committed to transitioning our operations in line with a net-zero pathway by 2030.

Reducing Scopes 1 and 2 emissions through portfolio and capital expenditure planning, adopting more renewable and low-carbon fuels and implementing innovative efficiency measures, where technically and operationally feasible, contribute to reaching this target.

PROGRESS TOWARD GHG REDUCTION TARGETS

We monitor annual progress by reviewing emissions year over year. This data is third-party verified.

➤ **Target:** Achieve carbon net-zero operational GHG emissions by 2030



➤ **Target:** Reduce Scopes 1 and 2 GHG emissions by 46% by 2030



➤ **Target:** Reduce Scope 3 GHG emissions by 15% by 2030

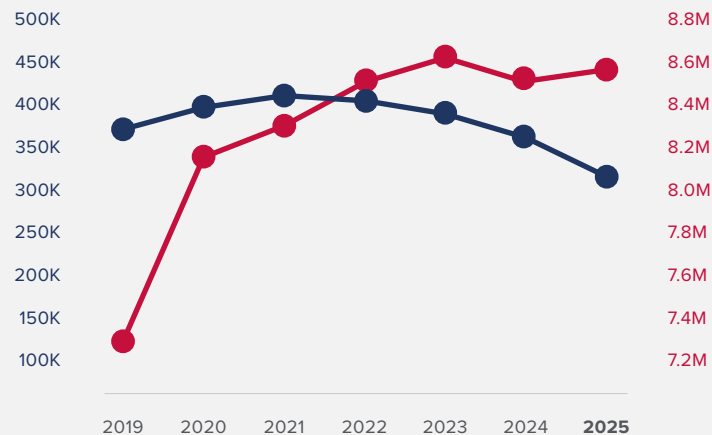


An updated U.S. Environmentally-Extended Input-Output emissions methodology is reflected for 2019, 2022, 2023 and 2024 data. A significant portion of our Scope 3 Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) data is generated using this methodology. Therefore, progress against our goal in any given year will fluctuate. To better manage this fluctuation, Gilead is striving to increase the integration of data from our suppliers using the hybrid methodology.



ABSOLUTE ENERGY USE DOWN, SQUARE FOOTAGE UP

Our energy use across Gilead facilities has declined since 2019. During this same time, our total square footage has grown by 17%, demonstrating effective energy management.



- **Global Energy Use: Gilead Facilities** (megawatt-hours)
- **Floor Area: Gilead Facilities** (square feet)

2025 data is pre-assurance

RENEWABLE ENERGY TRANSITION

Renewable energy is a focal point of Gilead's carbon reduction strategy. **In 2025, we achieved our target of transitioning to 100% renewable electricity for our operations.** This was accomplished through on-site solar generation, which was used for direct operations, matching remaining energy use through green utility tariffs and certified renewable energy contracts, which reduced our reportable Scope 2 emissions. This milestone supports our net-zero by 2030 target and strengthens resilience against energy market volatility.

PROGRESS TOWARD RENEWABLE ENERGY TARGETS

- * **Target:** Use 100% renewable electricity in operations by 2025



*Expected outcome once 2025 data are assured

IMPLEMENTATION ACTIVITIES

SELF-GENERATION

From our solar arrays, including significant installations at facilities in Ireland, Netherlands and the U.S., meet 4% of our total electricity demand

CONTRACTS WITH ELECTRICITY SUPPLIERS

Enrollment at some of our facilities through our local utility supports demand for clean-energy sources

UNBUNDLED ENERGY ATTRIBUTE CERTIFICATIONS

Are purchased for locations where green tariffs or RE100-compliant solutions are not available or cost-prohibitive



DRIVING TOWARD CLEANER FUELS

Decarbonizing transportation is an important component for achieving our net-zero target. We are transitioning to electric vehicles (EVs) or low-emissions vehicles, expanding global charging infrastructure and enabling policies that encourage the use of such modalities.

DECARBONIZING TRANSPORTATION

322

EVs OR PLUG-IN HYBRID EVs
IN OUR FLEET AS OF YEAR-END 2025

970

TOTAL CHARGING POINTS
IN 44 LOCATIONS

731^{MT}

GHG EMISSIONS AVOIDED
USING SUSTAINABLE AVIATION FUEL
Derived from internal calculations



85% of Gilead sites with 100+ employees provide employee access to EV charging.

ADDRESSING CLIMATE RISK

Gilead is a member of two initiatives by the Climate Group, a nonprofit organization working with industry and government to assess climate risk.

- **Climate Group RE100:** As a signatory of RE100, we have set a 100% renewable electricity target.
- **Climate Group EV100:** Our participation in EV100 signals our commitment to transitioning our fleet and increasing our corporate EV charging infrastructure.

PROGRESS TOWARD EV TRANSITION*

- **Target:** Transition 100% of fleet vehicles to electric or low-emissions vehicles and increase charging infrastructure by 2030.



*We are evaluating how the change in the Climate Group's EV100 methodology impacts our road map and timelines.



All-Electric Campus Transit
Foster City, California



PRESERVING *WATER* *RESOURCES*

Water scarcity and quality directly affect public health, and high-quality water is essential to the development and manufacturing of our treatments. Yet water scarcity is growing in many regions. The World Resource Institute Aqueduct Water Risk Atlas tool indicates that nearly 32% of Gilead locations operate in water-stressed basins (excluding our supply chain).

In response, we are aiming to reduce potable water use by 30% at owned facilities and achieve water neutrality in water-stressed regions by 2030. To do so, we are optimizing building management systems, introducing water reuse technologies and leveraging analytics to identify and prevent inefficiencies. We pair our on-site efforts with local partnerships to generate measurable benefits across our shared footprint.



Maple Avenue Farms
A Gilead Water Replenishment Project

PROGRESS TOWARD WATER TARGETS

- > **Target:** Achieve water neutrality in water-stressed regions by 2030

ONGOING

- **Target:** Reduce potable water use at owned facilities by 30% by 2030

-57%*

100%
of target

2024 progress

* Since our 2019 baseline, Gilead has experienced significant growth across owned sites, adding one new owned site and absorbing operations from one of our leased sites. In 2025, pending final review of data, we are on track to show positive progress toward the reduction target.



STEWARDSHIP BEYOND OUR WALLS

In 2025, with support from Pacific Institute, Netafim and LimnoTech, and alongside General Mills and Keurig Dr. Pepper, Gilead cofunded an irrigation modernization initiative supporting five family-owned farms in California's Central Valley. The farms converted from flood to drip irrigation to conserve water and improve soil health.

Gilead's contribution, supporting 60 acres, saves roughly 19.6 million gallons of water annually, equivalent to almost 30 Olympic-sized pools.

The project generates water benefits through 2035, advancing Gilead's California neutrality goal and delivering biodiversity and pollution-reduction cobenefits.

“The Ag Modernization Fund enabled us to improve our irrigation system, conserve water and provide opportunities for our family to join our farming operation. This collective approach is both a great opportunity for us, and also allows us to communicate with the non-ag community about the efforts for modernization and conservation.”

— LORRAINE MARSH, Owner, Sycamore Marsh Farm, Arbuckle, California



Gilead Campus
La Verne, California

WATER CIRCULARITY = OPERATIONAL EFFICIENCY

Reusing water at our La Verne, California, facility now helps us use less treated water overall, making our operations more water efficient and sustainable.

Instead of sending clean, high-quality water from our clean-steam generators to the drain, we now reroute it for use in our cooling towers, replacing much of the softened water we previously had to produce just for cooling. By putting this good-quality water back to work, we reduce the amount of purified and softened water needed to replace what evaporates during normal cooling tower operations, improving water efficiency and reducing waste.

1,386KL
water saved annually



OPTIMIZING MATERIALS *MINIMIZING WASTE*

EMBRACING CIRCULARITY THROUGHOUT OUR OPERATIONS

Gilead embraces circular resource strategies, focusing on thoughtful materials selection and waste minimization across our operations.

In 2025, we formalized our stance on waste and the circular economy in a new **position statement** that outlines how the company is shifting from a linear “take, make, dispose” model to a circular approach. The statement sets forth principles to guide our efforts to eliminate waste and pollution, maintain the value of products and materials, and preserve biodiversity.



GILEAD'S FOSTER CITY HEADQUARTERS EARNS TRUE GOLD

Gilead's Foster City headquarters achieved TRUE (Total Resource and Use Efficiency) Gold certification in 2025 by meeting TRUE's core zero waste performance thresholds, including diversion rates above 90% and recycling contamination below 10%. This achievement, validated through independent third-party review, reflects the measurable success of our multiyear, cross-functional effort to redesign waste systems, strengthen data governance and embed continuous improvement into daily operations.



Zero Waste to Landfill Core Team
Foster City, California



“I am extremely proud to be a part of our Foster City Zero Waste team and our achievement of TRUE certification at the Gold level. This accomplishment is the result of an incredibly dedicated, cross-functional team that has worked thoughtfully and persistently to redesign waste systems, engage employees and vendors, and embed waste reduction into daily operations.”

— KEVIN GRIPPER
Senior Manager, Corporate Sustainability

WASTE REDUCTION AND PRODUCT PACKAGING

Gilead's Foster City campus achieved TRUE Gold certification in 2025, validating zero waste to landfill performance through independent third-party review. The campus met TRUE's core performance thresholds, including diversion rates above 90% and recycling contamination below 10%. We also reached our goal to eliminate targeted single-use plastics in nonmanufacturing and non-R&D operations in Foster City, replacing them with alternatives that are compostable, recyclable or reusable without compromising performance.

PROGRESS TOWARD WASTE REDUCTION TARGETS

- * **Target:** Reduce total waste generation by 20% by 2030
(Nonhazardous only, excluding construction and demolition waste)



- * **Target:** Eliminate single-use plastics by 2025
(Excludes manufacturing and R&D operations)



- * **Target:** Achieve zero-waste-to-landfill status* at Foster City by 2025
(Represents a total of seven in-scope facilities)



- > **Target:** Achieve zero-waste-to-landfill status* at owned facilities by 2030



*As defined by TRUE.



Sustainable packaging efforts are also underway to increase the recycled content in our shipping cartons from 30% to 100%, contingent on market quality.

Gilead's most widely used shipper configuration now consists of 100% recycled content.

SUSTAINABLE PACKAGING SOLUTIONS

Our commitment to packaging sustainability is driven by a goal to reduce our plastic footprint through smarter design and material innovation. In 2025, we successfully implemented three key initiatives to reduce or eliminate plastic in our packaging operations:

- **Shrink-Banding Plastic Elimination:** We removed shrink-banding plastic used to bundle product cartons at two of our contract manufacturing sites.
- **Plastic Stretch Wrap Optimization:** We have reduced the gauge of the stretch wrap used for product pallets by 27%. This “down-gauging” reduces the total weight of plastic used during shipment, while maintaining pallet integrity.
- **Kraft Paper Tape Transition:** We have replaced traditional plastic packing tape with kraft paper tape for all corrugated shippers at one of our contract manufacturing sites.

PROGRESS TOWARD PRODUCT PACKAGING TARGETS

Expected outcomes once 2025 data are assured

- * **Target:** Implement 100% product packaging that is widely recyclable or reusable, including the elimination of all unnecessary plastics*



*Represents 98% of packaging volume; Given how close we are to 100% of the target, we are characterizing this goal as “achieved” while we work to complete it.

- **Target:** Use 30% post-consumer recycled content in all plastic packaging by 2025
(Excludes primary packaging. Where quality, availability and safety permit.)



- **Target:** Use 70% recycled content paper from sustainably managed forests by 2025
(Excludes primary packaging. Where quality, availability and safety permit.)

SUSTAINABLY MANAGED FORESTS



RECYCLED CONTENT





LEED Gold Workplace Design and Construction
Shanghai, China



INNOVATIONS IN *INFRASTRUCTURE*

DESIGNING AND OPERATING MORE SUSTAINABLE SURROUNDINGS

From the labs where our breakthrough medicines are discovered and developed to the manufacturing sites where they're produced and the buildings that house our people worldwide, we strive to consider environmental impacts throughout our journey.

We design, build and operate our facilities to minimize environmental impact, lower costs and improve safety, while prioritizing biodiversity-friendly landscapes that create healthier spaces for both people and the planet.



WORKPLACE EXCELLENCE
AWARD 2025

**BEST
ENVIRONMENTALLY
CONSCIOUS
WORKPLACE**

CORK, IRELAND GLOBAL
MANUFACTURING FACILITY



PRIORITIZING SUSTAINABILITY IN OUR BUILDINGS

Whether we're constructing new facilities and workspaces or upgrading existing sites, Gilead seeks to embed sustainable principles, from planning and construction to ongoing operations.

To guide our efforts, we look to global certification programs like LEED and Green Star that encourage best practices in energy use, water conservation, material selection and overall environmental performance, as well as local green building standards where they apply.

GREEN BUILDING CERTIFICATIONS



CORK, IRELAND
NEW CONSTRUCTION



MISSISSAUGA, ONTARIO, CANADA
COMMERCIAL INTERIORS



SHANGHAI, CHINA
COMMERCIAL INTERIORS



TAIPEI, TAIWAN
COMMERCIAL INTERIORS



SINGAPORE
COMMERCIAL INTERIORS



SANTA MONICA, CALIFORNIA
OPERATIONS
+ MAINTENANCE
(Recertification)



MELBOURNE, AUSTRALIA
INTERIORS



SUSTAINABILITY AT THE CENTER OF GILEAD'S RESEARCH AND DEVELOPMENT HUB

Gilead's new Pharmaceutical Development and Manufacturing Technical Development Center (NTDC), which broke ground in September 2025, integrates environmental stewardship throughout its design and operations. The facility features high-efficiency energy systems, smart building technologies and flexible lab spaces designed for conservation and adaptability.

By embedding environmental responsibility into the facility's core, Gilead demonstrates how scientific discovery and sustainability go hand in hand.

The NTDC is a prime example of the sustainability features embedded into all our new construction:



DESIGNED FOR FOSSIL FUEL-FREE OPERATIONS



DEPLOYMENT OF NEXT-GENERATION REFRIGERANTS



TARGETED ELIMINATION OF RED LIST CHEMICALS IN BUILDING MATERIALS



SUSTAINABLE LANDSCAPING

“We are excited about the innovative design behind our new facilities, which are built for fossil fuel-free operations, integrating next-generation refrigerants and eliminating harmful chemicals from building materials. By pursuing ILFI Zero Carbon Certification and LEED Gold, we’re not just meeting today’s standards, we’re setting the benchmark for a healthier future.”

— WENDY GIFFORD, Vice President of Corporate Engineering and Facilities



Gilead Headquarters
Foster City, California



FROM PARKING LOT TO AWARD-WINNING SPACE

In 2025, the Northern California Chapter of the American Society of Landscape Architects recognized Gilead Park, located on our Foster City campus, with its inaugural Biodiversity and Climate Action Award.

Once a 739-space parking lot, this 5.35-acre park has been transformed into a model of wellness, with a central gathering space, event promenade, woodland gardens, amphitheater and recreation lawns. It also earned SITES Gold certification for sustainable design and maintenance. Gilead Park is projected to sequester over 1.35 million kilograms of CO₂e over 60 years.

“As a workplace project, the connection to nature, education (nice biodiversity signage) and wellness creates a great tie into their health and air quality improvements and policies for reducing emissions.”

—
ASLA-NCC BIODIVERSITY AND CLIMATE ACTION COMMITTEE



(Photo Courtesy of Caitlin Atkinson)



A CULTURE ROOTED IN *SUSTAINABILITY*

Gilead employees are deeply engaged in sustainability initiatives both within our company and throughout our communities. Whether contributing to green efforts at work, volunteering locally or taking the California Clean Air Day Pledge, **our people are empowered to help create a healthier future.**



RIVER RESTORATION IN CALIFORNIA

Kite employees partnered with TreePeople and California Coastal Cleanup to support animal habitats and improve water quality in El Segundo and Santa Monica, California.



EMPLOYEE ENGAGEMENT

Each year, Gilead marks Earth Day and other sustainability-themed recognitions with educational events, resources, volunteering and personal challenges that engage our employees globally in making sustainable decisions.

● California Coastal Cleanup Day ● Earth Day ● Other





REENGINEERING THE LAB: GILEAD'S HIGH-IMPACT WATER REDUCTION PROJECT

Gilead's Edmonton, Alberta, Canada site develops and manufactures investigational pharmaceutical ingredients across 37 laboratories. Through My Green Lab certification, the facility identified single-pass cooling as costly, water-intensive and prone to flooding. In response, the teams deployed 40 waterless condensers and 32 water recirculation systems.

In the first half of 2025 alone, deploying these solutions across just some of Alberta's labs achieved a 43% reduction in water consumption while also lowering utility costs and reducing flooding risk. The site plans to extend water recirculation to all rotary evaporators across the Alberta site, targeting over 99% savings in cooling water use for these operations.



Michelle Esanu
Process Development



RAISING THE BAR FOR SUSTAINABLE EVENTS

Gilead earned a Bronze Certification for Sustainable Events from the Events Industry Council for our January 2025 National Meeting, reflecting a holistic approach to low-impact event design. Key actions included eliminating plastic water bottles through the Fill it Forward reusable bottle program, selecting energy-efficient, renewables-powered venues, reducing HVAC use in unoccupied spaces, minimizing travel emissions, designing lower-carbon menus, cutting single-use plastics, and diverting waste through recycling, audits and food donation partnerships.

FILL IT FORWARD

Gilead Sciences, together with Kite Pharma, has partnered with Fill it Forward to reduce plastic waste across more than 50 global locations. Using Fill it Forward's interactive app and team challenges, employees are encouraged to reuse their favorite water bottles — helping divert over 70,000 single-use items from landfills and oceans to date. This initiative helped us achieve our target to eliminate in-scope single-use plastics by 2025.

70K+

*single-use items diverted from
landfills and oceans to date*



GREENING OUR LAB ENVIRONMENTS

Gilead has participated in the My Green Lab (MGL) program since 2021, empowering our scientists to develop pharmaceutical solutions in an environmentally responsible manner. Last year, we certified 84 new “green” scientists under MGL, bringing our total community to 788 dedicated researchers.

2025 MY GREEN LAB CERTIFICATIONS

NEW IN 2025

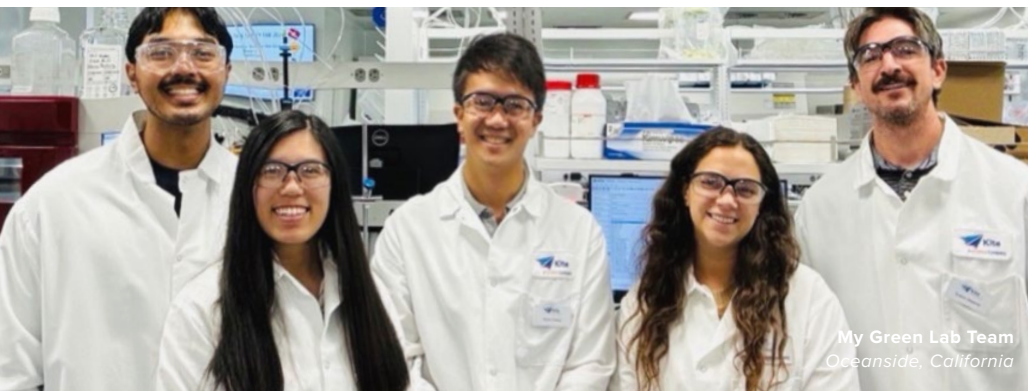
- Hoofddorp, Quality Control Microbiology – Platinum
- Hoofddorp, Quality Control Analytical – Platinum
- Hoofddorp, Quality Control Sample Management – Gold
- El Segundo, Manufacturing Science and Technology – Green
- Oceanside, Manufacturing Science and Technology – Green

RECERTIFIED IN 2025

- Foster City, Analytical Development – Platinum
- Foster City, FPD+DPP – Green
- Foster City, Process Chem – Green
- Edmonton, Process Development + Manufacturing Science and Technology – Green
- Edmonton, Analytical Operations – Green

“Cell therapy manufacturing excellence is not just about agility, reliability and efficiency. It also means acting responsibly and caring about the health of others as we produce innovative treatments. Participating in the My Green Lab program allows the various sites to take pride in sustainability practices that help us reduce our environmental impact while continuing to advance products that provide hope to patients worldwide. This dedication ensures that the cell therapies we deliver reflect not only our focus on a cure, but also our commitment to a more sustainable, healthier planet.”

— CHRIS CROWELL, Vice President and Head of Global Manufacturing



My Green Lab Team
Oceanside, California

PHOTOGRAPHY

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2025 Responsible Business and Impact

REPORT

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