



SUSTAINABILITY REPORT 2014



FOR OUR SUSTAINABILITY EFFORTS TO SUCCEED, WE WORK CLOSELY WITH OUR LOCAL COMMUNITIES TO UNDERSTAND THEIR GOALS AND NEEDS

MESSAGE FROM OUR PRESIDENT AND CHIEF OPERATING OFFICER



John F. Milligan, PhD
President and Chief Operating Officer

Being a successful company today requires us to think beyond business, and think deeply about our role as a citizens globally and locally. While the core of Gilead's work is to develop life-saving medicines for patients worldwide, we are also thinking about how to accomplish this in a more environmentally mindful way.

Gilead believes that for sustainability efforts to succeed, we need to work closely with our local communities to understand their goals and needs. Our employees around the world have the autonomy to make sustainable decisions that are right for their community. In fact, many of the initiatives you'll read about in the report originated from our employee base.

This includes employees like Derek Finn at our Cork, Ireland site. Over the last two years, Derek drove recycling initiatives in Cork to recycle 100 percent of waste, achieving zero-to-landfill status and maintaining it since 2013. Then there's Nicole Kho, a member of Gilead's Environment, Health and Safety team who helped develop the recycling program for the Foster City campus. Or, Zhongxin Zhou, a chemist who has been with

Gilead for over 19 years. Zhongxin recognized early in his career the waste reducing and cost saving power of green chemistry and continues to drive sustainable practices in our labs.

We're seeking new and better ways to improve our processes and impact, and Gilead can only do so much. Yet, I am consistently inspired by our employees and their drive to help us play a more active role in our communities. With their dedication, Gilead's sustainability initiatives will continue to develop. We know there is more work to be done to address the evolving social and environmental challenges ahead of us. Led by our employees and management team, we hope to take our sustainability commitment even further in years to come.

I am proud of Gilead's sustainability achievements in 2014. I hope you enjoy learning more about them in this report.

John F. Milligan, PhD
President and Chief Operating Officer



2014 PERFORMANCE HIGHLIGHTS

PEOPLE:

GREW GLOBAL WORKFORCE BY 54 PERCENT SINCE 2010

Gilead experienced strong growth in 2014. Since 2010, we increased our workforce by 54 percent and increased our international presence by opening affiliate offices in 15 countries.

PRODUCTS:

GILEAD DRUGS REACH MORE THAN 10 MILLION PATIENTS WORLDWIDE

Gilead's drugs help provide lifesaving treatment to an estimated 10 million patients in more than 150 countries worldwide. Of the 10 million patients, we estimate that 7.3 million received our product through the Gilead Access Program at the end of 2014. Through the Access Program, a number of our products for the treatment of HIV-AIDS, the hepatitis B virus, the hepatitis C virus (HCV) and visceral leishmaniasis are available at substantially reduced prices in low- and middle-income countries. We also have partnerships with India-based companies to expand access to generic versions of our newest HIV and HCV medications in the least-developed countries of the world.

GIVING:

DONATED MORE THAN \$280 MILLION WORLDWIDE

Gilead works to advance the care of patients suffering from life-threatening diseases around the world, including regions where access to modern medicine is limited or does not yet exist. In 2014, we significantly increased funding of these efforts, expanding the impact of more than a thousand nonprofit and non-governmental organization grantee programs around the world, including organizations in Africa, Asia, Australia, Europe, North America and South America.



Donated more than
\$280 million worldwide

ENVIRONMENT:

PLACED IN THE GREAT RACE FOR CLEAN AIR FOR FOURTH CONSECUTIVE YEAR

An annual event that pits local Bay Area companies against each other, the Great Race for Clean Air encourages employees to take alternative transportation. Gilead is the only company to rank in one of the top spots each year since 2010. In 2014, Gilead's award was in the category of highest overall CO2 savings.

ABOUT GILEAD

Gilead Sciences discovers, develops and commercializes innovative therapeutics in areas of unmet medical need. We work to advance the care of patients suffering from life-threatening diseases around the world, including regions where access to modern medicine is limited or does not yet exist.

Fundamental to Gilead's mission is our employees' adherence to ethical standards of business conduct, that help protect patient safety, the company, its employees and our business customers.

ABOUT THIS REPORT

Gilead is pleased to present our 2014 sustainability report. In this report, you will learn about Gilead's efforts to foster a culture of sustainability across our global sites. Every sustainability program Gilead creates is designed to be flexible and responsive to the needs of the local communities where we live and work. Each site is empowered to implement local initiatives that make sense for the site.

Sustainability — and recognition of its importance as we grow — drove us to publish Gilead's first report highlighting some of our initiatives to implement sustainable social and environmental practices worldwide. Gilead employees strive to incorporate sustainability into their lives, both at work and at home. Many of the initiatives you'll read about originated from our employee base.

If you have questions about Gilead's sustainability initiatives, please email sustainability@gilead.com.





PEOPLE

WE STRIVE TO CREATE A WORKPLACE WHERE EMPLOYEES CAN THRIVE AND GROW, BOTH PERSONALLY AND PROFESSIONALLY

Employees are Gilead's greatest assets and the most visible connection to our communities. Living Gilead's core values — accountability, excellence, teamwork and integrity — is critical to our success. We strive to create a workplace where employees can thrive and grow, both personally and professionally. In addition to competitive compensation, Gilead's Total Rewards benefits package aims to provide employees with resources designed to promote overall health and wellness, assist employees and their families in their everyday lives, and keep them safe and secure, in the office and beyond.

WELLNESS

Gilead's wellness offerings are designed to provide employees with valuable and convenient programs meant to help them keep wellness top of mind. This includes programs like Gilead on the Move or our onsite biometric screenings. These programs encourage participation from employees like Stephen Hsu, a research associate at our Oceanside facility. Stephen attended an onsite biometric screening and found that his numbers came back higher than expected. To improve his health, he joined a gym, increased his focus on nutrition and participated in Gilead on the Move. Within a short time, he lost 15 pounds and brought his numbers down to healthier levels that he continues to maintain. In 2014, 60 percent of our employees participated in a biometric screening (either at Gilead or through their own physician) and received a \$240 credit toward their health insurance premiums.

Wellness programs at Gilead include the following:

- **Gilead on the Move:** An annual campaign that challenges employees to get and stay physically active by moving the equivalent of 10,000 steps per day over the eight-week program. Participants are provided with a pedometer to track steps, or they can sync a personal device to track their movements.

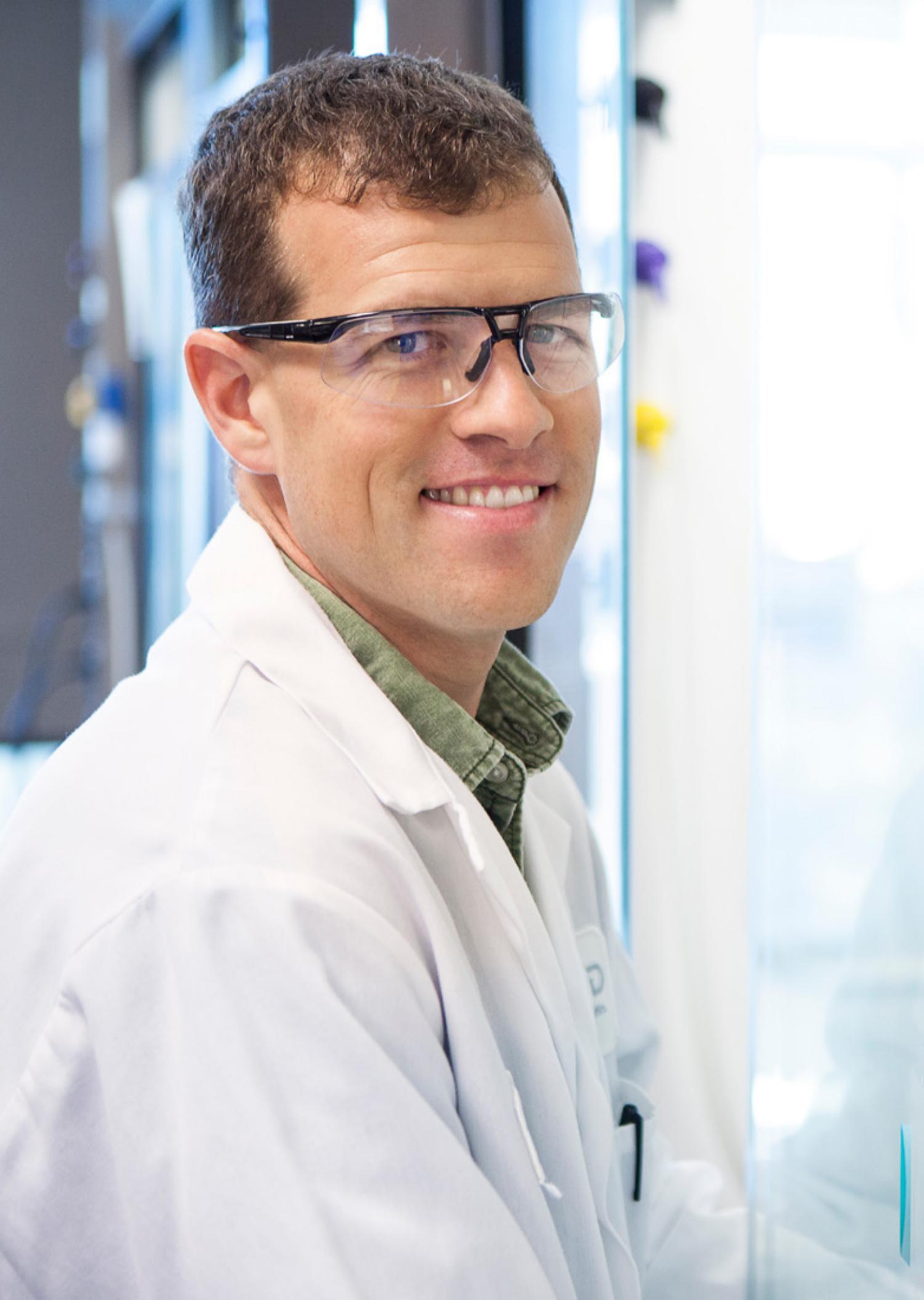
- **Healthy Holidays:** This is an eight-week, team-oriented challenge to get employees through the holidays and off to a positive start in the new year. The challenge is for team members to demonstrate efforts toward healthier habits while maintaining the team weight for the duration of the program.

- **Biometric Screening and Flu Vaccines:** Employees can sign up for onsite biometric screenings conveniently held on campus that will measure health risk factors such as blood pressure, body mass index, blood glucose and cholesterol. The screening includes a review of all results with a health professional. This is a Gilead-sponsored event and is free to all regular Gilead employees. Gilead also offers annual on-site flu vaccines at many of its U.S. sites.

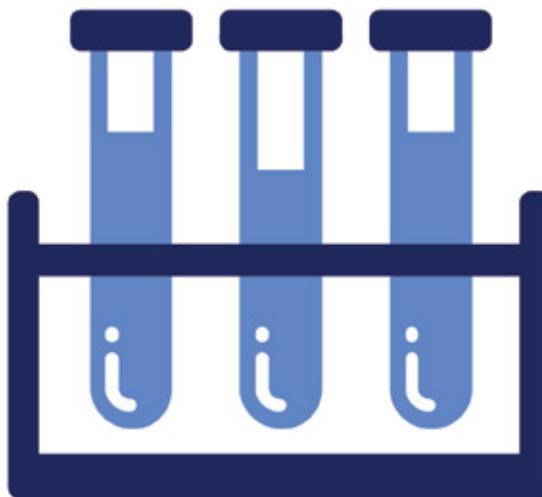
- **Fitness and Wellness Reimbursement Program:** Employees who work in Foster City have free access to an onsite fitness center, ClubG. Other U.S. employees can be reimbursed up to \$250 per calendar year for eligible fitness expenses.

- **Farmer's Market:** Each week, one of the three cafes in Foster City hosts a farmer's market where employees can purchase local fresh fruit and vegetables, artisan condiments, and organic produce. The onsite farmer's market is available to employees during spring and summer.

- **Wellness Communities:** Comprising employees who share the same interests, Gilead Communities focus on wellness by allowing employees to connect with each other over activities they're passionate about, including biking, running, skiing, soccer and much more.



Laboratory personnel receive an average
7 hours
SAFETY TRAINING
PER YEAR,
with annual refresher courses



WORK

Gilead helps make sure that each of our employees is safe, secure and enjoys their work environment. Laboratory and manufacturing personnel receive an average of seven hours of safety training per year, with annual refresher courses. Non-laboratory workers are also required to attend a safety course that explains some of the key emergency equipment and hazards while visiting a laboratory. See below for other ways that Gilead provides employees with a secure and engaging work environment.

Safety programs at Gilead include the following:

- **Lab and Site Safety:** Gilead's laboratory personnel receive extensive safety training on proper use of lab instruments, safety equipment and emergency procedures including fire and earthquake safety. First aid stations and Automatic External Defibrillators are located at key access points around Gilead's labs, and sites with a risk of earthquakes keep earthquake safety kits outfitted with survival equipment, including three days of rations and satellite phones. We also make available to all employees the Safety Data Sheets, which contain relevant environmental data on our active pharmaceutical ingredients that they may handle in the laboratory.
- **Travel Security:** Gilead's products reach patients all over the world. In order to better serve our patients, Gilead often sends employees around the world to facilitate the sourcing and distribution of products. Gilead offers employees detailed information about

their destinations, as well as resources for medical care and travel security.

- **Alternative Transportation:** To provide employees flexibility in the way they commute to and from work, Gilead offers full time Foster City employees who commit to using alternative transportation at least 50 percent of the time a \$100 tax-free voucher each month that can be applied to any public transportation service. Sixty percent of the employees who are in our program have utilized more public transportation than required by the program.

WORK/LIFE

Gilead provides programs designed to help employees succeed in their everyday lives and plan for the future. In Foster City, our onsite MBA program helped 24 employees advance their education in 2014. Employees like Angie Kim, a member of the manufacturing group in Foster City, who graduated with her MBA in April 2014 noted, "The program has given me the tools to be a better communicator, listener and leader — shaping me to be a better manager, and ultimately contributing to Gilead's success." In 2014, our tuition assistance program reimbursed 171 employees for courses that contributed to their profession. When unexpected circumstances arise, our employees can utilize a back-up care program that helps them care for their families when they can't be there in person.

NICOLE KHO
SMALL STEPS, BIG IMPACT

Nicole Kho sees so much potential for growing sustainable practices at Gilead. "Sustainability is a great opportunity," she says, "There's so much that we can do." When Nicole started at Gilead six years ago, she brought her personal interest and passion for sustainability to the company, a passion that continues in to her current role of Manager, Environmental Health & Safety.

From the beginning, Nicole has worked to establish environmentally responsible programs from the ground up. Her first project was developing an office-wide recycling program for the Foster City campus. "It was a visible way to bring sustainable thinking to everyone on campus," she says. Today, our Foster City site uses 100 percent compostable dining ware and utensils and diverts about 19,000 tons of waste from landfills annually.

Another opportunity that Nicole identified for sustainable retrofitting was in Gilead's laboratory operations. Partnering with employees to understand their feedback, Nicole led an initiative to incorporate recycling efforts for non-hazardous waste that is generated in the lab. Previously, materials like plastics, Styrofoam, cold products and coolers were being discarded and sent to landfill. She worked with lab personnel, putting in place a recycling procedure and providing technicians with all necessary disposal instructions. Gilead's Foster City labs now recycle over 23,000 lbs of plastic and 10,000 lbs of Styrofoam each year.

Nicole knows that there is so much more that can be done. From pulling teams together to share best practices and collecting and coordinating data, to analysis and assessment of progress, "the opportunities for sustainability are endless. Let's celebrate our wins, and think about how we can make even more of an impact."



Nicole Kho
Manager, EH&S



24 EMPLOYEES
earned their
MBA
in 2014

Programs to help employees include the following:

- **MBA Program:** Partnering with Golden Gate University, Gilead offers an onsite MBA program.
- **Tuition Assistance:** Employees can receive up to \$5,250 per year toward tuition for courses that will improve their professional skills.
- **Learning and Development:** Gilead offers a rich curriculum of professional skills courses to help employees reach their highest potential. These courses focus on essential and managerial capabilities such as business communication, teamwork, leading change, influencing and career development.
- **Back-up Child or Adult Care:** U.S. employees can call in a subsidized caregiver for their child, elderly parent or ill family member when their work commitments prevent them from being there themselves. Eighty hours of back-up care are available to employees each year.
- **Financial 401(k):** Gilead matches 50 percent of employee 401(k) contributions up to \$7,500 per calendar year.





GILEAD COMMUNITIES ARE A VALUABLE AND INCLUSIVE OUTLET FOR EMPLOYEES TO CONNECT WITH THEIR COLLEAGUES BOTH INSIDE AND OUTSIDE OF WORK

DIVERSITY AND INCLUSION

In a diverse workforce, employees are able to contribute their unique talents and skills and provide fresh ideas and distinct perspectives to help them achieve their goals. We believe we are a stronger company when our employees' perspectives are informed by a diverse set of experiences and backgrounds, and we will continue to recruit a diverse work force.

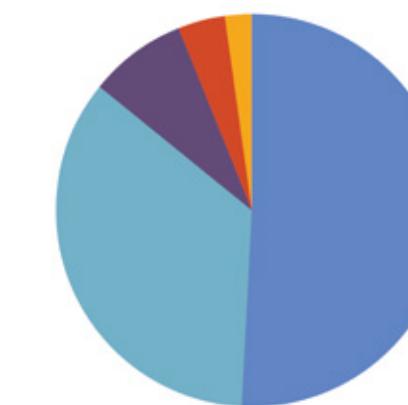
GILEAD COMMUNITIES

Gilead Communities are a way for employees to connect with each other over shared passions and interests. Employees can apply for community status for whatever they are interested in and can sometimes secure funding through Gilead. From the G.Run to the Volunteer communities, Gilead Communities are a valuable and inclusive outlet for employees to connect with their colleagues both inside and outside of work. Established Communities include groups such as basketball, craft beer society, Filipino-American Community, Gilead Parents, Mass Spectrometry and more. Of these communities, the Volunteer community may be the most active, as they plan numerous events throughout the year, such as gathering holiday gifts for a Bay Area nonprofit agency committed to meeting holiday wishes.



51 percent of
Gilead's employees
are female

49 percent
are male



Gilead Ethnicity
U.S. employees' self-identified

51% Caucasian
35% Asian
8% Hispanic
4% African American
2% Other



PRODUCTS

GILEAD LOOKS FOR WAYS TO IMPROVE ITS MANUFACTURING BY OPTIMIZING THE EFFICIENCY OF THE PROCESS AND REDUCING THE RAW MATERIALS NEEDED, WHICH CAN REDUCE OUR IMPACT ON THE ENVIRONMENT

Sustainability is present in all phases of a drug's development at Gilead, from ethical sourcing of natural, renewable materials, to green chemistry practices, to how our drugs end up in patients' hands. Even after a drug is launched commercially, Gilead looks for ways to improve its manufacturing by optimizing the efficiency of the process and reducing the raw materials needed, which can reduce our impact on the environment. Our Commercial API Process Optimization group in Alberta, Canada, conducts chemical development activities to improve existing commercial manufacturing processes. They seek to refine the manufacturing process, generate higher yield and reduce production time and inputs. For example, as the manufacturing process for Sovaldi® (sofosbuvir) matured we saw a reduction in production time by up to 50 percent, a reduction of total solvent usage by up to 30 percent and an improvement in the yield by up to 10 percent.

ETHICAL SOURCING OF MATERIALS

Gilead requires our partners to share Gilead's ethical sourcing standards. Our suppliers agree to manufacture products in accordance with Good Manufacturing Practice, an initiative enforced by the FDA, as well as operate in compliance with applicable local laws, which include prohibitions on human slavery and trafficking. Our product ingredients are sourced primarily from countries the United States Department of State has designated as being compliant with

the Trafficking Victims Protection Act's (TVPA) minimum standards. For countries that are still making efforts to bring themselves into full compliance with the TVPA, Gilead takes extra precautions before sourcing materials. Gilead sources only from businesses that are affiliated with countries fully compliant with TVPA, visits our suppliers in person and only selects suppliers that have been in business long enough to verify that their conduct meets Gilead's ethical standards.

Gilead conducts audits of our suppliers annually — or more frequently when necessary — to help ensure continued compliance and accountability. These audits, along with the personal engagement of Gilead management and routine in-person meetings with partners and suppliers, allow Gilead to identify, address and eradicate any violations of laws or our Code of Ethics wherever they may occur in the supply chain.

Suppliers found to use forced labor or human trafficking or who discriminate or otherwise act in a manner inconsistent with our corporate ethical standards will be terminated from the Gilead supply chain.

GREEN CHEMISTRY SOLVENT RECYCLING PRACTICES

Most chemical reactions require various types of solvents. Organic solvents are undesirable because they are mainly attributable to the petroleum industry, and may be associated with hazardous and toxic properties. In recent years, we have made an effort to significantly

GILEAD CONDUCTS ENVIRONMENTAL RISK ASSESSMENTS ON OUR PRODUCTS PRIOR TO SEEKING MARKETING AUTHORIZATION FROM THE EUROPEAN REGULATORY AGENCY



Zhongxin Zhou
Senior Director of Process Development

ZHONGXIN ZHOU IMPARTING SUSTAINABILITY INTO OUR PRODUCTS

If there's anyone at Gilead who knows about sustainability, it's Zhongxin Zhou, senior director of Process Development. Zhongxin has been at Gilead for 19 years. A chemist by trade, Zhongxin realized early in his career that sustainability

has a prominent place in the lab and in the plant, with potentially promising results. "It quickly became apparent that green chemistry and process optimization offer a lot of benefits," says Zhongxin Zhou, "both direct and indirect." Benefits include reduced environmental impact, avoiding costly materials and increasing efficiencies to further reduce waste and the cost of our products.

Green chemistry can have many facets, from solvent recycling, to using environmentally friendly solvents, or using enzymatic or catalytic reactions to replace chemical reactions that use reagents and solvents for similar transformations. Green chemistry can also be thought of as increasing the efficiency of the process, reaction or product.

For example, increasing the potency, or how much of the drug is absorbed by the patient, and sourcing renewable resources are two ways that green chemistry can help reduce the burden on the environment and produce the same effect for less. Our product, tenofovir alafenamide (TAF),

demonstrated high antiviral efficacy at a dose less than one-tenth that of Gilead's Viread® (tenofovir disoproxil fumarate). The smaller milligram size of TAF has enabled the development of new fixed-dose combinations and single tablet regimens for HIV therapy that were not feasible with Viread®. Patients benefit from the lower dose due to improved renal and bone side effects. Our first product benefiting from this is once-daily single tablet Genvoya® (elvitegravir/cobicistat/emtricitabine/TAF 10 mg), launched in November 2015.

Green chemistry is implemented in each stage of product development, from pre-clinical, to clinical, through commercialization. "If we recycle, recover and be smart about the chemistry and process," Zhongxin says, "we can get something that's 15, 20, 30 times more efficient." The goal is to produce the same quality of product, but reduce the total amount of waste created in the process. For Zhongxin, and for Gilead, "It's about finding the right solution."

reduce the number of processes requiring organic solvents — to just one. Generally, solvents are purchased, used in the appropriate chemical reaction, and then disposed. Recycling or reusing solvents, when possible, is a sustainable way to reduce solvent use and disposal, reducing our environmental impact. Gilead has implemented solvent recovery and recycling practices in select active pharmaceutical ingredient manufacturing systems, which has reduced the company's solvent usage in certain products by up to 70 percent.

ENZYME REPLACEMENT PRACTICES

In some cases, there is an opportunity to completely replace a chemical reaction with an enzymatic or catalytic reaction. While not a universally applicable process, enzymatic and catalytic reactions are generally more efficient, use less solvents and result in a more "green" outcome. Gilead employs enzyme or catalytic replacement in several reactions and is actively exploring expanding enzyme use in current and future projects and products.

SUSTAINABLE DISTRIBUTION PRACTICES

Gilead ships medications to locations all over the globe. To achieve this, Gilead employs insulated shipping containers. In 2014, Gilead phased out old, one-use shipping containers in favor of recycled and recyclable containers.

PHARMACEUTICALS IN THE ENVIRONMENT

One of the unfortunate potential consequences of patients benefiting from medical therapies is that drug products can enter our environment. Through improper disposal practices, drugs can enter the sewer system and potentially reach local waterways and other aqueous habitats, with negative effects. Gilead conducts environmental risk assessments on our products prior to seeking marketing authorization from the European regulatory agency. These assessments are designed to predict the amount



of active pharmaceutical ingredients that may enter the environment, along with the impact these compounds may have. Gilead operations do not release any active pharmaceutical ingredients into the environment from any of our sites. As a further step in

product stewardship, in 2014, Gilead participated in the Alameda County Take Back Program, a program encouraging patients to return unused medicines to certain designated locations rather than dispose of them as household waste.

GIVING

OUR BREAKTHROUGH MEDICINES ARE AVAILABLE TO PEOPLE IN THE U.S., ACROSS EUROPE AND IN ABOUT 45 DEVELOPING COUNTRIES

In 2014, Gilead significantly increased funding to help improve the lives of people suffering from serious diseases who lack access to the treatment they need.

We know we need to do more. We also know we are making progress in improving worldwide access through Gilead's Patient Assistance Program and tiered-pricing model. Gilead was the first company to contribute our medications to the Medicines Patent Pool, a United Nations-backed organization dedicated to improving access to affordable medicines. Our breakthrough medicines, including Sovaldi® and Harvoni,® are available to people in the U.S., across Europe and in about 45 developing countries. In Egypt, where HCV rates are five times as high as the world average, tens of thousands are now receiving treatment — and that number is growing quickly.

Our corporate giving and access initiatives were recognized by key advocacy groups last year. Funders Concerned About AIDS awarded Gilead a top spot in its latest rankings, and the Access to Medicine Index ranked Gilead fifth out of 20 pharmaceutical companies.

Gilead released a comprehensive 2014 corporate contributions report, detailing our work to support the efforts of grantees and partners across five key therapeutic areas: HIV/AIDS, liver diseases, hematology and oncology, inflammatory and respiratory

diseases, and cardiovascular conditions. To read the full report, visit www.gilead.com/responsibility.

HOW WE CONTRIBUTE

Scientific advancements that can change the way diseases are treated are the foundation of Gilead's work. We designed our corporate giving programs to complement the company's scientific contributions in three key ways:

- **Reducing Disparities:** People of all backgrounds should have access to the same healthcare,

regardless of age, disability, ethnicity or race, geographical location, gender, gender identity, or socioeconomic status. To that end, Gilead seeks to reduce health disparities by funding efforts that support underserved communities that have systematically experienced greater social or economic obstacles to health.

- **Providing Access:** Medicines should be accessible to all people who need them, regardless of where they live or what resources they have. Currently, a number of

Ranked
5th





political, social and geographical barriers prevent patients around the world from accessing the best possible care, so Gilead works with partners and grantees to help overcome those barriers.

- **Advancing Education:** Education is key to achieving disease prevention and effective long-term disease management. Gilead assists community organizations by supporting disease awareness programs for patients and expanding knowledge and skills for healthcare professionals.

REDUCING DISPARITIES

COMMUNITY/PATIENT CHARITABLE GRANTS

Gilead recognizes that even in countries with access to treatment, including the U.S., members of disadvantaged groups often face additional burdens in getting the treatment they need. To overcome those burdens, we support and partner with grantee organizations that span our five therapeutic areas and can connect with their patient populations in ways that achieve the best possible health outcomes.

PRE-EXPOSURE PROPHYLAXIS (PREP) GRANTS

Prevention is an important strategy for reducing HIV

rates, which is why Gilead provides grants and support to community organizations, demonstration projects and research efforts that help raise awareness about PrEP among at-risk populations.

Major health organizations say PrEP can significantly reduce HIV transmission rates



PROVIDING ACCESS

TIERED PRICING

Around the world, Gilead sets prices according to a country's specific situation, even if those prices result in little or no profit to us. By developing a tiered-pricing strategy, we have made significant progress in increasing access to our medicines in low- and middle-income countries suffering the greatest unmet need.

ACCESS PARTNERSHIPS

Through partnerships with generic drug manufacturers and the Medicines Patent Pool, Gilead has voluntarily licensed medicines to generic drug manufacturers in India, China and South Africa. Today, 99 percent of our HIV medicines used in low- and middle-income countries are produced and sold by our license partners.

FOCUS

In 2010, Gilead launched the Frontlines of Communities in the United States (FOCUS) program to address systemic and institutional barriers to routine HIV and HCV screening and access to care. FOCUS now has a network of transformational partnerships in hospitals, clinics and community programs across 16 of the most vulnerable U.S. cities.

INSURANCE ASSISTANCE

The U.S. healthcare landscape is complex and often difficult to navigate. To ease the burden that can place on patients and their families, Gilead's U.S. Patient Support & Assistance Programs help them understand their options.

DRUG DONATIONS

Gilead partners with the World Health Organization and other public-sector agencies to make AmBisome (amphotericin B liposome for injection) available at discounted prices in developing countries heavily impacted by visceral leishmaniasis, a parasite-borne disease. We also support collaborative research on the optimal use of medicines in developing countries by donating study drugs for clinical trials.

ADVANCING EDUCATION

INDEPENDENT MEDICAL EDUCATION

Gilead supports high-impact continuing medical education programs that expand the knowledge and skills of healthcare professionals. We fund a wide variety of educational initiatives held by medical universities, professional associations, community health centers, hospitals and academic medical centers.

COMMUNITY AND PATIENT EDUCATION GRANTS

Gilead seeks to support community organizations and increase disease awareness. Our community and patient outreach efforts target populations most at risk to help educate residents about prevention and available care options.



**1.5 million
people tested for
HIV via FOCUS**



**573,000
Educated 573,000
U.S. health
care providers**

HELPING RAPE SURVIVORS IN THE CONGO

Every year, as many as 400,000 women of the Democratic Republic of Congo are raped, putting them at high risk for pregnancy, HIV and other sexually transmitted diseases. Thanks to Global Strategies, however, these women are starting to receive the treatment they need and deserve.

Dr. Josh Bress was working in the Congo when he learned about Global Strategies, a nonprofit organization that helps women and children get medical treatment in one of the most neglected and dangerous countries in the world. Inspired by the organization's work, Bress knew he had to sign up.

"I just loved that Global Strategies doesn't shy away from difficult, unstable areas, and that it has established long-term relationships with health workers who are truly committed to change," says Bress.

Global Strategies has made huge strides in care for Congolese women, but challenges remain: Rape victims need to receive treatment within 72 hours of attack to prevent HIV infection — no easy task for women who must travel significant distances by foot to get care. To raise awareness about the critical importance of prompt treatment, Global Strategies has intensified education efforts in local communities by deploying local healthcare workers who distribute pre-bundled post-rape medical kits to victims presenting at remote rural clinics.

"The post-rape kits are life-saving for these women, and we've found that partnering with local teams has been far and away the best approach to delivering them," says Bress.

The Gilead Foundation donation allows Global Strategies to serve women and children in the most neglected areas who have limited or no access to healthcare. To date, Global Strategies has delivered more than 1,500 post-rape kits and for patients seeking treatment at local clinics, the education initiatives have increased the on-time arrival rate (within 72 hours) for treatment to between 70 and 90 percent.

"The people who care for these women are always asking us to thank Gilead," says Bress. "They've given us a lot more than funding; they've enabled us to provide the best care possible to those who need it most."

AIDSVu

Since 2010, we have partnered with Emory University's Rollins School of Public Health on AIDSVu, an interactive online mapping tool that highlights the impact of HIV on specific geographic areas, in some cases at the ZIP code and census tract levels. AIDSVu also enables local and city officials to create targeted programs to combat the spread of the disease.

GILEAD FOUNDATION

Gilead established the Gilead Foundation in 2005 to find better ways to improve the health and well-being of underserved communities around the world. Through this nonprofit, Gilead focuses on giving to organizations that seek to expand access to HIV and hepatitis education, outreach, prevention and health services. We also support efforts to train healthcare workers, develop educational programs, and provide diagnosis and linkage to care for people in underserved communities.

In 2014, the Foundation granted \$10,023,328 to about 80 organizations across Africa, India, Latin America and the Caribbean, and the United States.



**Gilead Foundation
doubled
year-over-year
giving in 2014**



ENVIRONMENT



OUR EMPLOYEES ARE EMPOWERED TO PRIORITIZE AND IMPLEMENT THE INITIATIVES THAT MAKE SENSE FOR THE ENVIRONMENT

Gilead's global sites prioritize a diverse array of environmental issues and needs. Gilead's Cork site, for instance, faces limited landfill options given that Ireland is an island nation, while our California locations are experiencing the worst drought in over a century.

For Gilead, local environmental challenges dictate the sustainability measures we prioritize and implement to ensure the company is responsive to the needs of local communities. Though these initiatives are diverse, they share the common goal of advancing Gilead's responsibility to environmental stewardship of the communities where we live and work. Our employees are empowered to prioritize and implement the initiatives that make sense for the environment.

FOSTER CITY, CALIFORNIA, USA

Gilead is headquartered in Foster City, twenty miles outside of San Francisco. The Foster City campus is home to about 4,000 of Gilead's 7,500 employees and features 28 buildings on its campus. Employee headcount at the site has grown by 76 percent since 2010, providing an opportunity for Gilead to explore and implement sustainable practices in new building construction, retrofitting, water conservation, diversion from landfill and alternative transportation.

SUSTAINABLE BUILDING PRACTICES

Construction projects across Gilead are being driven with sustainability in mind. New office buildings are being designed to LEED Silver standards using materials that are sustainably sourced and transported. Demolition and construction debris is recycled at a rate of 90 percent, drastically reducing the amount of waste headed for landfills. The site also features bioswales, a landscape feature designed to remove silt and pollution from surface runoff water.

Building designs incorporate an increased use of natural light, paired with cost-saving, energy-efficient LED bulbs.

New lab buildings on the campus include variable-airflow hoods. In contrast to the standard hood design, variable-airflow hoods allow dynamic control of air flow inside each individual hood. As soon as the sashes are closed, the air flow will ramp down, allowing each hood to save enough energy to power 3.5 households per year. With more than 200 variable-airflow hoods installed, that's enough energy savings to power more than 700 households in a year.

WATER CONSERVATION

Gilead's Foster City site, like the rest of California,



Variable airflow hoods save enough energy to power more than 700 households annually





NEIL JAIN MANAGING SUSTAINABLE GROWTH

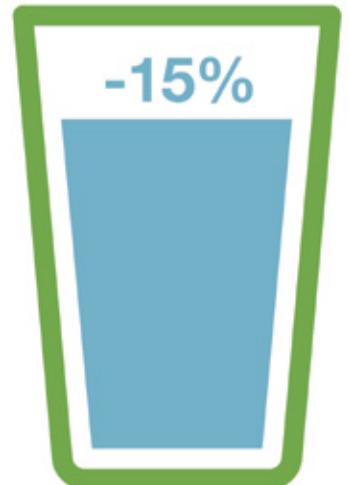
The population at Gilead's Foster City campus has grown significantly in the last few years, and it is up to Neil Jain, Associate Director of Corporate Engineering, to grow the campus in a sustainable and cost effective way.

In his seventh year at Gilead, Neil oversees large capital projects on the Foster City campus. "We are driving projects with sustainability in mind," says Neil, "and we're looking to take it to the next level and innovate." Building sustainability into projects from the ground up, Neil turned to LEED certification standards to guide construction practices. Working with designers and architects to design buildings to these standards, these capital projects aim to use materials that are environmentally friendly, recycle debris and bring more natural light into buildings.

In 2014, construction projects underway on the Foster City campus included building two parking garages with electric vehicle charging stations; a six-story, mixed-use office and lab building; and a 10-story office building, both built to LEED standards. For Neil and Gilead, sustainability is about, "making responsible decisions that reduce the negative impact on the environment."

Neil Jain
Associate Director of Corporate Engineering

Gilead aims to reduce total water consumption on the Foster City campus by 15% by 2015



is experiencing a period of unprecedented drought. Looking ahead, Gilead aims to reduce total water consumption on the Foster City campus by 15 percent by 2015. To reach that goal, we plan to address our water consumption both in and outside the lab.

Landscaping across the site has been converted to incorporate drought-tolerant plants that require less water to maintain. In addition, plant irrigators across campus are low flow, converted from using two gallons per minute to just half a gallon per minute.

RECYCLING AND DIVERSION FROM LANDFILL

In 2014, Gilead's Foster City site diverted 19,000 tons of waste from landfills. This was achieved through the use of tri-bins, which are refuse receptacles with clearly marked bins for garbage, recycle and compost, as well as engaging employees through educational campaigns.

All cafes and kitchenettes on the campus utilize 100 percent disposable,

compostable plates, drink ware and flatware, further reducing our water usage and non-recyclable waste.

ALTERNATIVE TRANSPORTATION

Gilead offers employees an array of flexible alternative transportation options to commute to work:

- **Shuttles:** Gilead subsidizes 30 percent of the public transportation cost for the "last mile" shuttles, which bring employees from the Millbrae Bay Area Rapid Transit Station to Gilead's campus.
- **Vanpool/Ride Share:** Fifty-three percent of employees who utilize alternative transportation at Gilead opt to commute by vanpool and ride share programs.
- **Mass Transit:** Full time employees who commit to using alternative transportation at least 50 percent of the time can receive a \$100 tax-free voucher per month that can be applied to any public transportation service.
- **Electric Vehicle Charging Stations:** In 2014, Gilead started construction on two parking garages which will feature EZ charging stations. The goal is to have dual-head charging units onsite, with up to 84 vehicles charging at any given time.
- **Bike:** Gilead's campus features a convenient onsite bike repair service for our employees who choose to commute by bike. The campus also has bike lockers, bike locking stations and an onsite gym with showers.



Building onsite stations to charge 84 electric vehicles at a time



LA VERNE, CALIFORNIA, USA

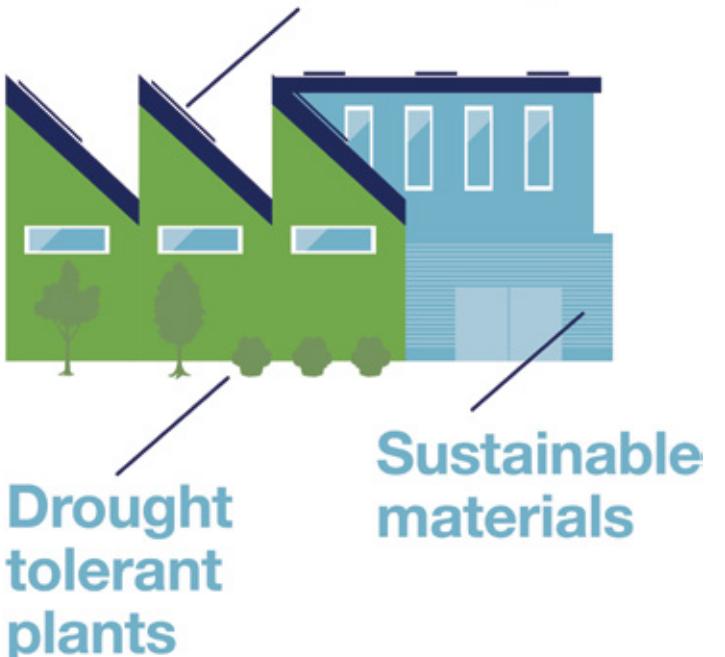
Gilead's La Verne site will be completed and occupied in 2016, but it won't be fully operational until late 2017. Sustainability is embedded in the design concept, from using natural resources to be more efficient and less costly, to looking ahead to the daily building operations. Highlights include the following:

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

SAN DIMAS, CALIFORNIA, USA

Like Foster City and La Verne, the San Dimas site is concerned with water conservation. Reducing the site's water consumption is no small task, as water is essential to many steps in the production process including cleaning, packaging, cooling equipment, making steam and heating. But instead of replacing or upgrading equipment, San

Windows and skylights that let in natural light



Sustainable materials

Drought tolerant plants

Dimas has elected to optimize operations without additions or modifications.

Previously, as a result of backwashing from the site's pre-treatment multimedia beds, water was discharged at a rate of 234,000 gallons annually. We determined that backwashing could be reduced from a weekly task to only once every 90 days. The result is an annual savings of approximately 200,000 gallons of water. We also found that we could reuse water used for production by diverting it to the cooling towers to be used as make-up water, reducing the demand for city water by over 10,000 gallons per day, or 350,000 gallons per year.

In addition, steam and electric condensation return pumps on the high-pressure steam equipment were removed in two of the San Dimas buildings. The condensation was returned to the tanks using the system's own high pressure, saving approximately 3,000–5,000 pounds per hour of wasted steam.

EDMONTON, ALBERTA, CANADA

Employees at Gilead's Alberta site have identified environmental impact considerations that span the breadth of Gilead's operations in Alberta, from nitrogen reduction to nonhazardous waste diversion.

At our ISO 14001-certified Edmonton, Alberta, facility in Canada, we carry out process development and scale-up of our clinical development candidates and manufacture active pharmaceutical ingredients for both investigational and commercial products. Part of our facility's environmental controls includes the use of a vent condenser to condense solvent vapors to liquid waste in order to minimize air emissions.

Prior to 2014, the site used liquid nitrogen to cool the vent condenser, consuming nearly half of the site's bulk nitrogen supply. Management recognized an opportunity to reduce nitrogen consumption by switching from a nitrogen-cooled vent condenser to a Syltherm oil-cooled, closed-loop system. The new system was completed in July 2014, and shortly after, the site recorded a 40 percent reduction in liquid nitrogen consumption, for an estimated savings of 600,000 cubic meters per year. Overall cost savings were realized at about \$30,000 per month, resulting in an estimated project payback of just 12 months. In addition, the improvement resulted in reduction of the power consumption required to manufacture the nitrogen, as well as fewer truck deliveries.

Gilead's Alberta site also has a robust recycling program and has seen an increase in our diversion-from-landfill rate from 40 percent to 90 percent by the end of 2014 through composting, recycling and biofuel generation. These results were realized through various educational and awareness campaigns supported by a partnership between the onsite Green Initiative Committee and senior management. In addition to implementing recycling initiatives, the 20-person volunteer Green Initiative Committee engages colleagues with other projects throughout the year, including Earth Day celebrations, environmentally focused scavenger hunts and annual departmental audits focusing on improvements to the sustainability goals.





Rooftop garden, Cork, Ireland

CORK, IRELAND

We utilize our Cork, Ireland, facility primarily for solid-dose tablet manufacturing of certain antiviral products, as well as product-packaging activities. Designed with sustainable measures in place including an energy-monitoring system and a rooftop garden providing natural insulation, Gilead's Cork site is committed to sustainability. But, the island nation of Ireland faces unique environmental challenges. One of the most pressing challenges is reducing waste, given the limited amount of land to store it. Gilead's Cork site responded with a simple answer: Don't create any waste.

Originally thought to be a stretch goal, Gilead's Cork site achieved zero-to-landfill status in 2013 and has maintained it ever since. Zero-to-landfill means that a site sends zero percent of its waste to the landfill. Sorting Gilead's waste stream enabled more materials to be sent

to a recycling plant where it is later converted to reusable products. By achieving this status, the Cork site is responsible for diverting about 22 metric tons of waste from Ireland's landfills, avoiding cost incurrence for landfill disposal and being a better steward of the local environment. Similarly, despite Gilead's production at the Cork site increasing by 40 percent over the last several years, the amount of process waste has remained flat at 20 tons. Process waste is a byproduct of pharmaceutical manufacturing that is segregated from recyclable, hazardous and landfill waste and later incinerated.

This shift to waste avoidance was achieved through employee education campaigns. Employees were excited to do their part for the environment, and the zero-to-landfill push has been a huge success with employees recycling automatically.



Zero-to-landfill
status since 2013

45% diversion from landfill rate, an annual diversion of more than 1 million pounds.



That's 34 garbage trucks averaging 14 ton loads

OCEANSIDE, CALIFORNIA, USA

Our Oceanside facility is designed and equipped to produce biologic compounds for toxicological, Phase 1 and Phase 2 clinical studies. At the site, the all-volunteer Safety and Environmental Team drives recycling efforts. This team spearheads recycling initiatives like "Kick the Can," which removed trash bins from employees' desks and instead created centralized recycling stations. This initiative gave employees the opportunity to walk to the trashcan and make an active decision on what needs to go to landfill, recycling or paper waste. Employees also think twice before printing a document, generating less waste. Another initiative, "Chuck the Cup," asked employees to bring in old mugs to be used in the office break rooms, reducing paper cup consumption. Due to initiatives like these, along with employee education campaigns, Gilead's Oceanside site has achieved a 45 percent diversion from landfill rate, or 3,200 pounds every day.

In addition to employee-led campaigns to reduce office waste, our Oceanside site diligently manages proper disposal of hazardous waste. Gilead's Oceanside site treats approximately 75,000 to 90,000 gallons of corrosive hazardous waste per day, which we manage through a waste neutralization system. If the waste was not treated, it would end up in a Resource Conservation and Recovery Act Treatment, Storage and Disposal Facility. In addition, the Oceanside site recycles all flammable solvents for energy recovery, resulting in roughly 2,000 gallons of expired solvents recycled per year.

Our employees don't stop there; they extend their commitment to reduce and manage waste to the Oceanside community. Every Earth Day, Oceanside employees participate in a community Beach Clean-Up Day during which they volunteer their time to pick up trash on local beaches. Picking up an average of 100 to 200 pounds of garbage from Oceanside's beaches each year, Gilead employees help to keep their ocean, beaches and local communities clean. Some employees even make time to catch a wave or two before heading into the office.

SEATTLE, WASHINGTON, USA

Built on a site containing some previous environmental contamination, known as a brownfield, Gilead's Seattle site is located on the eastern shore of Lake Union. Gilead subsidizes public transportation for its Seattle employees who commute in a variety of ways — bus, train, light rail and even Washington State's extensive ferry system. Further reducing the company's environmental impact, the site encourages bicycling to work, with features like secure bike cages and showers in the locker rooms. In addition, a Pronto Bike rack, Seattle's bike share program, located just outside the building provides a "green" travel option for employees to get around town during the day.

Built with shell and core construction principles, the leased building was constructed in accordance with LEED Gold criteria with increased natural lighting, green building practices, and natural and sustainable material selections. The recent addition of timers and motion sensors to the building's lighting controls resulted in a savings of 36,308 kWh each year.



**Savings of
36,308 kWh
annually, equivalent
to switching 655
incandescent lamps
to compact
fluorescent bulbs**



For more information about sustainability at Gilead,
contact sustainability@gilead.com,
or visit us online at www.gilead.com/sustainabilitysummary.