

GILEAD ALBERTA ENVIRONMENTAL, HEALTH & SAFETY POLICY

At Gilead, our aim is to discover, develop and deliver innovative therapeutics for people with life-threatening diseases. To accomplish this mission, Gilead Alberta is committed to the development and manufacture of innovative therapeutics in areas of unmet medical need without adversely affecting the health and safety of our employees, our neighbors, or our environment.

Our Commitments:

- **Compliance:** We comply with all relevant environmental, health, and safety laws, regulations, and other requirements.
- **Continual Improvement:** We are dedicated to continually improving our environmental and occupational health and safety performance.
- **Risk Management:** We identify, assess, and manage risks and opportunities related to our environmental and health and safety aspects to prevent injury, ill health, and environmental impacts.
- **Objectives and Targets:** We set, monitor, and review objectives and targets to drive our performance in environmental and health and safety management.
- **Worker Participation:** We value and seek the active participation and consultation of our workers in all aspects of our management systems.
- **Pollution Prevention:** We are committed to preventing pollution, using safer chemicals when feasible, reducing waste, and promoting sustainable resource use.
- **Safe and Healthy Work Environment:** We provide safe and healthy working conditions to prevent work-related injury and ill health.

Managers, assisted by specialist staff, are responsible for the development and implementation of the Company's Environmental, Health and Safety Program. Employees and contractors are responsible for performing their jobs in accordance with EH&S rules and regulations. Program performance is planned and periodically measured against clearly defined Environmental, Health and Safety goals and objectives, with modifications made to ensure continual improvement and enhance environmental performance.

Greg Klak
Vice President Operations, General Manager
June 2024

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