

CORPORATE VALUES & SUSTAINABILITY:
2025–2026 HIGHLIGHTS

EXELIXIS

MESSAGE FROM OUR CEO

“At Exelixis, our mission to help cancer patients recover stronger and live longer drives the work we do every day. Delivering on that mission means advancing innovative medicines and helping patients access treatment, while investing in our employees, supporting our communities and minimizing our environmental impact. I’m proud of the dedication our team brings to these efforts and the progress reflected in this report. As we build for the future, our corporate values will continue to guide how we operate and make a meaningful difference for the patients we serve.”

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



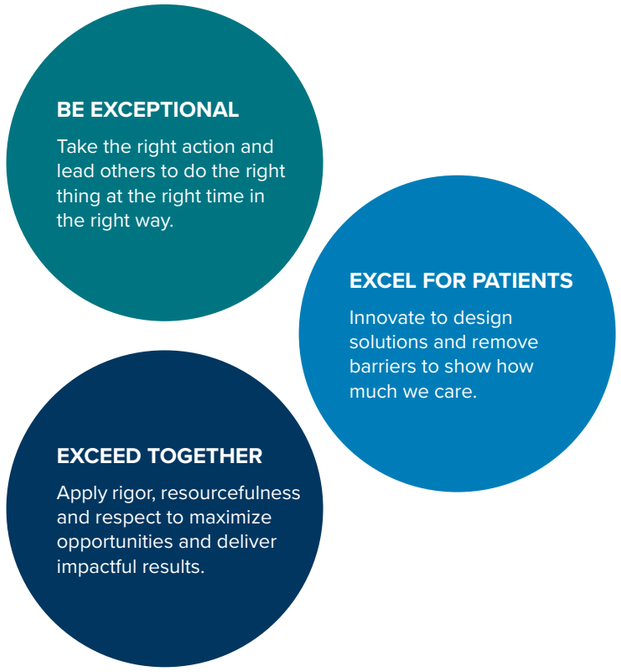
ABOUT THIS REPORT

This report provides an overview of Exelixis' sustainability strategy, governance and performance. Unless otherwise stated, the information presented reflects activities during our fiscal year (FY) 2025 (January 4, 2025 – January 2, 2026) and select highlights through June 30, 2026. Selected performance data is included throughout the report, with additional metrics and disclosures aligned with the SASB Biotechnology & Pharmaceuticals standard provided in the Appendix. For additional information on our key sustainability topics, please also see our previously published Corporate Values & Sustainability Reports available on our website.

OUR SUSTAINABILITY STRATEGY

At Exelixis, sustainability is embedded in our scientific pursuit to create transformational treatments that give more patients hope for the future. We believe responsible business practices, strong governance and meaningful engagement with our stakeholders are essential to creating long-term value.

Exelixis Corporate Values



Our sustainability strategy is guided by our corporate values and focuses on four themes:

THEME	1. ACCESS TO INNOVATIVE AND SAFE CANCER MEDICINES	2. COMMUNITY ENGAGEMENT AND ADVOCACY	3. OUR PEOPLE AND CULTURE	4. ENVIRONMENTAL MANAGEMENT
OUR APPROACH	We are committed to discovering, developing and delivering innovative therapies that improve outcomes for people living with cancer. We strive to fulfill unmet medical needs while maintaining the highest standards of product quality, patient safety and responsible clinical development, and we uphold a commitment to providing support to help address patient access and affordability needs.	We work alongside patients, caregivers, advocacy organizations, healthcare professionals and local communities to improve access to cancer resources, advance health equity and create meaningful community impact.	Our people are the foundation of our success. We strive to foster an inclusive, collaborative and high-performing workplace where employees are empowered to innovate, grow professionally and contribute to our mission.	We seek to minimize the environmental impact of our operations by improving resource efficiency, reducing greenhouse gas emissions and responsibly managing energy, water and waste, supported by data-driven monitoring and continuous operational improvements.
KEY TOPICS	• Pipeline of Novel and Differentiated Anti-cancer Agents • Disciplined Research and Development Investment • Safe and Ethical Clinical Trials • Patient Access and Affordability Support • Product Quality and Patient Safety	• Employee Giving and Volunteer Programs • Patient Advocacy • Patient Education and Advocacy Partnerships • Government Affairs and Public Policy • Stakeholder Engagement	• Talent and Leadership Development • Employee Experience • Employee Health and Safety	• Energy and Emissions Management • Employee Transportation • Waste Management



RESPONSIBLE GOVERNANCE AND BUSINESS PRACTICES

Responsible governance and business practices underpin every aspect of our long-term strategy and approach to sustainability. Our Board of Directors and executive leadership team oversee sustainability-related priorities through established governance, ethics, compliance and enterprise risk management processes, with the Nominating and Corporate Governance Committee responsible for reviewing and assessing our sustainability strategy and policies. Cross-functional teams, supported by our Ethics Committee and compliance program, help integrate sustainability considerations into business strategy, operations and risk management while reinforcing expectations for ethical conduct and responsible decision-making.

SPOTLIGHT:
Exelixis Governance Documents

- Corporate Governance Guidelines
- Code of Conduct
- California Comprehensive Compliance Program Policy and Declaration
- Board Committee Composition and Charters

SUSTAINABILITY HIGHLIGHTS

Access to Innovative and Safe Cancer Medicines

Our commitment to oncology innovation is fueled by a sense of urgency to deliver meaningful advances for patients, and supported by sustained investment in research and development, safe and ethical clinical trials, patient-centered drug development and programs that support access to treatment. Key developments reflecting this commitment include:

- **Expanded patient access to CABOMETYX® (cabozantinib).** Following the U.S. Food and Drug Administration (FDA) approval of CABOMETYX for certain patients with previously treated advanced pancreatic and extra-pancreatic neuroendocrine tumors in March 2025, Exelixis moved quickly to provide our treatment to these additional patient populations in need of new therapeutic options.
- **Provided robust patient support and earned recognition for oncology market access leadership.** Since launching in 2016, the Exelixis Access Services (EASE) Patient Assistance and Co-Pay Programs have collectively enrolled more than 21,000 people, helping eligible patients access financial assistance and critical support services when receiving treatment with CABOMETYX. In recognition of these efforts, Health Industries Research Center (HIRC) ranked Exelixis as the top pharmaceutical manufacturer for market access in two oncology categories based on a survey of executives from leading academic and hospital-based cancer centers, highlighting the trust healthcare providers place in Exelixis as a partner in helping patients along their treatment journey.[1]
- **Advanced regulatory progress for zanzalintinib.** In early 2026, the FDA accepted Exelixis' New Drug Application for zanzalintinib for a certain form of metastatic colorectal cancer, reflecting significant cross-functional planning and execution to support the company's goal of bringing its next therapeutic agent to patients in need of new treatment options (the FDA set a Prescription Drug User Fee Act target action date of March 3, 2027).
- **Improved clinical trial accessibility and patient-centered study design.** In 2025, Exelixis formed the COMPASS Council, a group of external advisors that includes representatives from patient advocacy organizations, cancer patients and caregivers. Through engagement with the COMPASS Council, the company incorporated patient perspectives into clinical development activities, including study designs and protocol development, with the goal of enhancing clinical trial accessibility by improving the readability of informed consent forms and other patient-facing study materials.





[1] HIRC is a market research firm serving U.S. pharmaceutical and biotech companies. In 2025, HIRC surveyed executives from 18 academic institution-based cancer centers and 12 hospital/health system-based cancer centers (n=30).

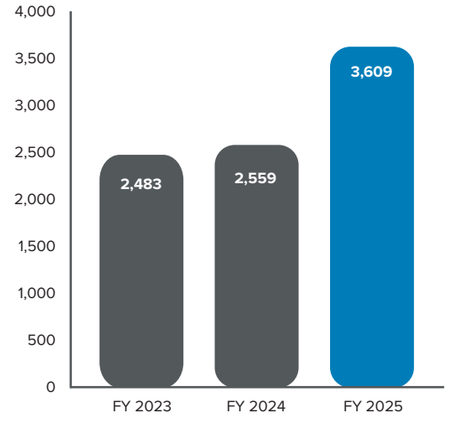


Community Engagement and Advocacy

At Exelixis, making a difference goes beyond developing medicines for patients. We are committed to supporting patients, caregivers and the communities where we live and work through employee giving and volunteerism, patient advocacy and education, stakeholder engagement and public policy efforts. Key highlights include:

- **Expanded employee volunteerism through Exelixis CARES and launched the Ambassador Network.** Exelixis CARES (the company's employee giving and volunteering program) continued to grow throughout the year, expanding opportunities for employees to give back, volunteer and make a meaningful impact in our communities across the country. In early 2025, Exelixis launched the CARES Ambassador Network, bringing together a group of employees from across the organization who champion community engagement and help inspire and drive greater participation in the company's giving and volunteer programs. Throughout the year, nearly 400 Exelixis employees volunteered more than 3,600 hours through Exelixis CARES, supporting over 150 non-profit organizations across the U.S.
- **Supported hundreds of non-profit organizations through employee-driven giving and company matching.** Through Exelixis CARES, employees directed charitable donations to more than 680 non-profit organizations, with the company matching eligible employee contributions. Education, social services and animal-related causes received the greatest support.
- **Deepened engagement with a broad range of patient advocacy partners.** Exelixis expanded relationships with patient advocacy organizations, helping broaden our impact and support for communities across current and potential new indications, including neuroendocrine tumors, colorectal cancer and meningioma.

SPOTLIGHT:
Total Employee Volunteer Hours



SPOTLIGHT:
Bringing Halloween Fun to Students in Oakland, CA

In 2025, Exelixis volunteers continued their multi-year support of Trunk-Or-Treat at a local East Oakland elementary school, an annual Halloween celebration hosted in partnership with Safe Passages and Life Science Cares Bay Area. The event brought together more than 300 students from Safe Passages after-school programs for an evening of games, crafts, dinner, costumed characters, balloon artists, candy and snacks in a safe, welcoming school environment. Across candy-packing activities and event-day support, nearly 70 Exelixis volunteers helped make the celebration possible.









Our People and Culture

Exelixis remains committed to recruiting, developing and retaining talented employees by investing in employee wellbeing, professional growth, leadership development and a positive workplace culture. Key activities related to our people and culture include:

- **Expanded employee wellbeing programs and support resources.** Exelixis continued to invest in benefits that support employees' physical, emotional and financial wellbeing, including enhanced fertility benefits, natural disaster response assistance, and a broad range of wellness, mental health, family support and retirement savings resources.
- **Maintained competitive, performance-driven rewards programs.** Exelixis maintained a compensation and performance development philosophy designed to recognize employee contributions, support professional growth and career advancement, and provide fair and objective reward opportunities. Each year, the company uses third-party pay equity analyses to assess compensation as part of its commitment to fair and equitable pay practices.
- **Supported employee growth through talent and leadership development.** Exelixis continued to invest in individual, team and leadership development opportunities, including ongoing feedback, coaching, development planning and learning programs that help employees build skills, advance their careers and support the company's mission.
- **Fostered employee connection and engagement across the organization.** Exelixis strengthened initiatives that support inclusion and belonging, including the launch of two new EERGs, Barkada EXEL (Filipino-focused) and EXELerate Hope (for individuals affected by cancer), alongside programming such as the Employee Experience Fair and Exelixis FIRSTS (a program that showcases new-hire stories and company milestones) that help employees integrate further in our culture and within local communities.

SPOTLIGHT:
Building Connection Through Shared Employee Experiences

Our Employee Experience Resource Groups (EERGs) are open to all employees, designed to unite colleagues around shared interests and experiences to foster inclusion and belonging across the company. From Diwali at Exelixis to the Black Joy Parade in Oakland, CA, employees came together throughout 2025 and 2026 to celebrate and engage with one another while strengethening connections within our local communities.





EXELIXIS

Environmental Management

Exelixis remains committed to minimizing the environmental impact of our operations through responsible energy management, resource efficiency, greenhouse gas emissions reduction, sustainable transportation initiatives and responsible waste management. Key highlights demonstrating this commitment include:

- **Advanced energy efficiency and renewable energy use.** Exelixis continued to support lower-carbon operations through monitoring facility energy consumption and optimizing laboratory equipment. In FY 2025, the company generated 1,290 MWh of onsite renewable energy to help power its operations.
- **Strengthened climate management and disclosure readiness.** In 2026, in preparation for California Greenhouse Gas Emissions Reporting (SB 253), Exelixis completed its FY 2025 Scope 1 and Scope 2 greenhouse gas inventory in alignment with the Greenhouse Gas Protocol and conducted a climate risk assessment to support climate-related planning and strengthen readiness for evolving disclosure requirements.
- **Enhanced employee transportation programs.** Exelixis continued to support lower-carbon commuting through vanpool and rideshare options, matching employees with existing or new vanpools based on their commuting routes, and electric shuttle vans and buses to and from its Alameda, CA campus. In 2025, the vanpool program helped participating employees avoid more than 2.1 million commuter miles, preventing an estimated 1.7 million pounds of CO_2 emissions. As of June 2026, the program has already eliminated more than 1.0 million commuter miles year-to-date.[1]
- **Improved waste tracking and responsible management.** Exelixis maintained waste classification, tracking and reporting programs across hazardous and regulated medical waste streams. In FY 2025, the company responsibly managed approximately 92,000 pounds of waste through permitted treatment and recycling pathways, including approximately 71,000 pounds of hazardous waste and 21,000 pounds of regulated medical waste.

[1]Estimated CO_2 emissions avoided are calculated from commuter miles avoided through vanpooling, ridesharing, transit and other alternative commute methods. Miles avoided are divided by an average vehicle fuel economy of 24.9 miles per gallon to estimate gallons of gasoline not consumed. That figure is then multiplied by 19.357 pounds of CO_2, the amount emitted when one gallon of gasoline is burned.

APPENDIX

SASB-Aligned Disclosures

This appendix provides data and information aligned with the SASB standards for Biotechnology & Pharmaceuticals. Unless otherwise stated, the data and information presented below are from January 4, 2025 through June 30, 2026.

TOPIC	METRIC	CODE	RESPONSE
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Exelixis is committed to conducting clinical trials in accordance with applicable laws, regulations, and internationally recognized Good Clinical Practice (GCP) standards to protect the rights, safety, and well-being of participants while ensuring the integrity of clinical data. Patient safety is monitored throughout the clinical trial lifecycle by established pharmacovigilance processes and ongoing benefit-risk assessments. Trial conduct is supported by site qualification procedures, risk-based monitoring, protocol compliance activities, quality audits, and oversight by Institutional Review Boards or independent ethics committees, as appropriate. Exelixis works with qualified clinical research partners and incorporates findings from monitoring and quality reviews to support the continuous improvement of its clinical trial processes.
	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	Exelixis does not currently disclose this information.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	None during the reporting period.
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Exelixis seeks to expand access to its medicines through patient assistance, affordability programs, clinical trial participation, and global commercialization partnerships. In the U.S., Exelixis Access Services (EASE) provides co-pay assistance to eligible commercially insured patients and free medication to qualifying uninsured or underinsured patients. Exelixis also supports access to investigational medicines through clinical trials and, in limited circumstances, early access programs in accordance with applicable laws and regulations. Outside the U.S., Exelixis works with commercial partners to support access and distribution of its approved medicines in applicable markets.
	List of products on the World Health Organization (WHO) List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	As of the date of this report, Exelixis does not have any products that qualify for the WHO List of Prequalified Medicinal Products.

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TOPIC	METRIC	CODE	RESPONSE
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	Exelixis does not currently disclose this information.
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	Exelixis does not currently disclose this information.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	As of the date of this report, no Exelixis products are listed in the U.S. Food and Drug Administration's (FDA) MedWatch safety information and adverse events database.
	Number of fatalities associated with products	HC-BP-250a.2	Information regarding Exelixis products can be found in the FDA's Adverse Event Monitoring System Public Dashboard.
	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	None during the reporting period.
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	None during the reporting period.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	None during the reporting period.
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Exelixis maintains serialization and traceability controls for commercial products in accordance with applicable regulatory requirements, supporting verification, tracking, and containment of suspect or illegitimate products within the supply chain.
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Exelixis has implemented internal controls and quality oversight processes to proactively manage product-related risks and support the continued supply of safe, effective, and compliant medicines.

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TOPIC	METRIC	CODE	RESPONSE
Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None during the reporting period.
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	None during the reporting period.
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Refer to Exelixis' Code of Conduct, under "Promotional Practices."
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Exelixis seeks to attract and retain highly skilled scientists and R&D professionals by offering meaningful work, opportunities for professional growth, and a collaborative research environment focused on advancing innovative cancer therapies. Retention efforts include technical and professional development, leadership programs, individualized development plans, opportunities for advancement and increased responsibility, and tuition reimbursement. Exelixis also supports employee engagement and professional growth through structured learning programs designed for both managers and individual contributors.
	(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	For the past five years, Exelixis' turnover has trended below the U.S. life sciences industry benchmark, with the exception of 2024, which reflected the impact of an organizational restructure. Exelixis regularly monitors turnover, recruitment initiatives, compensation and benefits, workplace safety and other key aspects of human capital management, and shares these insights with its Board of Directors on a periodic basis.
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	Exelixis does not currently disclose the percentage of its facilities or Tier I suppliers' facilities participating in Rx-360 or equivalent third-party audit programs. Exelixis manages supply chain integrity and resilience through established vendor selection, qualification and monitoring processes, including quality, compliance and business continuity considerations for key suppliers and partners. These processes support oversight of product quality, supply continuity and responsible business practices across the company's value chain.

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TOPIC	METRIC	CODE	RESPONSE
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	None during the reporting period.
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Refer to Exelixis' Code of Conduct, under "Interactions With Healthcare Professionals."

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, priorities, expectations 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' business and 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), as well as in Exelixis' future filings with the SEC. All forward-looking statements in this publication are based on information available to Exelixis as of November 2, 2026, and Exelixis undertakes no obligation to update or revise any forward-looking statements contained herein, except as required by law.