

Standardizing Sustainability

Lessons Learned Across Gilead Sciences

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Learning Objectives

1. Understand the business case for why the Standard was developed and how it will support corporate sustainability goals.
2. Learn the successes and challenges in implementing a new Standard and unforeseen consequences
3. Learn why cross sharing of knowledge is both a benefit and at times a disadvantage.
4. Understand why Sustainability must be a decision metric during early design.

Business Case



Who
We
Are



Creating a healthier world for all people

In the ancient world, there was a tree that was known for its healing powers. Like the medicinal resin it produced, the tree was called the Balm of Gilead.

We exist for the same purpose: to bring new hope in the face of devastating diseases. For more than 35 years, we have set - and achieved - bold ambitions once thought impossible in medicine, with the goal of creating a healthier world for all people.



Growing Our Business for Greater Impact

We are evolving our strategic focus to expand our reach. By investing in world-class science, driving access to our medicines, addressing societal barriers to care and building a culture where our employees can make a real impact together, we will continue to create a healthier world for all people.



PIPELINE

Bring 10+ transformative therapies to patients by 2030



PREFERRED PARTNER

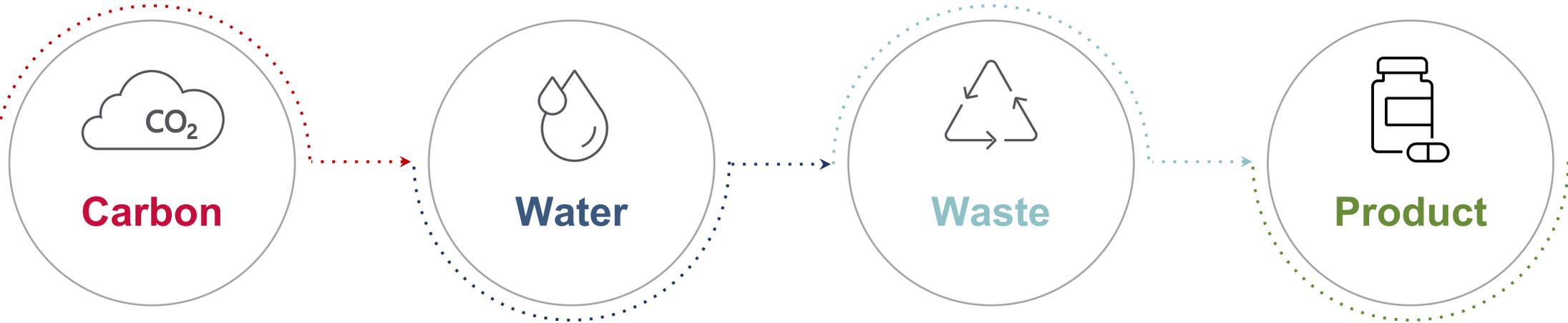
Be the biotech employer and partner of choice



SUSTAINABLE VALUE

Deliver shareholder value in a sustainable, responsible manner

Gilead's Sustainability Goals for a Healthier World



- Reduce Scope 1 and 2 greenhouse gas emissions by 46% by 2030¹
- Reduce Scope 3 greenhouse gas emissions by 15% by 2030¹
- Transition 100% of fleet vehicles to electric or low emissions vehicles, and increase charging infrastructure by 2030 (EV100)
- 100% renewable electricity in operations by 2025 (RE100)
- Achieve Carbon NetZero Operations GHG emissions by 2030

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

- Reduce total waste generated by 20% by 2030¹ (non-hazardous only, excludes construction and demolition waste)
- Achieve Zero Waste to Landfill status at owned facilities by 2030, Foster City to achieve by 2025 (may exclude leased facilities)
- Eliminate single use plastics by 2025 (excludes Manufacturing and R&D operations)

- 100% product packaging widely recyclable or reusable, including elimination of all unnecessary plastics, by 2025²
- Use 30% post-consumer recycled content in all plastic packaging by 2025²
- Use 70% recycled content paper from sustainably managed forests by 2025²

Notes

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

Sustaining our Shared Planet

Together, we act responsibly for our shared future



Reduction of carbon emissions compared to 2019¹



Green building certifications since 2016



Metric tons of waste reduced compared to 2019



Megaliters of water conserved per year³



Widely recyclable product packaging⁴



Scientists certified through My Green Lab

Creating a **healthier world** for all people means we deliver our medicines in a way that does **not come at the expense of our planet**. With a legacy of bold discoveries and scientific advancement on the horizon, we have transformed our environmental footprint through programs that embed sustainability into our business, our supply chain, and our communities.

¹ This reduction in operational emissions supports our approved Science Based Targets Initiative (SBTi) target.

² Includes leased and owned sites.

³ Water savings achieved by projects implemented 2022-2024.

⁴ Excludes primary packaging, and where quality and safety permit. Represents 98% of packaging volume.



Implementation



Opportunities to Address With Business Growth



Create a consistent project approach and responsibility across different stakeholders



Create uniformity at project onset to eliminate risk of a higher premium for Sustainability targets if added to the project late



Spark Conversations and create clear expectations with each project

A Standard was created to enable a delivered asset to be sustainably designed and performed over its lifecycle and position Gilead to deliver on its Sustainability Goals

Focus Areas for Performance Targets



Scoping



Targets



Tools



Calculators



Documentation



Validation

	NEW CONSTRUCTION	MAJOR RENOVATION	TENANT IMPROVEMENT	OTHER PROJECTS (as applicable)
ENERGY 	<ul style="list-style-type: none"> Energy Use Intensity (EUI) Enhanced Commissioning Onsite renewable energy system 	<ul style="list-style-type: none"> Energy Use Intensity (EUI) Conduct Enhanced Commissioning 	<ul style="list-style-type: none"> Lighting power density thresholds EnergyStar equipment Conduct Enhanced Commissioning 	<ul style="list-style-type: none"> Meet applicable local energy code requirements. For location without a local energy code, meet the applicable mandatory measures of the International Energy Conservation Code
GLOBAL WARMING POTENTIAL 	<ul style="list-style-type: none"> Next Generation Refrigerants for new equipment 	<ul style="list-style-type: none"> Utilize Next Generation Refrigerants for new equipment Optimize existing equipment refrigerant use 	<ul style="list-style-type: none"> Utilize Next Generation Refrigerants for new equipment Optimize existing equipment refrigerant use 	-
WASTE 	<ul style="list-style-type: none"> Construction, demolition, and operational waste diversion 	<ul style="list-style-type: none"> Construction, demolition, and operational waste diversion 	<ul style="list-style-type: none"> Construction, demolition, and operational waste diversion 	<ul style="list-style-type: none"> Construction and demolition waste
WATER 	<ul style="list-style-type: none"> Potable water consumption 	<ul style="list-style-type: none"> Potable water consumption 	<ul style="list-style-type: none"> Potable water consumption 	<ul style="list-style-type: none"> Meet a water budget*
MATERIALS 	<ul style="list-style-type: none"> Whole building carbon footprint Select materials and furniture that meets health, wellness, Red List Free, FSC, and recycled content criteria* 	<ul style="list-style-type: none"> Whole building carbon footprint Select materials and furniture that meets health, wellness, Red List Free, FSC, and recycled content criteria* 	<ul style="list-style-type: none"> Embodied Carbon Select materials and furniture that meets health, wellness, Red List Free, FSC, and recycled content criteria* 	<ul style="list-style-type: none"> Select materials and furniture that meets health, wellness, Red List Free, FSC, and recycled content criteria* Embodied carbon by 5%*

+ Offices benchmarked against EnergyStar, labs against I2SL

* Tools have been created to measure project performance against the indicator

Case Study - Post Construction



Pre-Clinical Research Center Foster City, CA

Major renovation of 1987 building

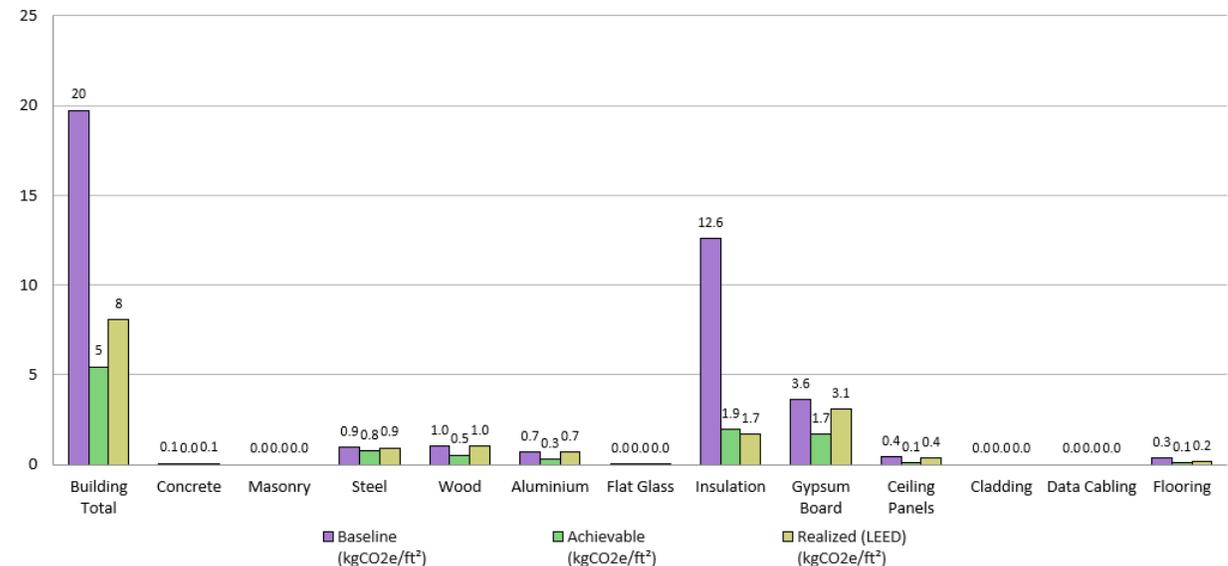
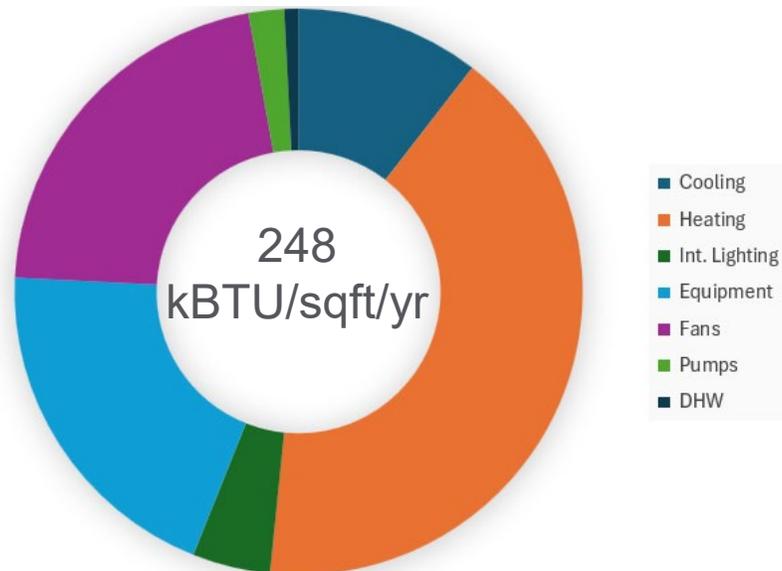
- Full interior gut
- New HVAC
- Envelope thermal performance improvements
- New glazing
- Roof structural support
- 19,300sf renovated space

Pre-Clinical Research Center - Case Study

	Water	Materials – Red List
Baseline – without Standard	Sterilizer: 455,000 gallons per year	Epoxy Flooring with BPA LVT Flooring with PVC
Performance	Sterilizer: 30,000 gallons per year (anticipated)	Polyaspartic Flooring Red List Free Marmoleum
Challenges	Manufacturer discontinued water saving sterilizer feature during procurement	Durability and staining issues with Polyaspartic flooring (similar staining with Epoxy flooring)

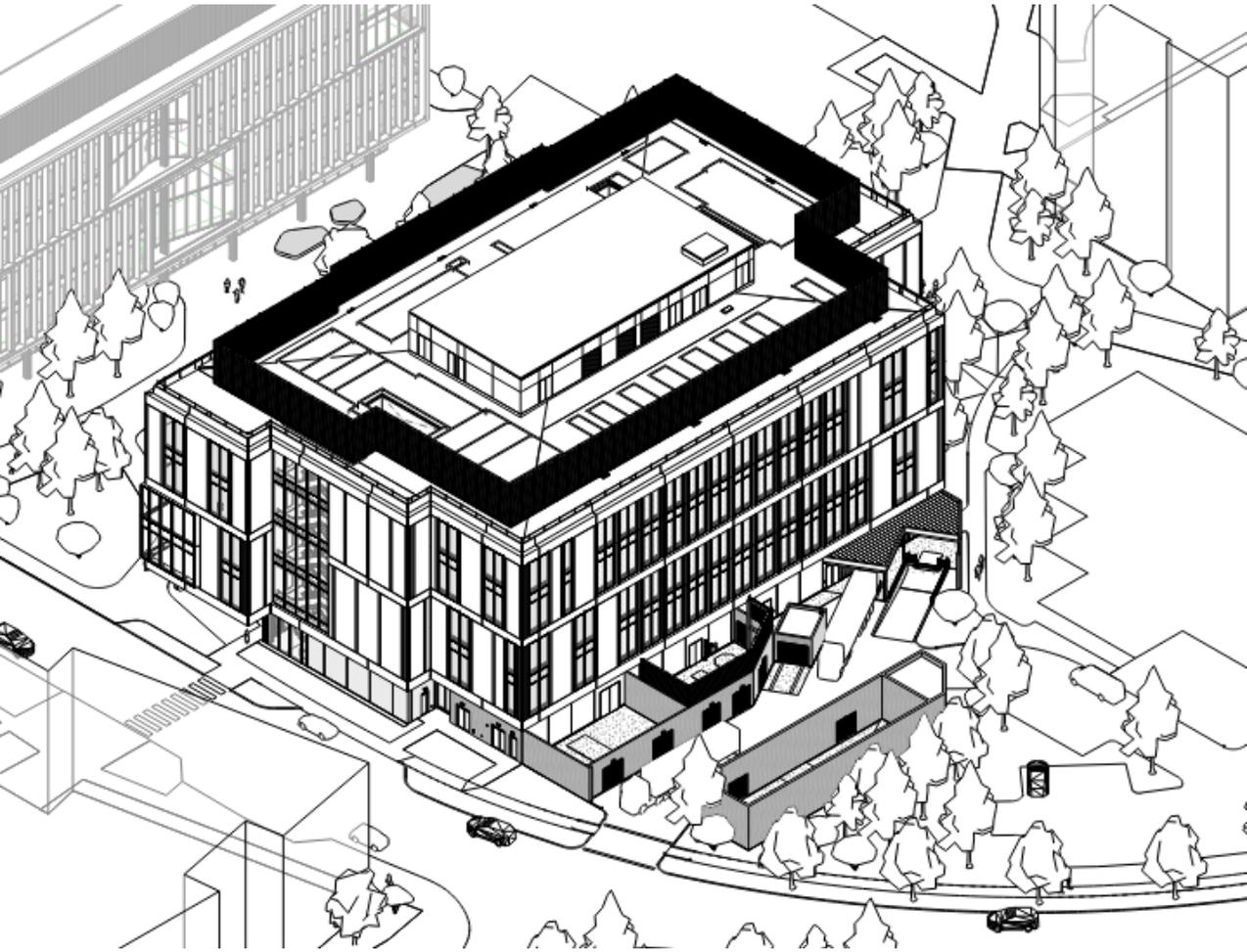
Pre-Clinical Research Center - Case Study

	Energy	Embodied Carbon
Baseline – without Standard	EUI: 420 Mixed-fuel	Not a consideration
Performance	EUI: 248 All-Electric	59% reduction
Successes	Fostered discussion, helped showcase feasibility of all-electric labs	Highlighted importance of renovation



Case Study - In Design

Technical Development Center Foster City, CA



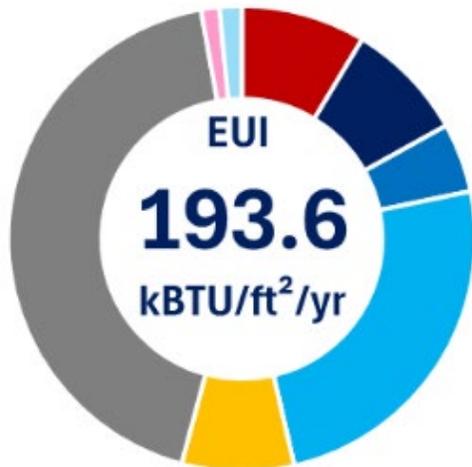
New Construction

- 5-stories
- Offices, office support, laboratories, and lab support
- Pilot Lab
- 180,000 SqFt
- Pursuing LEED Gold and ILFI's Zero Carbon

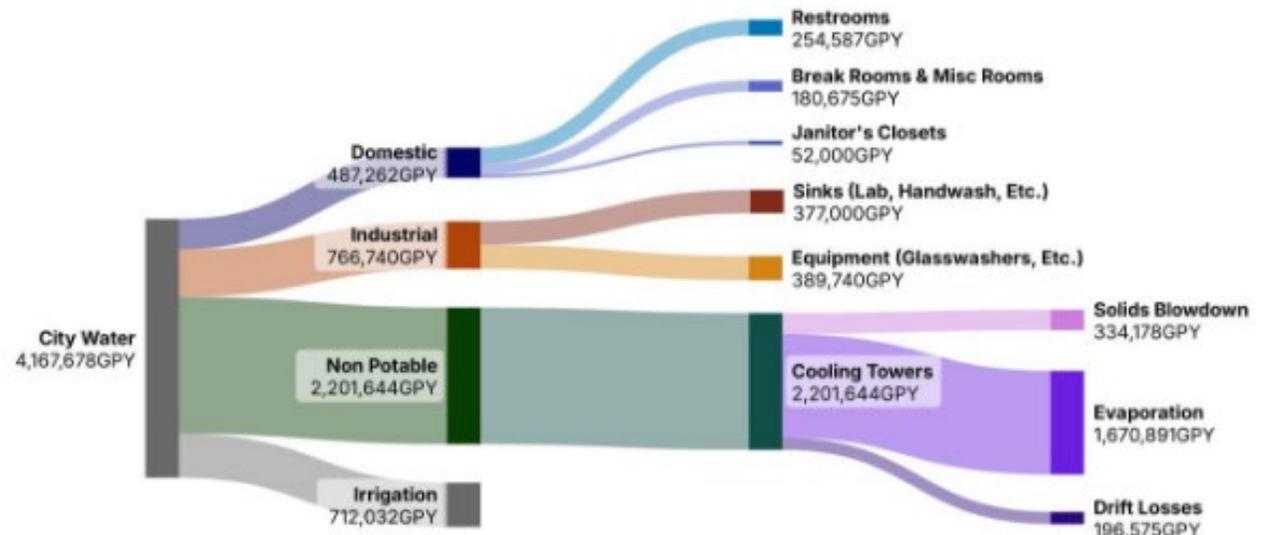
Technical Development Center - Case Study

	Energy	Water
Baseline – without Standard	366 EUI	7,362,672 gallons per year
Performance	193.6 EUI	4,167,678 gallons per year
Discussion Points	Baseline – unique program for comparison within I2SL database	Baseline understanding and engaging engineers

ENERGY CONSUMPTION - 100% DD



- Space Heating
- Space Cooling
- Heat Rejection
- Interior Fans
- Exhaust Fans
- Interior Lighting
- Receptacle
- Service Water Heating
- Pumps



Successes & Lessons Learned

- Tactical

- All-electric lab design is the norm.
- Decarbonization goes beyond operational energy, embeds embodied carbon into project planning.
- Openness to explore new technologies is critical; if the business case is there.
- Cross sharing and cross learning between different external project teams is critical.

Successes & Lessons Learned

- Procedural

- Ongoing education, clarification, and refinement of Standard required.
 - *Industry is evolving.*
- Elevating all engineers and designers to the challenge is not without hiccups.
 - *The “Why” and “How” the Standard was developed is important.*
- Having the Standard is not enough.
 - *Continuous strategizing, monitoring, and accountability throughout design and construction.*



Thank You
&
Questions



Thornton Tomasetti