OCTOBER 2024

2024 Corporate Values & Sustainability Report

EXELIXIS®

Table of Contents

About This Report

This report outlines our progress related to the company's environmental, social and governance (ESG) initiatives and strategy and reflects our current state as of June 30, 2024, unless specified otherwise. Throughout the report, we also guide readers to additional sources of information located on our corporate website.

To ensure a focus on the ESG topics most relevant to our business and key stakeholders, we leveraged leading ESG frameworks and standards, notably the United Nations Sustainable Development Goals (UN SDGs) and the Sustainability Accounting Standards Board (SASB), now part of the International Financial Reporting Standards (IFRS) Foundation. More information about our alignment to these frameworks can be found in the "Frameworks and Standards" section at the back of this report. We have also indicated alignment to specific SDGs that offer the greatest opportunity for impact given the relevance to our business activities throughout the report.

Letter From Our CEO

The Exelixis team is united in our mission to help cancer patients recover stronger and live longer. As we work to build on the contribution that CABOMETYX® (cabozantinib) has made to cancer treatment by advancing our pipeline of investigational medicines, we're committed to making a positive impact in our communities and the world at large.

Once again, I'm pleased to share Exelixis' latest Corporate Values & Sustainability (CV&S) Report, which tracks the company's progress against our four core environmental, social and governance (ESG) themes first introduced in 2022: **Access to Innovative and Safe Cancer Medicines; Community Engagement and Advocacy; Our People and Culture; and Environmental Management.** Highlights from our reporting year include:

- **Amplifying corporate initiatives that are focused on improving the lives of patients impacted by cancer.** Our "Clinical Trial Inclusiveness Initiative" enhanced the accessibility and diversity of our clinical trials to ensure prospective patients from underrepresented populations have the information they need to understand and enroll in our clinical studies. We are resolute in our commitment to provide support programs so that no patient prescribed an Exelixis medication will go without it due to lack of insurance or inability to pay.

- **Giving back to thousands of nonprofit organizations through our Employee Giving and Volunteer programs.** Exelixis employees have supported more than 1,700 nonprofits at the local, regional and national levels, including through our donation matching program and volunteering more than 5,600 hours since 2022. Our teams have furthered important causes including STEM education, homebuilding and animal welfare, in addition to our long-standing commitment to patient education, support and advocacy.

- **Enhancing our talent management programs with new educational offerings and growing our inclusive culture.** We want every employee to feel a sense of belonging to the Exelixis team and its mission. Our newly launched two-year program, Exelixis Leadership Foundations, helps managers engage and lead their teams to achieve effective outcomes together. Three new Employee and Business Resource Groups nurture an environment where employees can bond over shared experiences, encourage each other and uniquely contribute to company culture.

- **Improving our understanding of electricity and natural gas usage and enhancing sustainability practices at our Alameda headquarters.** We are committed to conducting business in a way that respects the environment and Earth's changing climate. Our energy dashboard, along with our new data-driven HVAC monitoring system, provides performance insights and opportunities that allow us to continue to optimize our use of important resources. Further, our green transportation and responsible waste management programs help us lessen our environmental impact.

These are but a few of the highlights; for more detail, I encourage you to review the report in full. As always, thank you for your interest in these important initiatives, which are a critical component of Exelixis' overall strategy to create sustained value for all of the company's stakeholders.

Sincerely,

Michael M. Morrissey, Ph.D.
President and Chief Executive Officer, Exelixis

About Us

Exelixis is a globally ambitious oncology company innovating next-generation medicines and regimens at the forefront of cancer care. Powered by drug discovery and development excellence, we are rapidly evolving our product portfolio to target an expanding range of tumor types and indications with our clinically differentiated pipeline of small molecules, antibody-drug conjugates (ADC) and other biotherapeutics.

This comprehensive approach harnesses decades of robust investment in our science and partnerships to advance our investigational programs and extend the impact of our flagship commercial product, CABOMETYX® (cabozantinib). Our discovery efforts have also resulted in three other commercially available products, COMETRIQ® (cabozantinib), COTELLIC® (cobimetinib) and MINNEBRO® (esaxerenone), and we have entered partnerships with leading pharmaceutical companies to bring these important medicines to patients worldwide. Exelixis is driven by a bold scientific pursuit to create transformational treatments that give more cancer patients hope for the future.

MINNEBRO®
(esaxerenone)

The Exelixis Credo

We drive for results, so patients can survive and thrive.

We are resilient in the face of adversity, and tireless in advancing our science.

We celebrate our long history of prolific drug discovery and rigorous drug development.

We unite to launch innovative medicines for difficult-to-treat cancers.

We exist to give people hope — one drug, one patient at a time.

We are Exelixis

Our Approach to ESG

Exelixis' mission is to help cancer patients recover stronger and live longer. As we strive to extend and improve cancer patients' lives, we also recognize the need to contribute positively to the world in which we operate and the communities where we live and work.

To that end, we expect every Exelixis employee to commit to the highest standards of ethical behavior and demonstrate values and principles that reflect both global awareness and sustainability. This means integrating environmental, social and ethical governance considerations directly into our research and development (R&D) projects and business operations as we strive to create sustained value for all our stakeholders.

Our ESG programs align with this socially oriented mission, and the four core ESG themes around which our report is centered capture our perspective of viewing everything we do through the lens of delivering for our patients:

1. **Access to Innovative and Safe Cancer Medicines**
2. **Community Engagement and Advocacy**
3. **Our People and Culture**
4. **Environmental Management**

Underlying these core ESG themes are responsible business practices and a focus on sound and ethical corporate governance, rooted in the corporate values reflected in our Corporate Code of Conduct available here.

Exelixis Corporate Values

Be Exceptional

Take the right action and lead others to do the right thing at the right time in the right way.

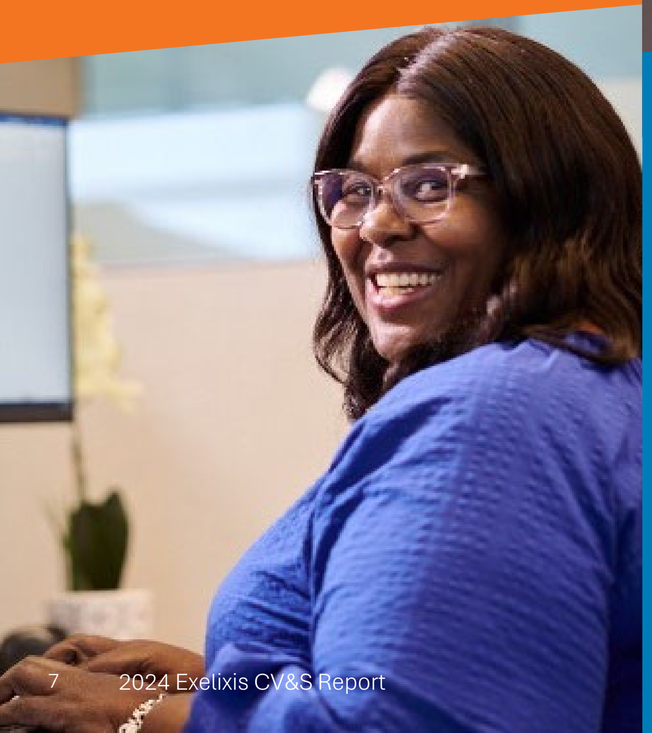
Excel for Patients

Innovate to design solutions and remove barriers to show how much we care.

Exceed Together

Apply rigor, resourcefulness and respect to maximize opportunities and deliver impactful results.

2024 Exelixis Highlights



1

Made significant progress in improving accessibility and diversity in our clinical trials

2

Gave back to more than 1,700 nonprofit organizations in our community through our Employee Giving and Volunteer Programs

3

Enhanced our talent management programs, with new offerings such as the Exelixis Leadership Foundations program, and continued to build on our culture of belonging with the addition of our eighth Employee Resource Group, VERGE

4

Developed and implemented an energy dashboard to help us track electricity and natural gas usage across the building footprint of our Alameda campus

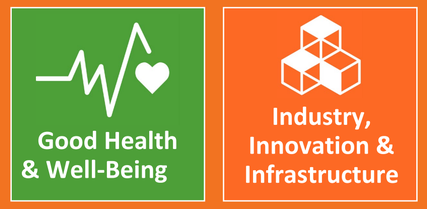
EXELIXIS®

1

Access to Innovative and Safe Cancer Medicines

We can only accomplish our mission to help cancer patients if the medicines we discover and develop are innovative and fulfill unmet medical needs.

These medicines must be of the highest quality, have an acceptable safety profile, be available expeditiously when prescribed by healthcare professionals (HCPs) and be accessible to cancer patients despite lack of insurance or inability to pay.



Our Pipeline

Powered by our expertise and investments in drug discovery and development, we are working to evolve our product portfolio rapidly to target an expanding range of tumor types and indications with our clinically differentiated pipeline of small molecules, antibody-drug conjugates and other biotherapeutics. This comprehensive approach harnesses 30 years of investment in our science and partnerships to advance our investigational programs and extend the impact of our flagship molecule, cabozantinib, and our commercial products, CABOMETYX and COMETRIQ.

Increasing the number of novel and differentiated anti-cancer agents in our pipeline is essential to our overall strategy and business goals. We will continue working to expand our oncology product pipeline with new programs exploring multiple modalities and mechanisms of action, which we hope will provide potential pathways for us to improve outcomes for a larger number of patients with cancer.

2 U.S. regulatory submissions for new indications for cabozantinib anticipated in 2024

4 differentiated clinical programs in our pipeline across our small molecule and biotherapeutics portfolios

2 development candidate (DC) programs that are or may be the subjects of Investigational New Drug (IND) filings in 2024

2 new DC programs to be designated in 2024, at least

2 DC programs that may be the subjects of IND filings in 2025, at least

Continued Execution Across All Exelixis Pipeline Programs

Pre-IND	Phase 1	Phase 1b/2	Pivotal
XB628: PD-L1 + NKG2A	**XL309:** USP1	**Zanzalintinib:** MET/VEGFR/AXL *Multiple solid tumors* ◆◆◆	**Cabozantinib:** *NET*
XB371: TF-TOPOi	**XB010:** 5T4-MMAE		**Cabozantinib:** *mCRPC* ◆
XB064: ILT2	**XL495:** PKMYT1		**Zanzalintinib:** *CRC* ◆
XB033: IL13Rα2-TOPOi	**ADU-1805:** SIRPα*		**Zanzalintinib:** *nccRCC* ◆
			Zanzalintinib: *SCCHN* ◆
			Zanzalintinib: *NET***

Drug Modality

- Small Molecule
- Monoclonal Antibody
- Bispecific Antibody
- Antibody-Drug Conjugate

Combination Partner

- ◆ PD-(L)1
- ◆ Novel ICI (e.g., LAG-3)
- ◆ Other (e.g., VEGF)

**Sairopa B.V. (Sairopa) and Exelixis have an exclusive clinical development and option agreement providing Exelixis the right to acquire ADU-1805*

***New trial to be initiated in the first half of 2025*

MMAE = monomethyl auristatin E
TF = tissue factor
CRC = colorectal carcinoma
ILT2 = Ig-like transcript 2

PD-(L)1 = programmed death ligand 1 or programmed cell death protein 1
NKG2A = natural killer cell receptor group 2A
nccRCC = non-clear cell renal cell carcinoma

IL13Rα2 = interleukin 13 receptor alpha 2
SCCHN = squamous cell carcinoma of head and neck
mCRPC = metastatic castration-resistant prostate cancer
PKMYT1 = protein kinase membrane associated tyrosine/threonine 1

SIRPα = signal-regulatory protein alpha
TOPOi = topoisomerase inhibitor
USP1 = ubiquitin specific peptidase 1
NET = neuroendocrine tumors

LAG-3 = lymphocyte-activation gene 3
ICI = immune checkpoint inhibitor

Investment into R&D

Biopharmaceutical R&D requires extensive investment because the process of discovering, refining and testing compounds for safety and efficacy is long and labor-intensive. Across the industry, companies test thousands of compounds in the laboratory, but only a handful of those compounds are advanced into clinical trials in cancer patients.

Hundreds of patients are typically enrolled in clinical trials to assess a drug candidate's safety and efficacy, and the data from these trials are reviewed by independent regulatory agencies, such as the U.S. Food and Drug Administration (FDA) and the European Medicines Agency, in an iterative process. Approximately 12% of the investigational medicines that make it into phase 1 clinical trials ultimately receive regulatory approval.[1] On average, it takes 10-15 years to develop a single new medicine.[2]

At Exelixis, we have a disciplined and focused approach to R&D and critically evaluate assets through all stages of development, advancing only those programs that meet our rigorous standards. To advance our development efforts in an efficient and cost-effective manner, we leverage a diverse set of external collaborators and partners.

Four products discovered by Exelixis have gone through this rigorous process and been approved for sale: CABOMETYX, COMETRIQ, COTELLIC and MINNEBRO. The revenue generated from the sale of these commercialized products by us and by our international collaboration partners helps to fuel the discovery and development of the next generation of drug candidates for cancer patients. In fiscal year 2023, 57% of our total revenues were reinvested in R&D. We will continue to invest in R&D to improve the standard of care for cancer patients, exploring innovative treatments and therapies to enhance patient outcomes.

Safe and Ethical Clinical Trials

Exelixis conducts its sponsored clinical trials with the highest ethical standards. We are committed to full compliance with international guidelines such as the International Conference for Harmonisation (ICH) and Good Clinical Practice (GCP), as well as local health authority requirements.

Clinical Site Assessment and Compliance

Site selection procedures and routine monitoring are critical to the safety and reliability of our clinical operations. Prior to initiating operations at any clinical site, we assess its resources and clinical trial experience to determine the suitability of facilities, staff and equipment. Every site and clinical trial undergo a vigorous vetting process to ensure scientific quality and regulatory compliance.

Once a trial begins, we conduct routine monitoring at each study site to ensure protocol and GCP adherence, site quality and patient safety and rights. In particular, our Quality Assurance team conducts risk-based, independent site audits for each study. The clinical audit program assesses all sites for baseline risk, and the frequency of site audits is then determined according to relevant risk factors.

We actively monitor for breaches of GCP standards, misconduct or violations of patient rights or safety. Should any such breach, misconduct, or violation occur, we assess the facts and circumstances and, if warranted, report to the FDA and comparable authorities in other countries.

Safe and Ethical Clinical Trials

Transparency and Informed Consent

It is essential that patients have a complete understanding of the potential risks and potential benefits of participating in a clinical trial. In keeping with the best practices of clinical study, we provide patients with all the information they require to make an informed decision regarding whether to participate or continue participation in an Exelixis clinical trial. In particular:

- Patients must provide informed consent via signature before they can be enrolled in a clinical study. The information provided to patients in this process must be reviewed and approved by the local or central Institutional Review Board, local health authorities and by independent ethics committees monitoring the trial.

- Informed consents are updated as new information becomes known during an active trial. We also review the informed consent form templates for each clinical-stage compound at least once per year (or more frequently if needed based on the availability of new information relating to a particular clinical development program) to determine whether any updates are needed.

We believe this system of keeping patients informed on an ongoing basis is critical for patient safety as we continue to develop innovative treatments for various types of cancers.

Publication of Clinical Trial Results

We comply with regulatory requirements in the publication of clinical trial results through the U.S. National Library of Medicine. Please visit https://clinicaltrials.gov/ for further information on our published clinical activities.

Safe and Ethical Clinical Trials

Diversity in Clinical Trials

At Exelixis, we understand our role and responsibility in designing clinical trials that address important medical needs and are accessible to patients around the world across all racial and ethnic communities and economic backgrounds, including those who have been historically underrepresented in clinical trials.

We are proud of the actions we have taken to help make our clinical trials available to a diverse patient population, including:

Clinical Trial Design and Planning

- Continuing our "Clinical Trial Inclusiveness Initiative," a cross-functional collaboration within our Clinical Operations/Clinical Development, Medical Affairs, Regulatory Affairs and Public Affairs teams aimed at ensuring **diversity is considered, implemented and tracked** within our clinical trial programs from the planning stage through study readout, and beyond
- Instituting **diversity action plans** for each of our phase 3 studies, while also being proactive in incorporating diversity into our earlier phase studies
- Establishing the **"Consent Innovation Lab,"** a cross-functional team to ensure prospective patients can easily understand our clinical trials, and continuing to evolve our informed consent form templates based on lessons learned in the field
- **Broadening our definition** of "diversity" to include variable education levels, different disabilities and socioeconomic factors as examples to inform the accessibility of our trials
- Implementing a **data-informed assessment** of trial protocols to understand any differences and potential impacts based on race, ethnicity and other factors

Community Outreach and Patient Resources

- Working with our investigators to continue expanding our **community outreach** and **educational efforts** within and around our clinical trial sites
- Utilizing **data-driven geo-mapping** methods during the site selection phase to maximize accessibility to various communities
- Informing patients about our travel reimbursement process to **support increased participation**
- Engaging patients as **subject matter experts** to provide feedback on study concepts and materials
- Preparing **multilingual materials** to educate patients across diverse communities about each clinical trial
- Utilizing **social media and digital marketing channels** to further reach prospective patients from historically underrepresented communities

Safe and Ethical Clinical Trials

During the study development phase for STELLAR-303, we leveraged epidemiology data to understand the prevalence of certain tumor-specific mutations across different racial and ethnic groups.

Enrollment plans were therefore adjusted to reflect these epidemiological facts rather than merely the rate of CRC in the U.S. population. The diversity plan for STELLAR-303 helped fulfill the recruitment goals of our "Clinical Trial Inclusiveness Initiative" by translating patient-friendly educational materials into different languages and engaging local communities to provide trial education for racial and ethnic minority populations near trial sites.

We also selected sites in the U.S. in areas with high minority populations for recruitment via geo-mapping and feasibility questionnaires that included questions specific to diversity, and worked with social media influencers within Black or African American communities for select sites in the U.S. to educate potential patients about the trial.

As noted above, these recruitment strategies have helped increase patient enrollment in STELLAR-303 from underrepresented communities, in particular from Black or African American, Hispanic or Latino and Asian populations, which in turn improves our understanding of the potential effectiveness of our therapies across these patient populations.

STELLAR 303

Safe and Ethical Clinical Trials

While we have seen considerable progress in recruiting and retaining a diverse patient population for our clinical trials over the past several years, we know there is always more work to be done to improve access to clinical trial opportunities. We will continue to stay diligent and informed as new guidance from health authorities and other stakeholders in the industry becomes available. Our "Clinical Trial Inclusiveness Initiative" will also remain in place to ensure our internal team members are aware of existing barriers and integrate diversity throughout each stage of clinical trial development. This will help us continue to increase the enrollment of patients from underrepresented communities in studies across all phases of our clinical research.

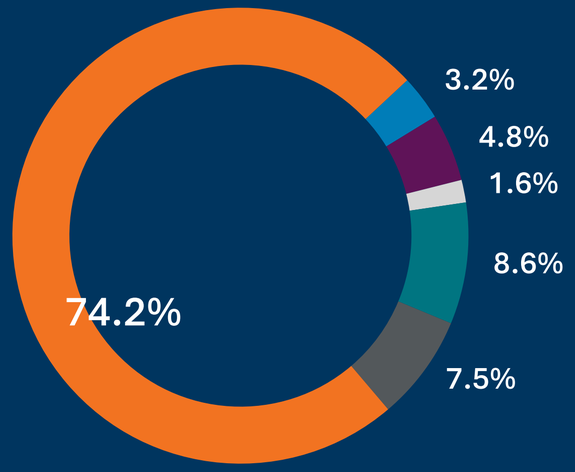
STELLAR 303

Spotlight:

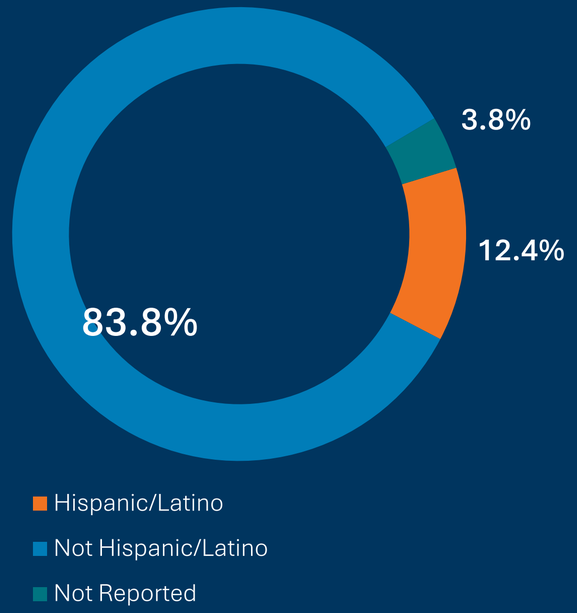
Diversity Efforts in Our Ongoing Phase 3 Study STELLAR-303

For STELLAR-303, our phase 3 study evaluating zanzalintinib in previously treated patients with colorectal cancer (CRC), we established a diversity action plan and made significant progress in recruiting a more diverse patient population versus our historical clinical trials and oncology trials generally. Upon completion of enrollment during the third quarter of 2024, the racial composition of U.S. participants in STELLAR-303 was **74.2% White**, **8.6% Asian**, **7.5% Black or African American** and **1.6% American Indian or Alaska Native**, with **3.2% identifying with other racial groups** and **4.8% not reporting** their race. Regarding ethnicity, 12.4% of STELLAR-303 patients in the U.S. identified as being of Hispanic or Latino background.

Racial Composition



Ethnicity



EXELIXIS

Supporting Patients

Cancer accounts for almost 10 million deaths annually.[3] On top of the hardships of illness and recovery, patients with cancer frequently contend with financial obstacles to accessing the best care available to treat their illness. Every cancer patient deserves the opportunity to obtain care optimized for them, and we believe biopharmaceutical companies should strive to make therapies widely accessible upon prescription by an HCP.

Access and Affordability

At Exelixis, our core corporate values call upon us to **Be Exceptional** in what we do and how we lead, **Excel for Patients** by going the extra mile to work on their behalf and **Exceed Together** both as a business and contributor to the scientific community. We work tirelessly and dedicate substantial financial resources in our mission to offer patients high-quality and effective cancer treatments with acceptable safety profiles.

For the pricing of our products, we consider several factors:

- How to expand appropriate patient access to Exelixis products, while balancing substantial investments necessary to maximize our chance of discovering, developing and commercializing the next generation of innovative therapies
- The value proposition offered by each of our products, including relevant healthcare economic information connected with product use and the strength of the product's clinical data relative to other approved and late-stage investigational products in the same therapeutic category
- The prices and formulary positioning of competing cancer therapies
- Manufacturing costs that enable us to produce medicines of the highest quality for our patients, while supporting a robust global supply chain and ongoing continued enhancement of our manufacturing operations

Once our products are commercially available, we aim to maximize patient access by providing discounts and rebates to public and private insurers and safety net providers with the expectation that intermediaries in the pharmaceutical supply system, such as pharmacy benefit managers, will pass those discounts and rebates through to patients. **We are resolute in our commitment that no patient prescribed an Exelixis medicine will go without it due to lack of insurance or inability to pay.** For such patients, we provide financial assistance, if permitted, or our product at no cost, if they meet all specific program eligibility criteria.

Supporting Patients

Patient Assistance

We provide our approved medicines at no cost to uninsured and underinsured patients who meet financial qualifications and also provide copayment and coinsurance assistance to eligible commercially insured patients.

Exelixis Access Services (EASE) is the umbrella of programs under which we provide a variety of support to help patients commence therapy with an Exelixis product as soon as possible following prescription by an HCP. EASE Case Managers serve as a single point of contact for HCPs and their patients, providing the information necessary to navigate access to these services and programs.

Patients benefit from a variety of services, including:

- **The Free Trial Program** that provides eligible patients with quick access to CABOMETYX for 30 days at no cost after a prescribing decision has been made and while their payer coverage is being investigated. Patients can receive product as soon as the next day.
- **The EASE Co-Pay Program** that assists commercially insured patients with out-of-pocket medication costs. Eligible patients may pay as little as $0 per month.
- **The EASE Patient Assistance Program** (PAP) that enables eligible uninsured and underinsured patients to receive their medication free of charge.
- **Clinical outreach and support services** that connect oncology nurses or other HCPs with patients enrolled in PAP to help them understand how to take their medicine and mitigate side effects.

We are proud of our EASE programs and believe that by providing these services, we make it easier for patients to continue to take their Exelixis medications as their prescribing HCPs have determined to maximize their potential medical benefits.

- Since the initiation of EASE in 2016, the EASE PAP and the EASE Co-Pay Program have enrolled **nearly 13,000 patients combined.**

For more information, please visit our Patient Access website at https://www.ease.us.

EASE EXELIXIS ACCESS SERVICES®

Facilitate access to treatment

- 30-day free trial program
- Dose exchange program

Determine eligibility for financial assistance offerings

- Co-Pay Program
- Patient Assistance Program (PAP)

Confirmation of coverage and out-of-pocket responsibility

- Benefits investigations
- Prior authorization assistance
- Appeals support and follow-up

Product Quality and Patient Safety

At Exelixis, concern for patients is central and the quality and integrity of our products is paramount. Our Quality Policy and Quality Manual are designed to ensure our products are developed in compliance with regulated Good Practice (GxP) guidelines.

All new hires receive training on the Quality Policy so that every Exelixis employee, regardless of job function, understands the role they play in protecting patient wellness. The Quality Manual describes the principles and framework of our Quality Management System (QMS), which supports the development, clinical evaluation, pharmacovigilance, clinical and commercial manufacturing and post-marketing surveillance of pharmaceutical products throughout the product lifecycle. All employees, temporary staff and contractors working within the QMS or otherwise operating GxP functions are required to review and adhere to the standards set forth in the Quality Manual.

Product Quality

We audit our enterprise-wide internal processes and systems with qualified independent Quality Assurance auditors to critically assess our capabilities and evaluate our adherence to required policies, processes and procedures. The QMS aligns with the ICH guidelines as well as applicable global health authority regulations. The performance of our QMS, as defined in the Quality Manual, is assessed by senior quality professionals at quarterly Quality Council meetings. Audit metrics are presented at these meetings to review trends, potential actions and continuous improvement activities. As described in more detail below, the Quality Council reports to the Exelixis Ethics Committee, a governance feedback mechanism that helps us follow through on the integrity and ethical expectations set by our Board of Directors and senior management.

We focus on product quality and oversee our 3rd-party manufacturers to ensure our products are always safe and efficacious, which includes comprehensive review and monitoring of our manufacturing batch data and performing stability trending analysis. We perform ongoing, routine signal detection for all marketed and development products. We also conduct annual product quality audits that drive corrective action or feedback to contract manufacturing organizations (CMOs) and identify any emerging issues.

Product Quality and Patient Safety

Patient Safety

We proactively monitor the safety profile of our products through their lifecycle, from preclinical and clinical development through the post-market experience and develop risk management and communication strategies designed to ensure the safety of the patients treated with them.

The Exelixis Benefit-Risk Executive Committee is responsible for reviewing product benefit-risk assessments. Membership in this committee includes the Chief Medical Officer, Senior Vice President of Global Patient Safety and heads of various teams within the broader Clinical Development organization, as well as other employees on an ad-hoc basis.

We have set up the necessary safety data collection and exchange from global partners through our Global Safety Database (GSDB). The GSDB compiles, integrates and produces reports of adverse event data from all sources (e.g., clinical trials, post-marketing reports made through our channels and otherwise, literature sources and regulatory authorities). It is used to collect, monitor, store, assess, analyze and report clinical trial serious adverse events and post-marketing adverse events.

All employees are trained annually on how and when to report adverse events. Our objective is for every Exelixis employee to understand the minimum requirements for adverse event reporting, regardless of job function.

We collect various types of safety data relating to adverse events and special situations pertaining to our products in order to:

- **Maintain** comprehensive safety profiles on our medicinal products
- **Help** keep patients safe and HCPs informed
- **Analyze** aggregate data for potential safety signals
- **Meet** our regulatory reporting obligations
- **Maintain** our integrity

Product Quality and Patient Safety

Product Integrity and Tracking

Our patients expect us to be stewards of their health and well-being, and to act immediately and comprehensively to protect them should the need arise. We strive to fulfill this expectation and help keep patients safe and HCPs informed, while continuously meeting our global regulatory reporting obligations and maintaining our corporate integrity.

Our anti-counterfeiting and serialization practices are designed to safeguard the integrity of our products. In accordance with the Drug Supply Chain Security Act (DSCSA), every unit of a finished Exelixis product is given a unique serialized number, creating a data chain that allows us to track that unit across our supply chain. We regularly review and revise our procedures to ensure compliance with the DSCSA. Our Quality Assurance organization, in partnership with Global Patient Safety and other teams, assures that incoming product complaints related to safety are resolved in a timely manner.

In the event that a product recall is necessary, we are ready to execute on robust internal procedures, terms and requirements with our suppliers, and communication to the proper authorities. We have not yet needed to recall a product; however, we conduct mock recalls (either ourselves or with our partners) to confirm pertinent processes remain ready.

2

Community Engagement and Advocacy

Beyond serving patients by developing innovative medicines, at Exelixis we recognize the importance of connecting with other stakeholder groups. These include communities in which our employees live and work, and like-minded organizations that are dedicated to improving cancer care, education, outreach and advocacy.

Through our comprehensive Charitable Contribution Program, we broaden our impact and create partnerships to benefit organizations that are dedicated to the causes we care about. We also offer employees the opportunity to engage with their community through the Exelixis Employee Giving and Volunteer Programs, knowing that together as a team we can always do more.

Employee Giving and Volunteer Programs (EGVP)

To build on our long-standing value of giving back to our local communities, we offer two meaningful programs to our employees – the Exelixis Employee Giving and Volunteer Programs – that provide opportunities for our team to make a purposeful impact in communities where they live and work. Both programs are open to all regular, full-time and part-time employees, and eligibility to participate starts on day one of employment.

Employee Giving Program

The Employee Giving Program doubles the impact of employee donations to philanthropic and community organizations that are important to them. Our employees support hundreds of different organizations each year – with focus areas ranging across a broad spectrum of causes.

Employee Volunteer Program

In 2022, we launched the Exelixis Employee Volunteer Program to complement our Employee Giving Program, with a focus on giving back to the communities where we live and work in a meaningful way.

>1,700

nonprofit organizations at the local, regional and national levels our employees have supported since the inception of these programs

1:1 **company donation matches** up to $1,000 for eligible charities per year

25 **hours of paid time off per year** to support volunteer work in the local community and rewards earned for every hour volunteered

>5,600 **hours volunteered** since 2022

Select EGVP Spotlights

CASE STUDY:

Habitat for Humanity (HFH) East Bay/Silicon Valley

Exelixis employees have provided support to HFH through our EGVP by participating in team volunteer events at the organization and by providing charitable donations to support the organization's mission. Employees have utilized their volunteer time off at HFH on several occasions to build playhouses, which are donated to families and local community charities, and for home builds, where employees use their time to construct and repair homes in the East Bay.

CASE STUDY:

Helping Shelter Animals Get Adopted in the Bay Area

As we develop therapies to help cancer patients recover stronger and live longer, we apply the same results-driven mindset to enhance the communities where we live and work.

In 2023, in collaboration with the Exelixis EGVP and the Exelixis Charitable Contribution Program, we launched a partnership with Friends of the Alameda Animal Shelter (FAAS). Dozens of our employees have since volunteered at FAAS, walking dogs and interacting with cats to give them exercise and a break from their kennels, or completing office tasks and cleanup projects at the facility. These small efforts go a long way to assist the FAAS staff and help the animals become more adoptable, which will free up space in the shelter for the arrival of new animals. We also invited FAAS leadership to speak to our employees about the animal shelter's various programs during a speaker series presentation.

EGVP Highlights

In the second half of 2023 and first half of 2024, our employees gathered on campus for several volunteer events for local nonprofit organizations Together, they:

- **Assembled more than 2,000** STEM (science, technology, engineering and mathematics) kits, in partnership with Life Science Cares Bay Area, benefiting Scientific Adventures for Girls and Pacific Islanders Encouraging Fun, Engineering, Science & Technology in the San Francisco Bay Area, and ACHIEVEability in Philadelphia
- **Assembled more than 350** back-to-school teacher desk kits for teachers of Alameda, CA, Oakland, CA, and Norristown, PA, school districts
- Hosted two blood drives with the Stanford Blood Center and American Red Cross, collecting more than **70 units of blood**
- Built **500** nature kits in recognition of Earth Day with Life Science Cares Bay Area, which were then delivered to the San Mateo Parks Foundation for local students to use during their nature adventure programs

Patient Advocacy

Exelixis is committed to raising awareness of health-related cancer issues and providing the public with accurate and appropriate information, assistance and/or education on the prevention, diagnosis and treatment of disease.

Guided by our Policy on Interactions with Patients and Patient Advocacy Groups, our Advocacy Relations team interacts with patients, caregivers and patient advocacy groups to advance initiatives that foster a healthcare environment in which all individuals and families impacted by cancer have the education, resources and psychosocial support necessary to feel empowered in their cancer journey. This includes, but is not limited to, programs that address disparities in cancer care, peer-to-peer support, non-medical financial aid, resource navigation and treatment education.

The following are examples of nonprofit patient advocacy organizations that Exelixis supports through its Charitable Contribution Program:

- Academy of Oncology Nurse & Patient Navigators
- American Association for Cancer Research
- American Cancer Society Cancer Action Network
- Blue Faery: The Adrienne Wilson Liver Cancer Association
- Cancer Support Community San Francisco Bay Area
- CancerCare
- Conquer Cancer, the ASCO Foundation
- Family Reach
- Friends of Cancer Research
- International Kidney Cancer Coalition
- Kidney Cancer Association
- Kidney Cancer Coalition
- Learn Advocate Connect Neuroendocrine Tumor Society
- National Alliance for Caregiving
- National Health Council
- National Kidney Foundation
- Neuroendocrine Cancer Awareness Network
- National Comprehensive Cancer Network Foundation
- Prostate Conditions Education Council
- ThyCa: Thyroid Cancer Survivors' Association
- Women’s Cancer Resource Center
- ZERO Prostate Cancer

EXELIXIS®

Patient Education and Advocacy Partnerships

National Comprehensive Cancer Network (NCCN) Alliance for Cancer Care Equity

2024 marked the third year that we have supported NCCN's Alliance for Cancer Care Equity program. The Alliance, which NCCN launched in partnership with the American Cancer Society Cancer Action Network and the National Minority Quality Forum, is made up of a broad and diverse group of stakeholders seeking to advance cancer care systems transformation at the federal level. The Alliance is focused on three high-impact areas to address cancer disparities: diversity in clinical trials; screening and early detection; and patient navigation. Activities for the third year of this effort include hosting a briefing for policymakers, launching an informational web platform and hosting quarterly meetings with government representatives to identify collaboration opportunities.

ZERO Prostate Cancer ZERO360 Helpline

Exelixis is a proud supporter of ZERO360, ZERO Prostate Cancer's free, comprehensive support service for individuals and families impacted by prostate cancer. Through ZERO360, experienced case managers help patients with prostate cancer with a variety of issues, including insurance navigation, financial aid resources, navigating employer benefits, psychosocial support and more. Since its inception, ZERO360 has served over 5,000 patients, and demand for the program is continuing to grow.

National Alliance for Caregiving (NAC) Cancer Caregiving Collaborative

In 2023, the NAC launched a novel program to link stakeholders across the cancer and caregiving continuum in efforts to address the unmet needs of cancer caregivers, called the Cancer Caregiving Collaborative. Exelixis is a seed investor of this important initiative and participated in a design workshop with 40+ key opinion leaders to help the Collaborative identify core priorities and set the agenda of issues to address within research, policy and health systems. Thus far, the Collaborative has already championed a Medicare rule change so that HCPs are reimbursed for training family caregivers, elevated the voices of cancer caregivers through national stories and launched new resources to help other cancer advocacy organizations better support family caregivers.

Women's Cancer Resource Center (WCRC) Community Outreach

Since 1986, WCRC has improved the quality of life for women with cancer in the Bay Area and advanced equity in cancer care, especially for low-income people, people of color and queer/trans people. Exelixis provides annual support for WCRC's free services including psychotherapy, support groups, a health and wellness program, community-based cancer navigation and information, and referral to community resources. These services seek to increase adherence to cancer treatment, advance self-empowerment and ultimately improve health.

Government Affairs and Public Policy

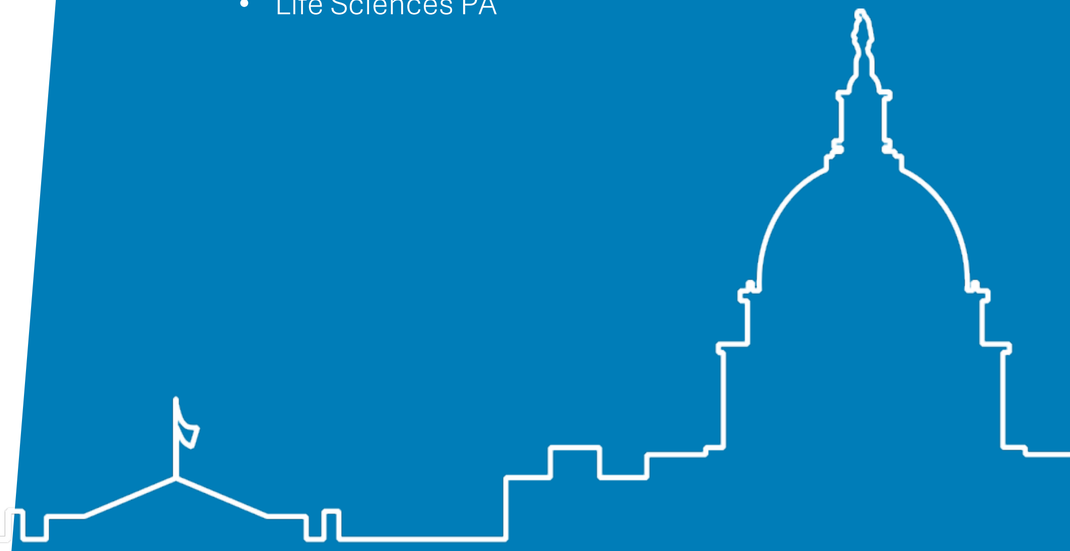
The voices of small and mid-sized innovative biopharmaceutical companies like Exelixis are rarely heard in national debates over prescription drug pricing and regulatory policy. While the role that these companies play in public health is underappreciated, it is outsized. These biotech companies are engines of discovery that drive critical advances in the fight against many diseases, including cancer. Emerging biopharma companies were responsible for the development of 61% of new oncology drugs in 2023 and often spend many years, and billions of dollars, attempting to develop a single prescription medicine, all at the risk of the company and its shareholders.[4]

We engage with key federal and state policymakers, patient advocacy groups and other industry stakeholders who share our interest in the promotion of a productive and healthy public health ecosystem. Since the passage of the Inflation Reduction Act in 2022, we continue to engage both Congress and federal health agencies on the implementation of the law and its potential impacts on us, which includes providing comment letters on proposed rulemaking related to the new Medicare Drug Price Negotiation Program. We are also highly engaged in the debate over reforms and improvements to the 340B Drug Pricing Program, designed to provide vulnerable patients access to affordable medications. We are working with policymakers to ensure the 340B Drug Pricing Program's original intent to assist patients is maintained without impeding the development of life-saving new medicines.

Today, Exelixis represents a clear voice in the debate over these important public policies, and our Government Affairs team located in Washington, D.C., has helped to drive greater awareness and acknowledgment from legislators and policymakers of the important role played by emerging biotech companies in our nation’s medical innovation ecosystem.

Exelixis participates as a corporate member in biotechnology advocacy organizations as part of its advocacy and public policy initiatives with federal, state and local policymakers. Examples of these organizations include:

- American Association for Cancer Research
- American Cancer Society Cancer Action Network
- American Society of Clinical Oncology
- Bay Area Council
- Biocom California
- Biotechnology Innovation Organization
- Life Sciences PA



Stakeholder Engagement

In order to achieve our goal of delivering results and new medicines to improve outcomes for cancer patients, we rely on the partnership, support and commitment of several key stakeholder groups.

Outreach is not limited to our Investor Relations & Public Affairs team; employees from our Marketing, Sales and HR teams, along with members of senior management, also engage in stakeholder outreach. More information on how we engage with our stakeholders is included in the following table.

Stakeholder	Key methods of engagement	Outcomes
HCPs	• Forums and advisory groups • Industry conferences • Meetings • Newsletters • Press releases and corporate updates • Website and online channels	• Community inclusion • Education • Goal achievement • Innovation and collaboration • Transparency
Patient advocacy	• Advocacy conferences • Charitable contributions, sponsorships and medical education grants • Forums and advisory groups • Meetings • Website and online channels	• Community inclusion • Education • Innovation and collaboration • Transparency
Investment community	• Annual (10-K) and quarterly (10-Q) reports and proxy statement • Earnings calls/webcasts • Investor conferences • Industry conferences • Meetings • Non-deal roadshows • Other SEC filings • Press releases and corporate updates • Website and online channels	• Access to management • Education • Goal of achieving appropriate valuation • Transparency
Employees	• Annual and midyear performance assessments • Company town halls and events • Exelixis' ethics helpline • Employee resource and business groups • Surveys • Website and company intranet • Workshops and professional development courses	• Employee retention, development and engagement • Employee education • Recruitment of diverse and high-quality candidates
Local communities	• Community support donations and sponsorships • Employee Giving and Volunteer Programs	• Community support • Employee engagement
Federal and state legislators, policymakers, regulators	• Congressional briefings • Direct lobbying • Engagement with industry trade associations and coalitions • Formal regulatory comments	• Educate policymakers and legislators • Promote manufacturer transparency • Improve public policies
External partners/vendors	• Auditing, monitoring, review meetings	• Goal achievement • Innovation and collaboration • Transparency

3

Our People and Culture

At Exelixis, we nurture a culture of belonging where all employees feel empowered. We respect and appreciate each employee’s unique perspective and experiences and believe that celebrating, encouraging and supporting both our employees' similarities and differences contributes to our company mission.

Our employees’ needs are paramount in our planning of benefits programs and our broader efforts to cultivate and maintain a welcoming and inclusive professional environment. We include feedback from our employees when advancing our initiatives around creating an inclusive and collaborative workforce, as we take pride in our core corporate values to **Be Exceptional, Excel for Patients** and **Exceed Together**, and remain committed to fostering a culture where each and every employee feels a sense of belonging to the Exelixis team and our mission.

Our Workforce

In January 2024, we announced that our Board of Directors had authorized a corporate restructuring plan to reduce our workforce and rebalance our cost structure in alignment with our strategic priorities, including reducing real estate commitments and expenses, and terminating certain licensing partnerships. As of June 30, 2024, we had **1,121** full-time equivalent employees, representing a **14%** decrease in our employee workforce in the first six months of 2024 and an **8%** decrease from the beginning of 2023. A majority of employees are located at our principal offices in Alameda, with others working from our King of Prussia offices, field-based roles or remotely.

Employee Composition	End of FY 2022	End of FY 2023	As of June 30, 2024
Total headcount (# full-time employees)	1,223	1,310	1,121
Change in employee workforce as compared to end of previous year (%)	28	7	(14)
Employees on R&D teams (# full-time employees)	600	672	550
Employees on commercial, general and administrative teams (# full-time employees)	623	638	571
Employee Degrees			
Employees with Ph.D., M.D., PharmD degrees (# full-time employees)	270	314	255
Employees with other professional degrees (# full-time employees)	111	119	112

We continually assess employee turnover, recruitment initiatives, compensation and benefits programs, safety in performing critical laboratory work, diversity and other matters relevant to human capital management. We review results of these assessments on a periodic basis with the Compensation Committee of our Board of Directors, which is charged with oversight of the development, implementation and effectiveness of our policies and strategies relating to human capital management.

Our Workforce

Talent Management, Compensation and Benefits

At Exelixis, we invest in our individual employees equitably to build our collective strength as a team. We understand the importance of attracting and retaining the right talent to help us achieve our mission. We provide competitive compensation packages, and all our employees are eligible for cash bonuses and grants of long-term incentive awards. We regularly evaluate our compensation programs with an independent compensation consultant and utilize industry benchmarking to ensure we are competitive with the biotechnology and biopharmaceutical companies against which we compete for talent.

Pay Equity

We utilize a third-party firm to conduct an annual pay equity analysis as part of our commitment to fair compensation for all employees. Our most recent analysis demonstrated no gender or ethnicity-based disparities.

1:1 gender pay ratio parity

Factors such as job grade, education, title, tenure and managerial status were the primary variables impacting pay.

Our Workforce

Benefits

We continue to expand and improve our benefit offerings to ensure that they are diverse, equitable and inclusive.

As a cornerstone of the Exelixis employee experience, we offer a wide selection of programs and services to support our employees in meeting and balancing their needs at work, at home and in life, including an attractive mix of healthcare, insurance and other benefit plans.

This includes:

- Medical, dental and vision benefits
- Wellness subsidy program
- Virtual and on-site fitness classes
- Adoption assistance
- Mental health coverage
- Subsidized commuter benefits
- Other wellness benefits

Our inclusive benefits are also designed to support family life with options such as generous parental leave policies, grandparent leave, adoption, surrogacy and fertility programs, new parent and nursing mother support programs, mental health services, childcare tuition subsidy and tutoring services, dependent care for children and adults, family care coordination and pet insurance. More information on our benefits programs is available here.

Talent and Leadership Development

Spearheaded by our Learning and Development team, we offer a comprehensive range of learning experiences tailored for both people leaders and individual contributors. Our philosophy emphasizes practical application following workshop delivery. To achieve this, we organize content into a structured learning series or practicum. The sequence for each practicum typically includes an initial workshop followed by two practice labs. Whether delivered in-person or virtually, our content ensures accessibility regardless of geographical constraints.

Highlights from our learning programs include:

- Development courses ranging from technical training to competency-based workshops
- Leadership development programs facilitated by external partners who are experts in their respective fields
- Specific onboarding programs and support for new leaders to accelerate their successful acclimation
- Certification programs and other professional development opportunities on an as-needed basis

Topics for workshops include:

- Accountability without Control
- Active Listening
- Art of Disagreeing Gracefully
- Be a Culture Catalyst
- Building Team Engagement
- Getting Things Done!
- Giving Feedback
- Influencing without Authority
- Intro to Lean Six Sigma
- Manager as a Coach
- Navigating Tricky Performance Conversations
- Own It! Your Destiny, Your Career
- Project Management for Non-Project Managers
- Successfully Lead Change

Managers also take an active role in identifying individualized development plans to assist their employees in realizing their full potential and creating opportunities for promotions and added responsibilities that enhance the engagement and retention of our workforce.

In 2024, we established the Exelixis Leadership Foundations, a comprehensive two-year leadership program designed exclusively to assist managers in achieving outcomes effectively. The program includes eight mandatory practicums, each held quarterly, with content structured around the same competencies that make up our annual employee performance evaluations. In addition, we offer a tuition reimbursement program for all full-time and part-time employees of up to $5,250 per calendar year to support employees in championing their own learning.

Employee Engagement

We host quarterly all-employee meetings to provide updates about the company. Following these meetings, employees receive a survey to provide feedback and ask any questions of the senior management team.

During the past five completed fiscal years, our employee turnover has remained consistently below average for the U.S. life sciences industry.

~26%

of our employees have been with us for more than five years, and many of our current employees have returned to Exelixis after working elsewhere. Our longest tenured employees have been with Exelixis for 26 years.

Spotlight on a Diverse and Inclusive Workforce

Workforce diversity, in all its forms, is essential to help us continue to evolve as a collaborative, inclusive organization that celebrates our similarities and differences. We are early in our journey, but we are fully committed to the ongoing process.

Workforce Diversity Advisory Committee:

A group of widely diverse employee representatives dedicated to elevating our efforts to create and promote an inclusive culture at Exelixis to help us deliver on our mission of helping cancer patients recover stronger and live longer. As an interface between all employees and our senior management team, the committee focuses on the development of the annual goals focused on a diverse and inclusive workforce, as well as improving workplace climate to enable all employees to feel valued, seen and respected. The committee's members represent multiple ethnic backgrounds, gender identities, departments, divisions, job levels and locations.

Employee Resource Groups (ERGs) and Business Resource Groups (BRGs):

Our ERGs and BRGs exist to empower employees with a common identity to meet and support one another, fostering a strong sense of community and belonging. These groups, which are voluntary and employee-led, provide a platform for networking, career development and personal growth, putting control of these aspects in the hands of employees themselves.

Spotlight on a Diverse and Inclusive Workforce

ERGs, typically formed around shared characteristics such as gender, race, ethnicity, sexual orientation or other backgrounds tied to personal identity, are a testament to our commitment to inclusivity. They provide a space where employees can feel valued and respected for their uniqueness.

BE (BlackEXELence) exists to develop and drive the advancement of Exelixis employees of African descent by fostering an environment that supports diversity, inclusiveness and equity. In honor of Minority Health Month, BE and EXELJuntos hosted the WCRC to speak on a panel with employees to discuss ways to bridge care gaps for underserved communities.

EXELability empowers and celebrates those with disabilities in an inclusive, supportive environment that focuses on their capabilities and strengths. For Mental Health Awareness Month, they partnered with local non-profits that provide services for those with apparent and non-apparent challenges for an on-site resource fair.

EXELJuntos celebrates the multifaceted Latino community at Exelixis while creating a supportive environment that fosters the professional development of its members. They honored the legacy of Cesar Chavez and the United Farm Workers (UFM) movement by organizing a volunteer opportunity at a local food bank. They also worked collaboratively with BE and OPEN (Out and Proud Exelixis Network) this year with volunteer activities in the local community.

OPEN (Out and Proud Exelixis Network) increases the visibility of the LGBTQ+ community at Exelixis while fostering a culture of allyship through volunteer, networking and personal/professional development opportunities. For Pride Month, they organized the Progress Pride flag raising at both sites, arranged a company-wide event on both campuses, volunteered with EXELJuntos at a community-based organization that serves LGBTQIA+ seniors in Alameda County and participated in various Bay Area Pride celebrations.

PACE (Pan Asian Community at Exelixis) celebrates the Asian American and Pacific Islander (AAPI) cultural diversity and history by promoting a supportive network of understanding with the larger Exelixis community. This year, they hosted lunch gatherings to celebrate Lunar New Year and Eid al-Fitr, hosted an internal spotlight employee speaker series and were significant supporters of the non-profit organization Pacific Islanders Encouraging Fun, Engineering, Science and Technology, hosting volunteer events both on-site and in the community.

Parents EXEL promotes an inclusive work-life environment by strengthening efforts to ensure that contributions to work are balanced with an employee's personal needs and family responsibilities. Parents EXEL hosted a book drive for National Reading Month to benefit reading-centered organizations active in Alameda and King of Prussia. They were able to donate more than 750 books to support the awareness month.

WE (Women of Exelixis) is a community that champions diverse women leaders at Exelixis through mentoring, empowering and supporting each other's growth and achievements. For International Women's Day, they hosted a panel that discussed inclusion through allyship.

VERGE (Veterans Employee Resource Group of Exelixis) works to be a strategic partner within Exelixis to embrace and grow a proud community of employee veterans who support and encourage each other through shared experiences, veteran recruitment, professional career development and employee retention. VERGE is our newest ERG, and we are excited about its future impact on our corporate culture.

Spotlight on a Diverse and Inclusive Workforce

BRGs are a vital part of our company, serving as a bridge between isolated job roles. Doing so fosters a sense of connection and community, making employees in these roles feel less isolated and more part of a larger team, thereby enhancing their sense of belonging. Our BRGs held multiple networking events and professional development opportunities for their members and the Exelixis community.

ACE (Administrative Community of Exelixis) provides a forum for administrative leaders to exchange knowledge and best practices as well as find support and camaraderie.

PMC (Project Management Community) provides a space for colleagues to make connections, find support and share common practices on project

Outreach to the Next Generation

In partnership with our ERG and BRG leaders, we host on-site career days for high school students from communities surrounding our corporate headquarters. This year, we hosted over 150 students from Alameda and Oakland Unified School Districts. We also partnered with Alameda High School students and participated in the Island Hack-a-thon, a STEM event for over 100 middle and high school students in Alameda.

Diversity Metrics

Total Employee: High-Level Diversity (%)	End of FY 2022	End of FY 2023	As of June 30, 2024
Women	52%	51%	51%
Racial/ethnic minorities	59%	59%	58%
Veterans	Less than 1%	Less than 1%	Less than 1%
Total Employee: Racial/Ethnic Diversity (%)			
White	41%	41%	42%
Asian	43%	43%	43%
Black or African American	5%	5%	6%
Multiracial	4%	4%	4%
Hispanic or Latino	6%	5%	5%
Native Hawaiian or Pacific Islander	1%	1%	1%
Native American or Alaska Native	Less than 1%	Less than 1%	Less than 1%
Employee Resource Groups (ERGs) & Business Resource Groups (BRGs)	**End of FY 2022**	**End of FY 2023**	**As of June 30, 2024**
# of ERGs	7	7	8
# of BRGs	1	1	2

Gender Diversity by Employment Hierarchy (Women, % of Total)

As of June 30, 2024

Anti-Discrimination Policy

Exelixis is an equal opportunity employer and maintains policies that prohibit unlawful discrimination based on race, color, religion, gender, sexual orientation, gender identity/expression, national origin/ancestry, age, disability, marital status and veteran status. Our anti-discrimination policy and complaint procedures are included in our employee handbook and reiterated in periodic trainings given to all employees and managers.

Employee Health and Safety

We promote and foster a safe environment and strive to provide employees with the tools and environment they need in order to perform their work safely.

Our Lab Safety Committee is composed of leadership from our Discovery, Pharmaceutical Operations and Supply Chain and Facilities teams and oversees the working conditions in our laboratory and office environments. The Lab Safety Committee, in collaboration with our Employee Health and Safety team, also conducts laboratory safety inspections monthly. Our Operations team conducts sitewide safety inspections twice a year to ensure site safety. Full safety reports are presented to the Exelixis Ethics Committee during quarterly meetings.

We adhere to the standards set by the Environmental Protection Agency, the Occupational Safety and Health Administration (OSHA), Cal-OSHA and Bay Area Air Quality Management District, among other governing bodies, to ensure compliance with laws and regulations to maintain a safe working environment.

Employee Health and Safety

Emergency Preparedness and Safety Training

Our emergency preparedness program includes annual emergency evacuation drills for all on-site employees. External defibrillators are present in all of our buildings, and we include first aid responders as part of the Exelixis Security team.

All new laboratory staff are trained on chemical hygiene, the use of personal protective equipment and other relevant laboratory safety topics, including working with blood-borne pathogens. Staff are retrained annually through our learning management system. We also extend these trainings to Facilities staff and others who support our work in the labs.

To maintain a safe environment for all staff, we regularly perform thorough safety inspections of our laboratories and continuously update our procedures based on the observations made during these inspections. Additionally, we conduct periodic industrial hygiene monitoring to ensure lab staff working with certain known hazardous chemicals do not exceed regulated exposure limits, and we regularly test and certify fume hoods, biosafety cabinets and other individual pieces of equipment on which employees rely to maintain a safe work environment. Our Accident and Incident Investigation Program governs our response to workplace injury or chemical exposure.

We have an excellent safety record. From January 2024 through June 2024, we recorded three minor work-related injuries, resulting in zero days of missed work, during which time our total recordable incident rate (TRIR) was 0.799. Our TRIR for 2023 was 0.4, and our TRIR for 2022 was 1.14. Our TRIR in 2022 was higher than later years due to COVID isolation rules at the time. When isolation rules changed in 2023, we recorded fewer lost worktime cases from occupational exposures. After reviewing each incident, we found that none resulted from insufficient safety procedures, and we provided retraining to employees as necessary.

4

Environmental Management

At Exelixis, we are committed to conducting business in a way that respects our environment and the Earth's changing climate.

As part of this commitment, we recognize that climate change threatens human safety and well-being on a dramatic scale. We feel all businesses — especially those like ours that are dedicated to human health — have a duty to minimize their impact on climate change and promote a long and prosperous future for all of Earth's inhabitants.

In 2023 and throughout 2024, we have enhanced our environmentally sustainable practices across our facilities and operations. For example, we have significantly improved our understanding of our energy and environmental footprint through our tracking system for electricity and natural gas usage. Additionally, we have recently implemented an advanced HVAC monitoring system, which analyzes all our HVAC trend data and employs over 180 data-driven rules to identify and pinpoint opportunities for improving the efficiency of our HVAC systems, resulting in further energy savings. We plan to incorporate more of these practices as we continue pursuing our mission to help cancer patients recover stronger and live longer.

Energy and Transportation

As a growing healthcare company engaging in energy-intensive R&D operations, we prioritize reducing our energy use where possible and shifting our energy consumption to renewable sources.

Sustainable Facilities

A key facet of our environmental strategy is to invest in energy- and water-efficient equipment, technology and other building features as we continue to grow our physical footprint. Our facilities meet, and in many cases exceed, building code standards for energy efficiency and environmental impact.

Our Alameda campus is the hub for most of our business activities, with six facilities that together serve as the home office for more than 60% of our employees.

Our largest building at our Alameda campus (1951 Harbor Bay Parkway) received a LEED BD+C Gold Certification through the U.S. Green Building Council in November 2022. LEED-certified buildings improve efficiency, lower carbon emissions, save money and are a vital part of mitigating the effects of climate change. As part of the certification process, the 1951 Harbor Bay Parkway building was assessed on how well it addresses carbon, energy, water, waste, transportation, materials, health and indoor environmental quality.

* AMP's power mix comes from clean energy sources, including "eligible renewable" sources and large hydroelectric sources. About 80% of AMP's power mix came from eligible renewable resources, including: (i) geothermal from the geysers in Lake and Sonoma Counties; (ii) biomass (landfill gas) from Pittsburg, Butte, Santa Cruz, Richmond and Half Moon Bay; (iii) small hydroelectric from Graeagle and Tuolumne County; and (iv) winds from the High Winds Project in Sonoma County. An additional 20% of AMP's power mix comes from large hydroelectric projects in California. Large hydroelectric sources produce clean energy. Since the State of California does not count power from large hydroelectric dams as "eligible renewable," AMP describes its energy mix as "clean" instead of "renewable."

Important sustainability-oriented features across the broader Alameda campus include:

LIGHT EFFICIENCY	**LED light sources, occupancy sensors and daylight sensors installed** to minimize our energy usage for lighting in all of our recently constructed offices and labs
70 EV STATIONS	**~70 electric vehicle (EV) charging stations campus- wide** to support the growing number of our employees who commute via EV
SOLAR ENERGY	**Rooftop and carport solar panels** to support the campus's power needs
CLEAN ENERGY	**100% clean electricity** from Alameda Municipal Power (AMP)* in addition to power generated from our on-site solar panels
HEAT EFFICIENCY	**HVAC efficiency** through monitoring system that identifies opportunities for energy savings and system preservation
WATER EFFICIENCY	**Water conservation program** that includes indoor water-use reduction measures, as well as drought-tolerant landscaping and a water-smart irrigation system that monitors weather conditions and soil moisture levels

Alameda Campus Energy Use

Our Information Technology (IT) and Facilities teams have developed and implemented our "Energy Dashboard" software system to help us track energy and natural gas usage across the building footprint of our Alameda campus. This tool not only synthesizes and organizes data to give us insights on our performance but also provides opportunities to optimize our use of these resources. We aim to better understand our baseline environmental footprint in order to set reduction and efficiency goals in the years to come.

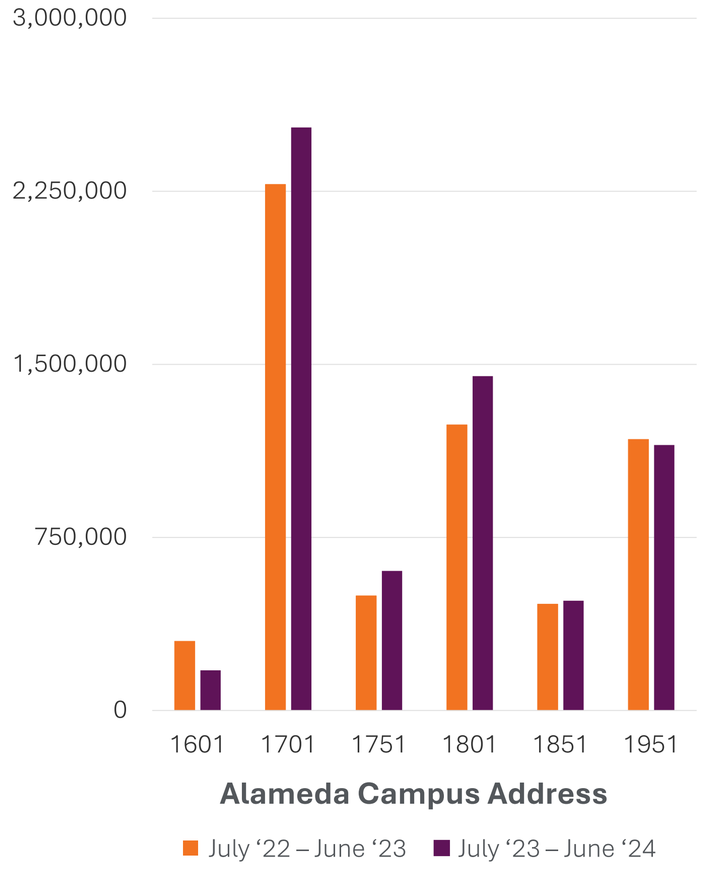
Alameda campus energy usage	Twelve months ended June 30, 2023	Twelve months ended June 30, 2024
Total net electricity usage* (kWh)	5,318,220	5,794,740
Total gross electricity usage** (kWh)	5,952,420	6,380,940
Total solar electricity generation*** (kWh)	634,200	586,200
Total gross natural gas usage**** (therms)	168,429	148,806

* Includes total electricity usage across all buildings at Alameda campus, less total solar electricity generated for the 1951 Harbor Bay Parkway building (and 1951 Harbor Bay Parkway is the only building at the Alameda campus that generates solar electricity)
** Includes total electricity usage across all buildings at Alameda campus
*** Includes total solar electricity generated for the 1951 Harbor Bay Parkway building
**** Includes total natural gas usage across all buildings at Alameda campus, except for the 1951 Harbor Bay Parkway building, which does not use any natural gas

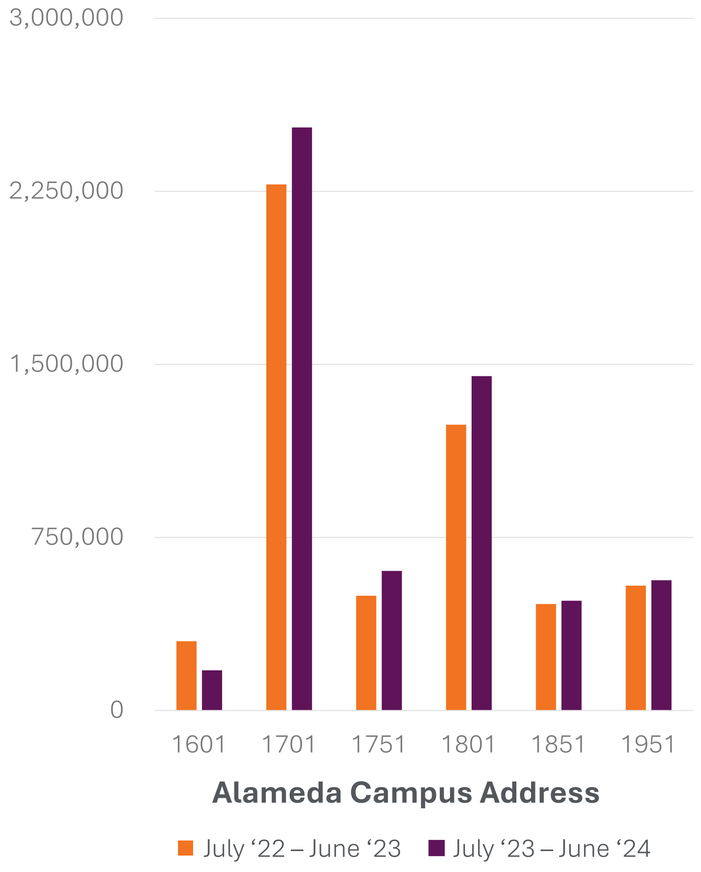
Alameda Campus Energy Use

The graphs below provide a more detailed breakdown of our electricity and natural gas usage from each of the buildings at our Alameda campus:

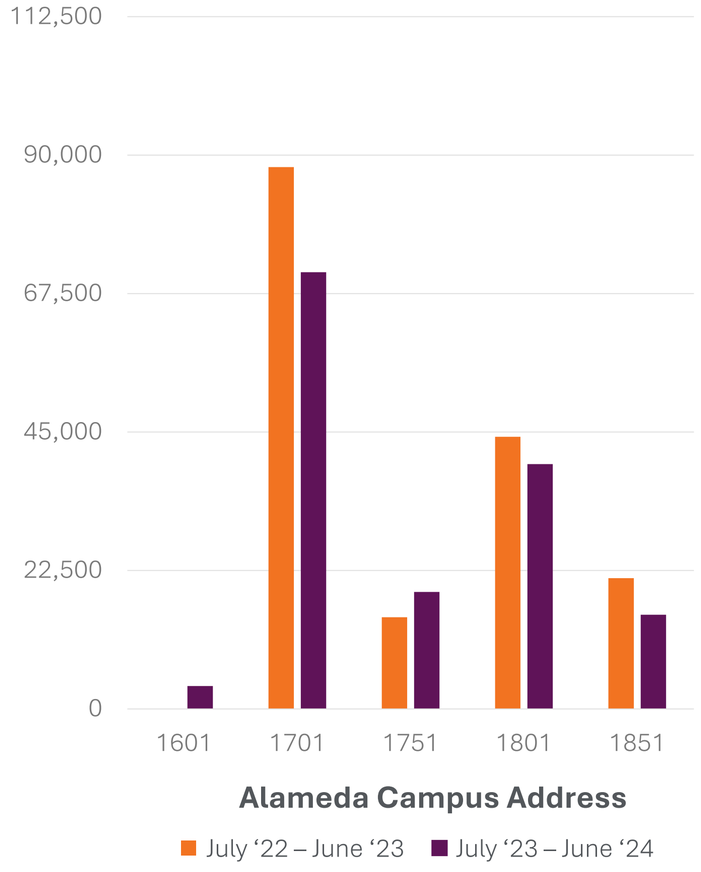
Electricity (kWh) Gross Usage
July ‘22-June ‘23 vs July ‘23-June ‘24



Electricity (kWh) Net Usage
July ‘22-June ‘23 vs July ‘23-June ‘24



Gas (Therms) Gross Usage
July ‘22-June ‘23 vs July ‘23-June ‘24



CASE STUDY:

1951 Harbor Bay Parkway (Alameda, CA, Campus)

220K
square feet

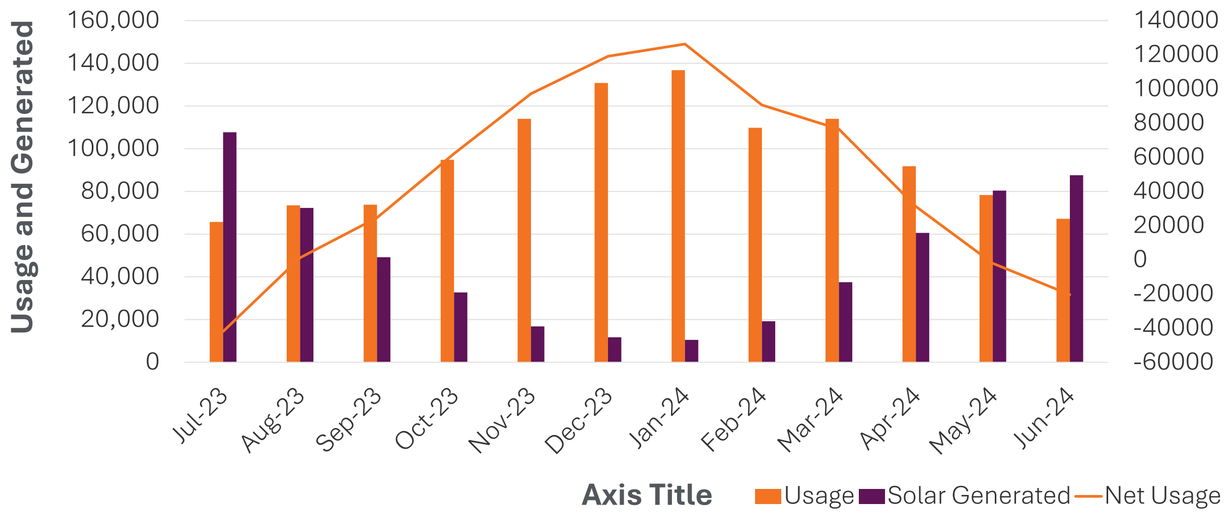
100%
electric powered, including for heat and hot water, eliminating the need for on-site natural gas

Energy-efficient features in building design, *including rooftop solar panels, a Variable Refrigerant Flow HVAC system that optimizes heating and cooling efficiency, and fan coil units that provide precise temperature control and improved air quality*

Our **LEED Gold-certified building at 1951 Harbor Bay Parkway** was designed with efficient glazing and shading, and this all-electric building mitigates greenhouse gas (GHG) emissions with the purchase of renewable energy to supplement the energy generated by the solar panel system. The building was situated to take advantage of natural light while reducing heat gain, and the architect worked closely with the contractor, consultants and vendors to design an energy-efficient glass fiber reinforced concrete panel and energy-efficient glass/dual-pane window system.

The following graph provides a month-by-month analysis of total electricity usage, on-site solar generation and net electricity usage for the 1951 Harbor Bay Parkway building during the period from July 2023 through June 2024:

Total Electricity Consumption and Solar Generation for 1951 (kWh)



Green Transportation

Reducing GHG emissions is an important factor in combating climate change and protecting our planet. To help reduce the GHG footprint of our commuting workforce, we have maintained an extensive commuter support program since 2019 to replace single-occupancy vehicle trips with shared transport. Transportation options include shuttles and vanpools with subsidies for employees using mass transit or rideshare programs. We have continued to improve our vanpool and other commuter programs serving our employees who work at the Alameda campus, providing them alternatives to single-occupancy vehicles for their commute to work. Participation in these programs remained relatively stable from July 2023 through June 2024, after having more than doubled during the preceding 12-month period.

> **Furthermore,** we are increasing our support for employees who commute to our Alameda campus using EVs, including the installation of 20 additional charging ports in April 2024, as the level of participation has continued to increase. As of June 30, 2024, over 25% of employees who work on-site in Alameda utilize our EV charging stations. We subsidize the usage rates for these charging stations so that our employees pay less than market price to charge their EVs.

Waste Management

Chemical waste and potentially harmful materials are necessary consequences of the drug discovery process. As an organization, we aim for strict adherence to applicable laws and regulations regarding the handling of hazardous materials and wastes that are used or generated in the course of business. On a yearly basis, we review our hazardous waste streams and collaborate with vendors specialized in hazardous waste disposal to identify additional opportunities for the reduction, consolidation or upcycling of overall waste. As an example, we have upcycled certain waste streams to use in fuels blending for energy generation that would otherwise have been incinerated.

We have also instituted measures to minimize the amount of office waste that we produce, such as removing waste bins at individual workstations and instead instituting fewer communal waste stations, and we have implemented biofuels recycling for cooking oils used in our cafeteria, as well as strategic composting disposal for organic matter.

Wherever possible, we take steps to decrease the environmental impact of our laboratory activities, such as supercritical fluid chromatography, which utilizes an environmentally friendly approach to purifying small molecules and **reduced our use of flammable and hazardous solvents by approximately 19,340 liters from July 2023 through June 2024.**

To mitigate the large amounts of laboratory waste generated as a byproduct of our R&D activities, in 2021 we implemented a solvent dispensing system that eliminates the typical packaging for commonly used chemicals. **From July 2023 through June 2024, roughly 4,080 pounds of glassware, cardboard and foam were diverted by use of 204 kegs instead of glass bottle cases.**

We continue to investigate innovative ways to reduce our environmental impact, including our “take back” programs in the U.S., which allow for easy disposal of unused products. We make sure products that are no longer needed by the patient can be disposed of properly. Any expired products are destroyed, and there is a certificate of destruction for the product.

Hazardous and Medical Waste	Twelve months ended June 30, 2023	Twelve months ended June 30, 2024*
Hazardous Waste Generated (lbs)	33,682	52,995
Medical Waste Generated (lbs)	39,340	44,488

* While the amount of hazardous and medical waste increased somewhat from July 2023 through June 2024 compared to the prior 12 months, much of this increase is attributable to our disposal of laboratory equipment following the discontinuation of certain scientific programs in connection with the corporate restructuring implemented in early 2024.

5

Governance & Responsible Business Practices

At Exelixis, we recognize that a solid foundation of good governance, corporate responsibility and accountability is essential for our company to be successful in its mission to improve outcomes for cancer patients. We embed strong legal and regulatory compliance practices and oversight into our scientific and business activities so that these are conducted in a legal and ethical manner, and in the best interests of all Exelixis' stakeholders.

We have created and work to uphold a rigorous culture of compliance at every level of our organization so that we can safely and effectively deliver on our corporate mission.

Corporate Governance and Oversight of ESG Initiatives

Our Board of Directors represents our stockholders and remains committed to responsible stewardship of our business, including directing that it be conducted in a manner whereby the Exelixis team can do its best work and further the company's mission to help cancer patients recover stronger and live longer. In carrying out its duties, our Board adheres to its established Corporate Governance Guidelines, which cover, among other things, director independence, board composition, structure and functioning, director selection criteria, diversity, annual evaluations, overboarding guidelines and our majority voting policy. The Board has also established five standing committees to assist with its oversight responsibilities.

Committees of the Board of Directors

Audit Committee
Oversees our financial reporting process and ensures the integrity of our financial statements

Compensation Committee
Oversees our compensation policies, plans and programs

Nominating and Corporate Governance Committee (NCGC)
Oversees all aspects of our corporate governance functions

Research & Development Committee
Responsible for oversight of various scientific matters related to our drug discovery and preclinical and clinical development program

Risk Committee
Reviews management's responsibility to assess, manage and mitigate risks associated with our business and operational activities

Corporate Governance and Oversight of ESG Initiatives

Each committee of the Board operates pursuant to a written charter that is reviewed annually, as well as within the governing parameters set forth in our Corporate Governance Guidelines, Certificate of Incorporation and Bylaws.

In particular, the **NCGC is responsible for reviewing and assessing the company's sustainability strategy and policies,** including with respect to ESG matters, and for overseeing management in its implementation of ESG programs and sustainability efforts. The Compensation Committee of the Board of Directors has oversight of our policies and strategies relating to human capital management including, but not limited to, recruiting, retention, career development and progression, management succession planning (other than CEO succession), diversity and employment practices.

The execution of our ESG programs involves the collaboration of representatives across various business teams, including Legal Affairs & Compliance, Quality Assurance, Public Affairs & Investor Relations, Human Resources, Facilities and others. All members of Exelixis' senior management team play an active role in shaping our ESG strategy and participate in its development. Furthermore, management periodically provides updates on our ESG programs to the NCGC and full Board of Directors as necessary.

Board Composition

BOARD INDEPENDENCE

91%

10 out of 11 members of the Board are 'independent' under the SEC rules and regulations and the Nasdaq listing standards

BOARD DIVERSITY

Gender

36%

4 out of 11 members of the Board are women

Ethnicity or National Origin

45%

5 out of 11 members of the Board identify as non-White or were born outside of the U.S.

Part I: Gender Identity	Female	Male
Directors	4	7
Part II: Demographic Background	**Female**	**Male**
Black or African American	0	1
White	3	6
Hispanic or Latina	1	0

In considering candidates for directorship, the **Exelixis Board of Directors emphasizes a diversity of viewpoints, background, experience and other characteristics such as, but not limited to, gender, race and ethnicity.** Accordingly, when evaluating prospective Board candidates, the NCGC considers candidates who would contribute to diversity, including both women and individuals from underrepresented communities who meet the relevant business and search criteria. In the director candidate review process, the NCGC evaluates prospective candidates in the context of the existing membership of the Board (including the qualities and skills of the existing directors), our operating requirements and the long-term interests of our stockholders.

Moreover, the Board of Directors recognizes the value of refreshment, and **five new independent directors have joined our Board since May 2023**. The refreshment of our Board during recent years underscores our commitment to upholding best-in-class corporate governance to ensure the right balance of skills and expertise to guide our continual evolution and long-term strategic plan.

Business Ethics

Commitment to High Standards and Ethics

Our Code of Conduct reflects the values that drive the performance of our business operations and describes how our officers, directors, employees and contractors are expected to conduct themselves when representing Exelixis. The Code of Conduct also underscores our commitment to comply with laws that regulate our business activities as a biotechnology company. We expect all our employees to understand and abide by our Code of Conduct and other relevant policies that are essential to their daily duties and our business. Each employee is trained on, and reviews and acknowledges, these policies in their initial onboarding; they then undergo refresher training on an annual basis or when there is a change in law that warrants training.

We believe in continuous improvement and will periodically engage third parties to evaluate our compliance procedures. Management and the NCGC review the Code of Conduct each year and approve updates as appropriate.

Select Policies Critical to our Business

- Recognizing and Reporting Safety Data (e.g., adverse events)
- Respect for Privacy and Protection of Personal Information Policy
- Insider Trading Policy
- Cybersecurity Policies
- Social Media and Corporate Communications Policy
- Records and Information Management Policy
- Global Trade Compliance Policy
- Corporate Travel and Expense Policy

Business Ethics

Ethics Committee

Exelixis has established an internal governance structure that is designed to assist senior management with risk management, the ethical leadership of the company and maintenance of its culture of compliance. The management-level Ethics Committee provides regular reports on how the company is fulfilling the commitments stated in our Code of Conduct, including compliance with applicable international, federal and state laws, regulations and guidelines. It also provides a reliable mechanism for the escalation of challenges and issues of concern as they arise within the matrix of the company's complex business operations.

The Ethics Committee sits at the top of our internal risk and ethics management structure. Led by Exelixis' President and Chief Executive Officer, the Ethics Committee is responsible for oversight of our business ethics, fulfillment of legal and regulatory requirements and maintenance of the safety and quality of our products. Six subcommittees, each with deep expertise in the relevant areas of Exelixis' operations, operate under the Ethics Committee's guidance to identify, respond to, and escalate key issues or concerns, as needed. The Ethics Committee also helps functional team leaders to identify and evaluate business risks, enabling the mitigation of those risks more effectively. Ethics Committee reports are shared with members of the Risk Committee of our Board of Directors (with certain topic areas referred to the other committees of the Board of Directors in accordance with such committee's charters), providing a regular and reliable flow of information so our directors may fulfill their own duties.

Business Ethics

Ethics Committee

Board of Directors (Board Risk and Audit Committees)

Ethics Committee (Executive Management)

Securities Compliance Committee

Oversees SEC regulatory compliance and maintains Insider Trading rules and program

Quality Control

Oversees GxP compliance and maintains R&D / Manufacturing Quality Management Systems

Benefit-Risk Executive Committee

Maintains core data & communications with respect to all patient safety aspects of Exelixis products

Healthcare Compliance Committee

Oversees integrity of the company's financial interactions with healthcare providers

Information Governance Council

Oversees data managements, data integrity/loss prevention, privacy and other information governance matters

Information Security Governance Committee

Oversees cybersecurity and information security initiatives and incidents

A Focus on Compliance

Our commitment to ethics and compliance is reflected in our products, business activities and culture. It influences not only what our employees do but also how they do it. **Our dedication to compliance is demonstrated through:**

- Efforts and activities to promote clear and understandable policies, procedures and tools assisting compliance
- Extensive training programs and testing to evaluate understanding
- Monitoring and auditing systems to ensure employees and vendors are complying with requirements

As part of our compliance training program, which aligns to our Business Conduct Manual, we track training completion for Exelixis personnel. Certain trainings are company-wide, such as those concerning our Code of Conduct, cybersecurity efforts and drug safety reporting, while others are role-based and tailored toward specific employee teams, such as our Commercial, Medical Affairs and Clinical Development teams. These specific teams receive more detailed training regarding compliant interactions with members of the healthcare community. In addition to role-specific trainings, **all employees receive between four and six hours of required healthcare compliance and other training annually.**

Trainings are made up of interactive, online and live modalities as appropriate to balance flexibility and access with strong engagement and retention. Knowledge checks allow us to assess employee proficiency and comprehension, and surveys and focus groups are periodically used to obtain feedback and measure training effectiveness. A robust reminder and escalation process ensures training completion, and in 2023, over 99% of our employees completed all their required trainings.

Ethics Helpline and Whistleblower Support

Employees and other stakeholders are encouraged to report any potential concerns under confidence to Legal Affairs & Compliance, Human Resources, any member of Exelixis' senior management or the Ethics Committee. As part of this program, employees may also provide information to members of the Ethics Committee directly, on either an anonymous or self-identified basis, via the Exelixis Ethics Helpline, at www.ExelEthicsHelpline.com.

We have no tolerance for retaliation or discrimination against employees who raise good faith questions or concerns. Any act or threat of retaliation by other Exelixis personnel will be considered a serious violation of our Code of Conduct.

The Board of Directors, through the Audit Committee, receives quarterly reports of disclosures made through the Ethics Helpline, as well as any concerns raised to the Ethics Committee or otherwise submitted through our internal compliance reporting system.

Ethical Marketing of Pharmaceutical Products

We are committed to the ethical marketing of our products. Advertising and promotional activities, including product-specific and disease state awareness efforts, serve the broader healthcare community by sharing important medical and programmatic information that help inform patients, HCPs and related stakeholders in a manner that can ultimately lead to improved patient access and care.

Our Sales and Marketing teams serve a critical role educating about our products and the data in our FDA-approved product labels. Consistent with our legal and ethical obligations, we prohibit the promotion of our products for off-label use, and only in appropriate forums for scientific exchange or in response to specific requests do we supply HCPs with medical information that is beyond the scope of our product labeling.

Promotional Policy and Process

We maintain a review and approval process for all promotional material. Exelixis' Review of Advertising, Marketing and Promotion Committee includes representatives from Regulatory Affairs, Legal Affairs & Compliance, and Medical Affairs and is responsible for reviewing and approving all Exelixis promotional and disease state materials used by Exelixis Field Commercial Personnel.

Promotional information regarding Exelixis products is complete, not misleading and consistent with FDA labeling. It describes safety information fully and accurately and is approved by the appropriate Exelixis review committee prior to use.

Training and Compliance

Members of our Sales and Marketing teams, including new hires, receive training on ethical drug commercialization, so they are equipped with an appropriate understanding of our internal policies, as well as applicable laws and regulations, prior to engaging in product promotion. Our field-based employees receive extensive, detailed training, both virtually and in-person, covering the best compliant practices for interacting directly with HCPs. Then, we have an extensive sales-focused monitoring program in place to evaluate their ongoing compliance with expectations.

Our teams are encouraged to work collaboratively with the Legal Affairs & Compliance department to take a proactive approach in identifying, reporting and addressing any areas of potential violation or concern. Any issues identified are tracked in a compliance log and metrics are reported quarterly to the Healthcare Compliance Committee and Ethics Committee.

Data Security and Privacy

We understand the importance of keeping patient, employee and company data secure. Our established programs, policies and procedures are designed towards maintaining security, preventing data breaches and guiding our responses to any cyber-attacks or other incidents.

Cybersecurity

Exelixis maintains a cybersecurity and information security program, which leverages best practices and standards. Given the gravity of these risks, such as those arising from phishing campaigns and ransomware, cybersecurity risks are given very high priority. They are regularly evaluated as part of our broader risk management activities and as a fundamental component of our internal control system. The scope of our evaluation encompasses our internally managed IT systems and key business functions and sensitive data operated or managed by third-party service providers.

All employees receive cybersecurity training upon hire with annual or more frequent training thereafter with job-specific topic considerations. As of June 30, 2024, virtually all employees have completed their required annual cybersecurity training or are undergoing their initial trainings as new hires. In addition, our IT team conducts ongoing phishing tests and follows up directly with employees who require additional training.

Our Information Security Incident Response Plan (the Response Plan) sets forth our response protocol for cybersecurity threats and cybersecurity incidents (such as a data security breach) and is maintained by the Information Security Governance Committee, which reviews the Response Plan on an annual basis. The Response Plan is designed to provide a framework for how we identify, escalate and respond in the event of a data security breach and designates personnel who are responsible for these functions.

Cybersecurity threats, including as a result of any previous cybersecurity incidents, have not materially affected us, including our business strategy, results of operations or financial condition.

Data Security and Privacy

Personal Data Privacy

Exelixis respects patient privacy and avoids exposures to protected health information, except where clearly necessary for operations. We require that any patient data we do receive be securely maintained. For instance, it is de-coupled from identifying information, which still allows our teams to monitor patient treatment responsibly. Data from third-party contract research organizations are stored in vendor systems that are validated for GCP requirements and include the auditing of controls and access.

Our Respect for Privacy and Protection of Personal Information Policy is the guiding document for privacy, which includes provisions and guidance relating to the handling and management of patient, employee and other personal information to maintain compliance with applicable laws and regulations, such as the Health Insurance Portability and Accountability Act (HIPAA), General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA, as subsequently amended by the California Privacy Rights Act), among others. All employees receive training on this policy, and certain teams receive more specific privacy training as may be appropriate for their job function.

Risk Management and Business Continuity

Risk Management

The Ethics Committee and its reporting subcommittees facilitate dynamic risk management throughout the company by maintaining close supervision of each element of our business and driving insights through regular risk-based reporting. We supplement that reporting with periodic “deep-dive” assessments in areas of business operations identified as higher risk. To complete these assessments, we retain the services of outside experts or counsel, ensuring both appropriate expertise and sufficient objectivity are brought to the task of evaluating the effectiveness of the relevant operational activity and its level of legal and regulatory compliance.

In addition to these ongoing risk assessment activities, each year, our Healthcare Compliance and Quality Assurance teams conduct their own annual risk assessments, taking a close look at business activities that combine significant operational complexity with high inherent legal and regulatory risk, such as financial interactions with HCPs and product manufacturing operations, and execute their annual audit and monitoring plans. These annual risk assessments inform decision-making concerning where the company should focus particular attention through deep-dive assessments, as well as audit and monitoring activities.

Business Continuity

The Business Continuity Management Program incorporates elements of incident management, emergency response, disaster recovery and crisis communications across the company into a cohesive effort focused on the timely restoration of business operations following a major disaster or other emergency. The program aligns with the best practices established by the Disaster Recovery Institute International (DRII) and the International Organization for Standardization (ISO).

Business continuity is part of the larger emergency preparedness strategy, which improves resiliency to disasters by unifying mitigation, prevention, protection, response and recovery efforts across the company. As such, Exelixis is prepared to rapidly identify, respond to and recover from a wide range of hazards, including building hazards, earthquakes, pandemics, cybersecurity incidents, workplace violence (or acts of civil disturbance or riots taking place in our broader community) and extreme weather events (including those that may be caused or exacerbated by climate change).

Vendor Management and Supply Chain Resilience

We have established a global network of qualified and reputable CMOs with robust ESG programs who manufacture our products to meet our inventory targets, and we continually optimize our manufacturing processes to improve yields and reduce environmental impact. In addition, we have expanded our commercial supply chain to include secondary CMOs and have established and maintain sufficient safety stock inventories in multiple locations for raw materials, drug substance and drug products. The stored quantities are based on our business needs and take into account forecasts of global market demand, production lead times, potential supply interruptions and shelf life for our drug substance and drug products.

We believe that our current manufacturing network has the appropriate capacity to produce sufficient commercial quantities of CABOMETYX to support the cancer indications in which it has been approved (and also potential future indications should CABOMETYX gain additional regulatory approvals), as well as to fulfill our supply obligations to our collaboration partners for both CABOMETYX and other product candidates for global commercial and development purposes.

Drug Substance: The active pharmaceutical ingredient. This is what has the therapeutic effect in the body.
Drug Product: The drug substance formulated with other inactive ingredients to create the final dosage form.

Vendor Management and Supply Chain Resilience

Vendor Selection and Monitoring

We continually evaluate our CMOs against our high-quality standards and their compliance with applicable current Good Manufacturing Practices (along with other applicable laws, regulations and standards) when manufacturing our commercial and investigational products.

When selecting potential CMOs, we assess their technical expertise, regulatory track record and other factors, such as environmental, health and safety matters and overall business reputation. Exelixis will not utilize CMOs that do not meet the established selection criteria set forth in our procedures and standards. Our selection criteria include assessing whether potential CMOs have had regulatory or quality issues, any product recalls or concerns over use of insufficiently trained workforce, child labor or other human rights abuses, regulatory violations, or embargoes or sanctions. In addition, given the increase in commercial and clinical demand for our products, we assess each potential CMO's financial stability and business continuity management plan.

We expect all CMOs to uphold all regulatory requirements and any applicable laws, as well as ensure that their personnel are properly qualified and trained.

After contracting with a CMO, we oversee them closely through regular project calls with our subject matter experts, on-site visits and regular business reviews and continue to conduct audits and periodic reviews designed to ensure the consistent supply of safe and efficacious products for our patients.

Externally, we audit our third-party materials and service suppliers per our established audit program, both before and after entering into a contract, and we regularly evaluate whether our level of oversight for each vendor is appropriate based on the criticality of the service or materials provided and the past performance of the vendor.

Business Continuity in Our Value Chain

An ongoing cross-functional and team-based communication plan is established between Exelixis and our manufacturers and suppliers, with an appropriate management and executive oversight governance structure.

The communication plan is designed to ensure that:

- Our CMOs continue to meet our on-time and full product delivery needs
- We continue to monitor and address any issues that arise during the manufacturing process
- We continue to enhance our manufacturing processes appropriately
- The cross-functional teams consist of both quality assurance and technical experts

To maintain a robust supply chain, we:

- Engage with a third-party partner that tracks supplier risk to help us identify key issues and risks
- Maintain risk assessment registries, which determine the stability of a company to secure our global supply chain
- Continually strengthen and diversify our supply chain, identifying secondary and tertiary suppliers for raw materials to ensure business continuity

6

Frameworks and Standards

Our reporting is focused on the ESG topics most relevant to our stakeholders and aligned with key ESG frameworks and standards, notably the Sustainability Accounting Standards Board and the United Nations Sustainable Development Goals.

Sustainability Accounting Standards Board (SASB) Standards

We align our reporting with SASB, now part of the IFRS Foundation. In the table below, which includes the SASB Standards for the industry of Biotechnology and Pharmaceuticals, we provide a reference to where in our CV&S Report you can find more information about a particular relevant ESG topic.

Topic	Accounting Metric	SASB Code	2024 Response and/or Report Reference
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Refer to "Safe and Ethical Clinical Trials."
Safety of Clinical Trial Participants	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	One inspection of a trial resulted in voluntary remediation; no trial inspections resulted in official regulatory or administrative action.
Safety of Clinical Trial Participants	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Zero losses resulting from legal proceedings.
Access to Medicines	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Refer to "Supporting Patients."
Access to Medicines	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	We do not have any products that qualify for the WHO List of Prequalified Medicinal Products.
Access to Medicines	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	Refer to "Supporting Patients."
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	Refer to "Supporting Patients."

Sustainability Accounting Standards Board (SASB) Standards

Topic	Accounting Metric	SASB Code	2024 Response and/or Report Reference
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	No Exelixis products are currently listed in the MedWatch Safety Alerts database. The FDA's MedWatch Safety Alerts for Human Medical Products database can be publicly accessed here.
Drug Safety	Number of fatalities associated with products	HC-BP-250a.2	This information for our products can be found in the FDA's Adverse Event Reporting System here.
Drug Safety	1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	There were no recalls issued.
Drug Safety	Total amount of product accepted for take-back, reuse or disposal	HC-BP-250a.4	Amount of product negligible.
Drug Safety	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	We have not had any GMP enforcement actions.
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	We have implemented fully compliant serialization practices in our supply chain for commercial products such that every unit has a unique identifier, enabling the relevant parts of the product supply chain to be halted if a transaction takes place involving a falsified product.
Counterfeit Drugs	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	We have internal processes in place to ensure risks associated with unsafe products are managed.

Sustainability Accounting Standards Board (SASB) Standards

Topic	Accounting Metric	SASB Code	2024 Response and/or Report Reference
Counterfeit Drugs	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None.
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Zero monetary losses resulting from legal proceedings.
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Refer to "Ethical Marketing of Pharmaceutical Products."
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Refer to "Talent Management."
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Refer to "Employee Engagement."
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Refer to "Vendor Management and Supply Chain Resiliency."
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Zero monetary losses resulting from legal proceedings.
	Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a.2	Refer to "Business Ethics" and "Ethical Marketing of Pharmaceutical Products."

Disclosure Statement

The statements in this publication relating to Exelixis' various sustainability programs and related goals, efforts and objectives, as well as Exelixis' broader business plans and commitments, are forward-looking statements that involve many risks and uncertainties. Exelixis' actual results could differ materially from those contained in these forward-looking statements due to a number of factors affecting Exelixis' product pipeline, including those detailed from time to time under the caption "Risk Factors" in Exelixis' most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission (SEC), and in Exelixis' future filings with the SEC. All forward-looking statements in this publication are based on information available to Exelixis as of the date of this publication, and Exelixis undertakes no obligation to update any forward-looking statements contained herein, except as required by law.

[1] Congressional Budget Office. Research and Development in the Pharmaceutical Industry. Available at https://www.cbo.gov/publication/57126. Accessed October 2024.
[2] National Library of Medicine. Future Medicinal Chemistry (12:10). Available at https://www.tandfonline.com/doi/full/10.4155/fmc-2019-0307. Accessed October 2024.
[3] Bray, F., Laversanne, M., Sung, H., et al. Global cancer statistics 2022: GLOBOCAN estimates of incidence and mortality worldwide for 36 cancers in 185 countries. CA: A Cancer Journal for Clinicians. 2024;74(3):205-313.
[4] IQVIA Institute for Human Data Science. Global Oncology Trends 2024: Outlook to 2028. Available at https://www.iqvia.com/insights/the-iqvia-institute/reports-and-publications/reports/global-oncology-trends-2024. Accessed October 2024.