



Rise Beyond

YEAR IN REVIEW 2020

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Creating a Better, Healthier World

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Creating a Better, Healthier World

Dara Burdette

Discovery Virology



About This Report

This 2020 Year in Review is an annual report highlighting Gilead's business performance, corporate activities and Environmental, Social and Governance (ESG) data. We align our data collection, measurement and reporting activities with industry-leading frameworks, including the United Nations Global Compact (UNGC), United Nations Sustainable Development Goals (UN SDGs), the Global Reporting Initiative (GRI), Carbon Disclosure Project (CDP) and other frameworks. This report has been prepared in accordance with the GRI Standards: Core option. This report's scope includes all entities listed in Gilead's 2020 Annual Report on Form 10-K and focuses on ESG topics material to Gilead's business operations. The phrase "materiality" as used in the context of this report and our materiality review process are different than the definition used in the context of our filings with the U.S. Securities and Exchange Commission (SEC). Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

Forward-Looking Statements

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 that are subject to risks, uncertainties and other factors. These risks, uncertainties and other factors are described in detail in Gilead's periodic reports filed with the SEC, including current reports on Form 8-K, quarterly reports on Form 10-Q and annual reports on Form 10-K. These risks, uncertainties and other factors could cause actual results to differ materially from those referred to in the forward-looking statements. All statements other than statements of historical fact are statements that could be deemed forward-looking statements. The reader is cautioned not to rely on these forward-looking statements. All forward-looking statements are based on information currently available to Gilead and Gilead assumes no obligation to update any such forward-looking statements.

Report Content, Period and Boundary

In line with GRI's principles for defining report content, Gilead considered stakeholder inclusiveness, sustainability context, materiality, completeness and other reporting principles when developing this 2020 Year in Review. The activities and data contained in this report cover the period from January 1, 2020 through December 31, 2020. For any environmental data with 2019 reporting periods indicated, we will provide updated 2020 figures on our website once data validation and verification are complete. See [Environmental Data Content, Period and Boundary](#) for more information. We regularly re-evaluate the reporting boundaries for material topics to ensure they are current and complete. See [Materiality](#) for more information on our material topic boundaries.

A LETTER FROM CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Daniel O'Day



In 2020, the world was tested in ways we could never have imagined. The COVID-19 pandemic has had a devastating impact across the globe and yet it has also demonstrated our strength, our resilience and our ability to overcome great challenges. We have been reminded of what is most important, and of how much we are capable of achieving when we pull together.

When the scale of the pandemic became known, Gilead set about addressing the significant responsibilities we had on several fronts. We had to protect the safety of our employees *and* contribute our long-standing expertise in antiviral therapies in the fight against COVID-19. At the same time, it was important that we maintain our commitments to patients and stay on track with existing plans and objectives. By the end of 2020, we were able to look back knowing we had carried out our responsibilities and reinforced Gilead's path to a strong future.

Gilead's long-term research into emerging viruses and decades of investment in antiviral therapies allowed us to move quickly from the very start of the pandemic. Because of the work we had previously done on Veklury, we had seen its potential as a treatment for COVID-19. The entire company rallied to contribute to the work on Veklury. We expanded our manufacturing capability, ran multiple clinical studies and collaborated with many partners to bring the therapy to patients. Veklury became the first FDA-approved therapy for COVID-19 and by the end of 2020, it was being used to treat one in two patients hospitalized for COVID-19 in the United States. It has now been used to treat millions of patients worldwide and was made available to more than 125 lower-income countries through voluntary licenses.

2020 reminded us of how much the world depends on scientific innovation and the important role of the biopharmaceutical industry. Companies rallied to come up with ways to help address the COVID-19 pandemic, employing our best scientific expertise and collaborating in multiple ways. There was no less emphasis on the many other diseases and conditions that exist throughout the world. Gilead and other companies continued to bring forward new medicines and we maintained the ongoing supply of existing therapies. Even while delivering Veklury and managing through the uncertainties created by the pandemic, Gilead ensured an ongoing supply of medicines to the patients who depend on them, from HIV treatment and prevention to cell therapy for cancer. Our ability to rise above the challenges of the pandemic demonstrates the extent of our resilience.

We significantly strengthened and diversified our portfolio of new medicines. The most recent additions include several new marketed therapies, such as Trodelvy, a first-in-class therapy that could transform the treatment of a certain type of breast cancer and which has potential for treating multiple tumor types. We also continued to advance our pipeline of new medicines in development, including important progress on our investigational long-acting therapy for HIV, lenacapavir. Gilead's portfolio now targets an even broader set of unmet medical needs, setting us on a clear path to growth and driving benefits for patients and our shareholders.

While responding to the urgent global needs in the pandemic, we placed a strong emphasis on the safety of our employees. This was particularly paramount for the teams that continued to work at Gilead's manufacturing facilities and labs during the pandemic. We took careful steps to support our employees in safeguarding their wellbeing and that of their families. Gilead increased its employee base to more than 13,000 with a particular focus on expanding our expertise in oncology. We hired many talented leaders and welcomed new members to our [Board of Directors](#).

The role of companies like ours in driving positive societal change took on additional significance in 2020. The disproportionate impact of the pandemic on some communities further highlighted the need to drive health equity. The year also provided us with stark reminders of the work we have to do to eliminate racial injustice. As a major employer, we see it as our responsibility to take action that will help to address these issues, on behalf of our employees, the communities we serve and the societies in which we operate. Gilead has always seen its role as going beyond medicine. In 2020, we further increased our efforts to increase equity of all kinds with internal programs, external partnerships and funding for community-based organizations.

Our responsibility to our planet is also front and center for Gilead. Our Corporate Social Responsibility Committee is responsible for integrating climate change, energy and other material ESG issues into our overall business strategy and operations. In 2020, we committed to setting ambitious new goals around climate and energy. Throughout this report you can learn more about the many ways Gilead is working to ensure a healthier, safer and more equitable world, all while operating in an environmentally responsible manner.

Of the many lessons that 2020 delivered, perhaps the most important was the reminder that nothing is more precious than our health. The goal of improving global public health is what inspires and drives all of us who work at Gilead. We look forward to delivering on our many opportunities to do so in 2021.

Sincerely,

Daniel O'Day



In Memoriam **John C. Martin, PhD (1951-2021)**

As this report was being completed, we learned with great sadness of the passing of John C. Martin, PhD, our former chairman and chief executive officer. His scientific vision and leadership helped transform the lives of millions of patients and shape Gilead into the company it is today. He joined Gilead in 1990 and six years later became chief executive officer, a role that he held for 20 years. He steered the company through a period of remarkable growth, introducing a series of new and innovative medicines that helped fundamentally change and improve treatment for people living with HIV and viral hepatitis.

John's legacy will be felt for generations to come, living on through the scientific progress made under his leadership and the programs he pioneered that expanded access to medicines for people around the world.

2020

FINANCIAL HIGHLIGHTS



Total Revenues
\$24.7B



Research and Development Expenses
\$5B*
* Excludes acquired in-process research and development expenses of \$5.9 billion.



Cash Used for Acquisitions
\$25.7B



Cash Flows from Operating Activities
\$8.2B



Debt Repayments
\$2.5B



Cash, Cash Equivalents and Marketable Securities
\$7.9B*
* Represents the balance as of December 31, 2020.



Share Repurchases
\$1.6B



Cash Dividend Payments
\$3.4B



Product Sales

Gilead delivered strong financial performance in 2020, despite the global impact of the COVID-19 pandemic. It is a reflection of the solid underlying fundamentals of our business, driven by our robust HIV business and our ability to execute on the development of Veklury® (remdesivir). We also experienced growth in sales of cell therapy treatments from Kite, a Gilead company (Kite), as more patients received Yescarta® (axicabtagene ciloleucel) and we launched Tecartus® (brexucabtagene autoleucel) in the United States for the treatment of mantle cell lymphoma. Global product sales in 2020 totaled \$24.4 billion, representing 10% growth from 2019. For 2020, product sales were \$18.1 billion in the United States, \$3.9 billion in Europe and \$2.3 billion in other geographies.

\$24.4B

TOTAL GLOBAL PRODUCT SALES

\$2.3B

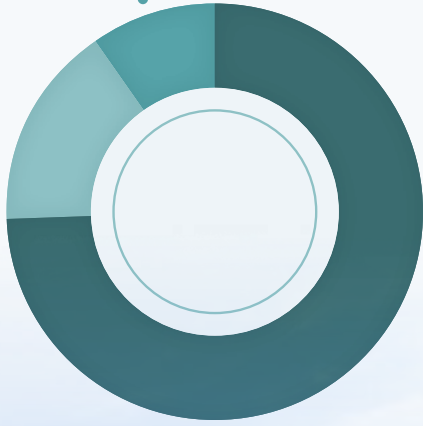
OTHER GEOGRAPHIES

\$3.9B

EUROPE

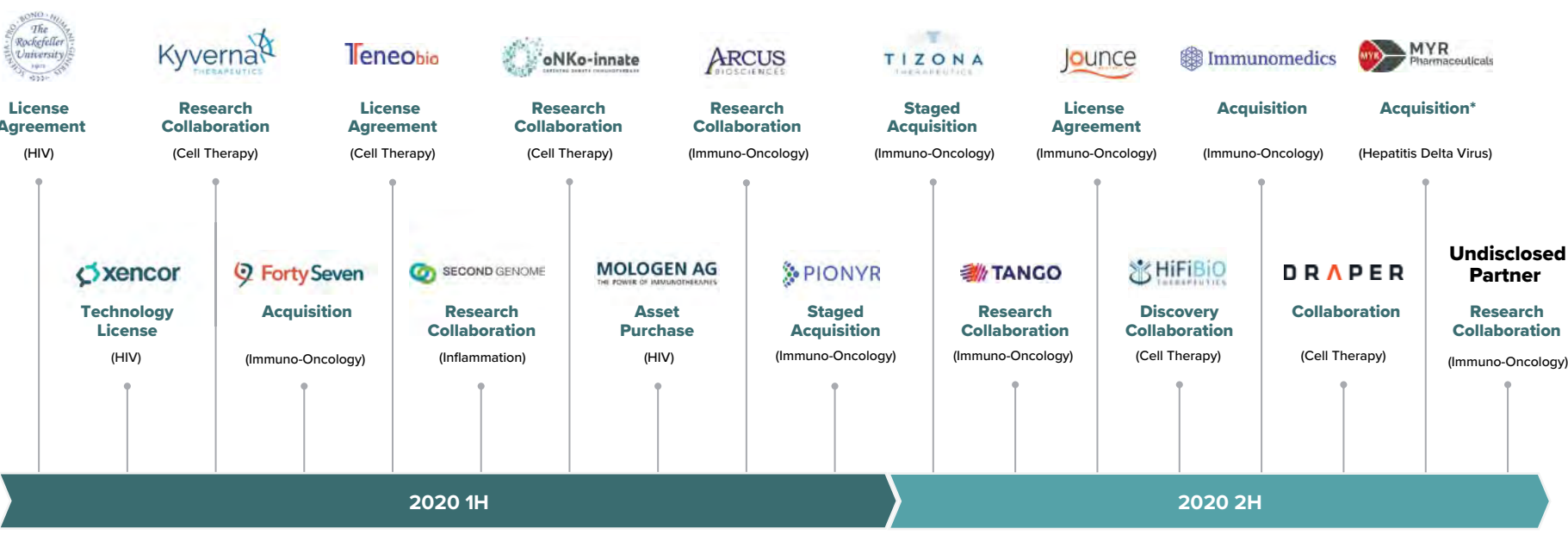
\$18.1B

UNITED STATES



Strategic Partnerships and Acquisitions

In 2020, we announced 18 strategic partnerships and acquisitions with the goal of expanding our commercial portfolio and clinical pipeline across therapeutic areas, notably oncology, to drive future growth. We continued to use our strong balance sheet to pursue tailored transactions that drive strategic value.



*Acquisition closed in 2021



The ‘Why’ Behind Our Work

At Gilead, we work to create a healthier world for all people by delivering innovative medicines that aim to prevent, treat and cure life-threatening diseases. We pursue advancements in science with the goal of improving care in areas of unmet medical need – setting out to make the impossible possible.



Sammy Metobo

Medicinal Chemistry

We have pioneered more than 25 products since our founding in 1987, including the first single tablet regimen to treat HIV and the first medicine to prevent HIV. We put that same drive and determination into our work with respect to the hepatitis C virus (HCV), which enabled us to deliver four curative HCV therapies in less than four years. We are a leader in cell therapy and we’re committed to changing the way cancer is treated by developing one-time treatments with curative intent. Our deep antiviral knowledge, paired with our commitment to treating global health crises, also helped us rapidly advance and deliver Veklury, the first treatment for COVID-19 approved by the U.S. Food and Drug Administration (FDA).

Gilead has also focused on expanding our expertise and foundation in oncology. Over this past year, we significantly added to our portfolio to complement our existing strengths and to help people with cancer.

Our people are core to our progress. We are highly committed to creating an inclusive culture, one that enables all people to do their best work and reflects the diversity of the people, patients and communities we serve. We are evolving our workplace, on-site and virtual, to achieve our ambition of being the biotech employer of choice for our more than 13,000 employees, as well as those we hope to attract to Gilead in the future.

We recognize that it takes more than medicines to meaningfully improve care for people with life-threatening diseases, so we strive to go beyond the science to address social and structural challenges. Our global programs seek to reduce healthcare disparities by reducing barriers to care that include stigma, discrimination and access to healthcare services. In addition to our efforts to advance healthcare equity in our communities, we will continue to focus on reducing our environmental footprint through a global sustainability strategy.

Innovation for the Future

52

Clinical stage programs¹

14

Clinical-stage NMEs via in-licensing and acquisitions accounting for 24 programs

17

NDA/BLA/MAA filings, Phase 3 and Registrational Phase 2 trials

7

Breakthrough Therapy designations

¹ Including in-licensed or acquired programs currently between Phase 1 and NDA/BLA/MAA approval.

We also strengthened our portfolio, adding four marketed products in 2020:

Trodelvy® (FDA)
(sacituzumab govitecan-hziy)

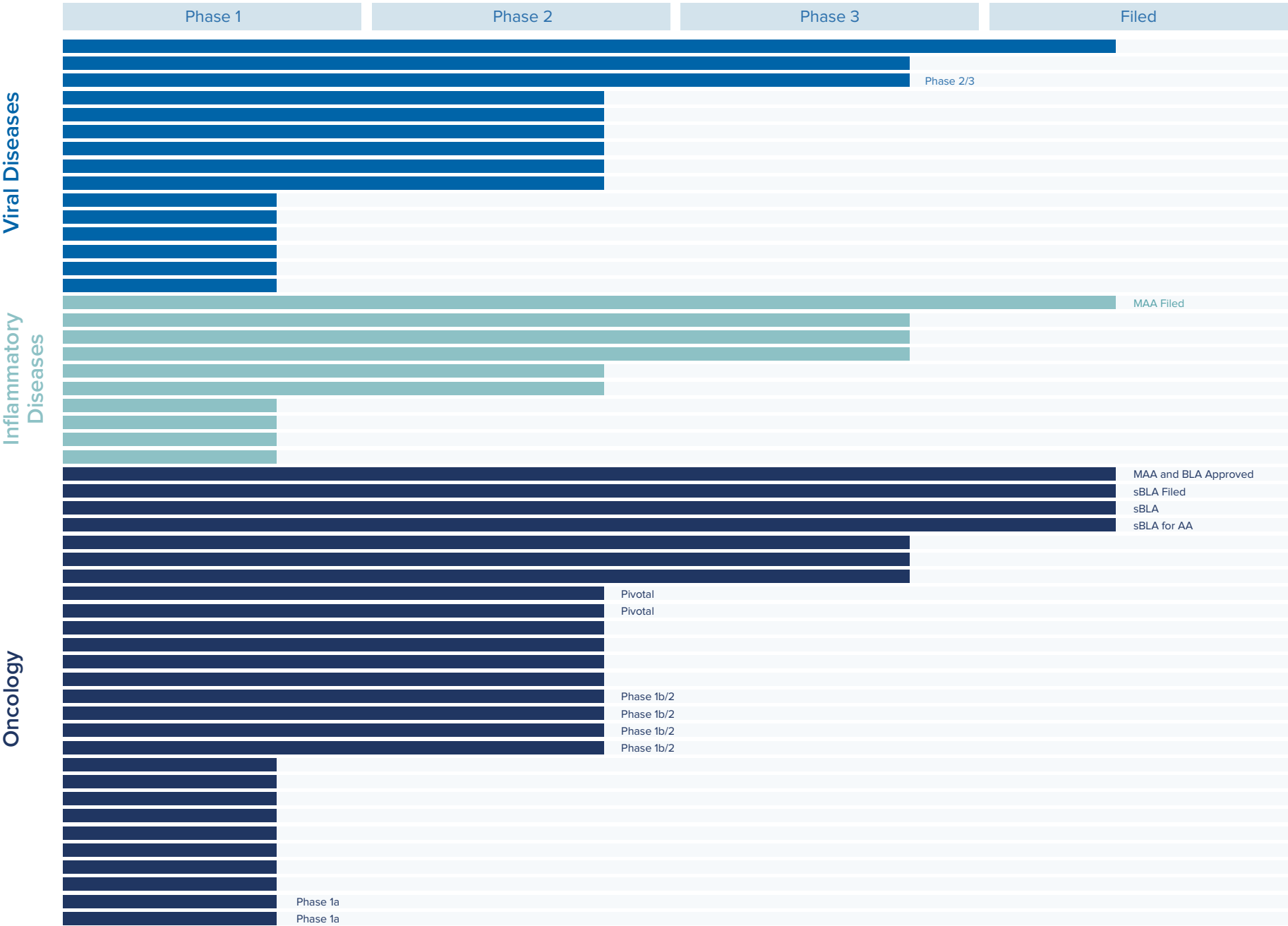
Tecartus® (FDA)

Jyseleca® (European Commission)
(filgotinib)

Veklury® (FDA)

We also announced plans in 2020 to acquire a fifth medicine, Hepcludex® (bulevirtide), pursuant to our acquisition of MYR GmbH (MYR), which we completed in March 2021.

Our Clinical Pipeline at the End of 2020




Addressing Global Challenges

Gilead demonstrates a commitment to the principles outlined in the UNGC and the UN SDGs. The UNGC calls for companies to align their operations with 10 universally accepted principles on human rights, labor, the environment and anti-corruption. Stemming from the UNGC, the UN SDGs identify 17 impact areas that will help society achieve a better and more sustainable future. Aligning Gilead's existing sustainability and social practices within the UNGC and the UN SDG frameworks allows us to better convey our commitments to our patients, local communities, society and the planet. Although Gilead supports all 17 of the UN SDGs, we have identified specific goals where we can deliver our greatest influence and positive impact. In particular, our work to provide life-saving medicines to underserved communities aligns strongly with UN SDG 3, "Good Health and Wellbeing." We are committed to supporting global health and sustainable development in our business and operations.

Additional information on alignment between our work and the UN SDGs can be found in the [Appendix](#) and [GRI Content Index](#) of this report.



Rising Beyond in 2020



Nathan Wright

Medicinal Chemistry

At Gilead, we are dedicated to looking beyond the obvious to solve complex problems. Read more about our efforts to rise beyond in 2020 as we worked amid the pandemic to deliver for patients.

Our COVID-19 Response

When the COVID-19 outbreak began to emerge – well before it was declared a pandemic by the World Health Organization (WHO) – Gilead’s scientists took note. We asked how, given our decades of antiviral expertise, we could help. We began to examine the potential of our then-investigational antiviral Veklury, which had shown potential utility against other coronaviruses in laboratory and preclinical experiments. In early 2020, the first patient received Veklury for the treatment of COVID-19 through a special regulatory emergency use process, and we prepared for the possibility of rapidly initiating clinical trials to evaluate Veklury as an investigational treatment for COVID-19.

Even before clinical trials demonstrated Veklury’s efficacy in patients with COVID-19, we accelerated our production capacity and assembled an international group of pharmaceutical and chemical manufacturers to help with global supply needs. To further expand supply of Veklury, Gilead also signed non-exclusive voluntary licensing agreements with generic drugmakers in India, Egypt and Pakistan.

The FDA granted Emergency Use Authorization of Veklury in May and, by late October, less than a year after the first case report of the disease, Veklury received FDA approval for the treatment of COVID-19 in patients requiring hospitalization.

Lorena Catano

Packaging Operations





Anu Osinusi

Virology – Hepatitis, Respiratory
and Emerging Viruses

OUR IMPACT

Innovating to Treat COVID-19

Gilead responded quickly to advance Veklury, deploying decades of antiviral expertise and significant internal resources to help patients and communities working to ease the burden of the pandemic. By the end of the year, approximately 1 million people in the United States had received Veklury.

Clinical Trials Expedited

We completed clinical trials rapidly while maintaining the highest bar for safety, through collaboration with patients, healthcare providers, regulatory authorities and clinical trial investigators.



Increasing Veklury Supply

Our partners, new and longstanding, were instrumental in providing adequate supply. Gilead invested in ramping up manufacturing before seeing clinical data that demonstrated the medicine's efficacy. Without compromising safety or rigor, Gilead teams worked collaboratively to find ways to shorten the manufacturing process and to bring on more than 40 additional manufacturing partners.



Donation

Through the end of June 2020, Gilead provided our entire existing supply of Veklury at no cost for clinical trials, for emergency access programs and in countries where the medicine had received regulatory authorization. We did this to help Veklury reach patients as quickly as possible, in light of the public emergency posed by the pandemic.

Q&A



Gilead **Ramps Up** Veklury Manufacturing

A Q&A with **Ken Kent**, Senior Vice President of Chemical Development and Manufacturing Operations

As the COVID-19 outbreak became a global pandemic, Gilead's deep history in antiviral drug development suggested one of the company's medicines could potentially be used to treat the virus.

Ken Kent takes us behind the scenes to share how Gilead took bold action to meet an unmet global need.

What prompted Gilead to proactively ramp up manufacturing capabilities as early as the company did?

It began with a quick cascade of events starting in late 2019 when Gilead colleagues received information regarding emerging cases of pneumonia, which could be signs of a new coronavirus. Since Gilead had recently been studying the then-investigational Veklury as a treatment for Middle East Respiratory Syndrome (MERS), a deadly disease caused by a coronavirus, we considered a possible connection. The company's leadership team convened a task force to determine how best to evaluate Veklury for the treatment of COVID-19 and, if the outcomes were promising, how to produce the large quantities that would be needed in a potential pandemic setting. By mid-January 2020, I got the news: We should prepare to make Veklury at scale. Early data were promising.

What were some of the first steps the team took to ramp up production?

Making Veklury requires a long chemical synthesis that must be done sequentially. Step one, then two, then three and so on. We can't simply assemble all needed ingredients at once. That meant we needed to quickly work with our global suppliers – existing partners and additional manufacturing partners – to secure the raw materials even before we knew Veklury would work for this new coronavirus. Within a few short months, those materials began arriving from around the globe. Having large quantities of components readily available would also help eliminate bottlenecks caused by any one material running low.

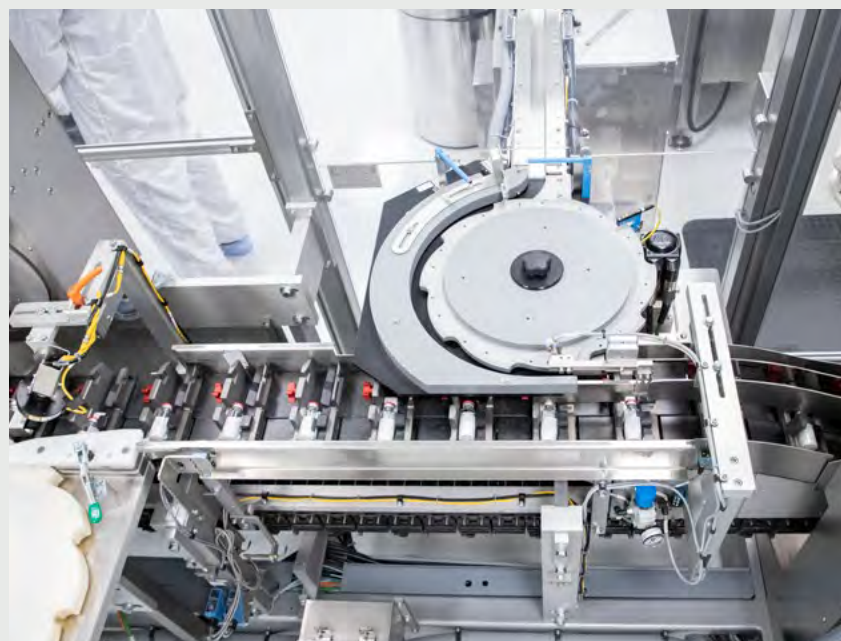




You also made changes to reduce what was initially a 12-month manufacturing process to six to eight months. How did you do it?

We tasked a team of 20 chemists with finding ways to speed the production of Veklury. Efficiencies found were largely due to process improvements and other changes. Added up, this enabled us to reduce manufacturing time to six to eight months, without compromising quality or safety. This was important because while we had a small stockpile of the product on hand, the potential for needing much more, and soon, was a very real possibility.

We were then able to increase supply from enough to treat just 5,000 patients in January, to more than 2 million treatment courses by the end of the year. Our production capacity began to accelerate when we started receiving the raw materials we had ordered in January, and we continued to make improvements throughout the year, allowing our manufacturing teams to produce larger batches of the medicine.



What are you most proud of in this journey?

Going from a modest stockpile of medicine at the start of the year to having enough on-hand by October to meet global needs truly took a village. It wouldn't have happened without the hard work, long hours and enthusiastic collaboration of our manufacturing partners, regulatory counterparts and global team of employees who rose beyond limitations to fight one of the defining challenges of our time.



Gilead employees in La Verne, California

A close-up portrait of Laura Bauer, a woman with dark, wavy hair and light-colored eyes, looking directly at the camera. She is wearing a light-colored, textured sweater. The background is dark and out of focus.

Expanding Production

As the COVID-19 pandemic brought the world to a halt, Gilead employees worked diligently to advance the company's then-investigational antiviral. Laura Bauer, a scientist in the Formulation and Process Development group, collaborated with her team, colleagues and partners across a wide manufacturing and supply chain network to increase production. To learn more, watch our [“Realizing Possible” video](#).

Laura Bauer

Formulation and Process Development

Voluntary Licensing Agreements for Remdesivir

Gilead signed non-exclusive voluntary licensing agreements with generic pharmaceutical manufacturers to further expand supply of remdesivir. The agreements allow the companies to manufacture remdesivir for distribution in 127 countries, nearly all of which are resource limited. These licenses currently remain royalty-free, reflecting Gilead's existing commitment to enabling broad patient access to remdesivir.

Green Chemistry Reduces Environmental Impact

Even as we worked to advance Veklury rapidly, we remained focused on decreasing our environmental footprint. The principles of green chemistry – designing chemical products and processes that reduce or eliminate the generation of hazardous substances – are a day-to-day discipline. We improved the total Process Mass Intensity (PMI) score of Veklury by 40% through a reduction of solvents, reagents, reactants and consumables. This innovation led us to use fewer resources while enabling us to produce more, faster. See our [Advancing Green Chemistry](#) section of this report.



Strengthening Our Global Supply Chain

When the COVID-19 pandemic caused commercial flights to be reduced – the same flights that transport many of our medicines – Gilead’s Global Supply Chain team found opportunities to overcome delivery barriers. Employees made immediate logistical changes and established longer-term systems and automation improvements. Our employees went beyond their day-to-day roles, showing dedication to ensure our medicines reached patients around the world.

We leaned into the urgency of the pandemic to accelerate ongoing enhancements to supply planning and logistics systems. While this helped speed medicines to patients in 2020, it also built a stronger foundation for the future by improving our supply network and strengthening partner relationships.



Pieter van Hengel

Supply Chain, Kite

Ensuring Continuity of Cell Delivery for Patients

A top priority was to safeguard and minimize any potential impact of the pandemic on access to Kite’s cancer-treating cell therapies. Because cell therapies represent a truly personalized medicine – they are made using a patient’s own T cells – transportation plays an integral role in getting therapy to patients. Patients who receive cell therapy are often very sick and don’t have time to wait for treatment, so potential delays can have serious consequences. Amid global travel restrictions and the threat of supply chain disruptions, our employees worked tirelessly to ensure the timely manufacture, supply and delivery of life-saving therapies to eligible patients around the world.

To ensure continuity of treatment, the Kite team deployed a highly coordinated effort to navigate potential supply chain disruptions and find alternatives to transportation challenges, such as canceled flights and border closures. This required extra care as we shipped patients’ cells to and from manufacturing locations around the world – monitoring flights, tracking hospital capacity, working closely with our authorized treatment centers and establishing mitigation plans.



Michael Stouten, Cyrilla Khalil

T-Cell Manufacturing, Kite

Innovation in HIV and Antivirals

Amid the pandemic, we never wavered in our dedication to our decades-long quest to innovate for people living with HIV. We made significant progress advancing our investigational long-acting antiviral, lenacapavir, and our scientists continued to pursue our ultimate goal: a potential cure. In an unconventional year, we pursued creative paths to success – for the patients of today, as well as tomorrow. Beyond HIV, we built out our expertise in viral hepatitis, entering into an agreement to add a medicine to treat chronic hepatitis delta virus (HDV), a condition with significant unmet medical need.



Tariro Makadzange, Alivelu Irrinki

Diversifying Clinical Trials

We are committed to eliminating healthcare disparities. One way we address this is by seeking diverse representation in our clinical trials. It starts with who we work with: seeking out institutions and investigators that are within the communities we aim to reach and helping ensure the representation of Black people, people of color, women and LGBTQ+ individuals.

A significant demonstration of our commitment to ensuring greater inclusion and diversity in our next generation of HIV prevention clinical trials is by instituting race, ethnicity, gender and age as Key Performance Indicators (KPIs).

Throughout the year, we worked to actively recruit Black clinical trial participants to our studies for diseases such as HIV and COVID-19, which disproportionately impact Black communities and other communities of color. Last year, we also shared results from our landmark BRAAVE 2020 study, which was designed to further evaluate the safety and efficacy of Biktarvy® (bictegravir, emtricitabine, and tenofovir alafenamide) in Black adults living with HIV.

Helping to Transform Care for the HIV Community

Gilead partnered with healthcare workers and HIV organizations to provide continuation of vital services.

Advancing HIV Innovation

Lenacapavir, an investigational agent which has received FDA Breakthrough Therapy designation for the treatment of HIV in highly treatment-experienced individuals with multidrug resistance, is being studied as a potential long-acting option for both the treatment and prevention of HIV. While daily, single tablet regimens work well for many people living with HIV, others have expressed a preference for options that would allow for less frequent oral dosing or injections. Lenacapavir potentially offers a convenient alternative dosing option for people living with or at risk of HIV.

Going the Distance to Prevent Delays

Reduced access to clinics and physicians due to COVID-19 health and safety restrictions impacted the HIV community. Spikes in demand – as people stocked up on their medicines when the pandemic began – on top of a reduction in flights led to challenges in remote regions, such as certain parts of Australia. Our employees found creative ways to get those medicines to their destinations, including:

Working with charter airlines to receive priority shipment of our medicines given their critical nature

Hand delivering packaging supplies to our contract manufacturers

Providing personal protective equipment (PPE) to support internal and external distributors when supplies were low



Providing Shuttle Service for People Living with HIV

In Israel, like in many other regions, people living with HIV missed appointments as they avoided public transportation due to COVID-19. Employees at our Israeli affiliate collaborated with advocacy groups and HIV clinics to create a program to transport people safely to and from their medical appointments. Throughout 2020, the program’s shuttles logged more than 5,000 miles.

Reaching Patients Globally

Through global partnerships, Gilead’s medicines today reach millions of people in low- and lower-middle income countries around the world, and we are committed to continuing to find ways to increase access. We work in 127 resource-limited countries, using a variety of approaches to facilitate disease awareness, strategically engage partners and efficiently deliver medicines. In resource-limited countries, an estimated 17.6 million people living with HIV received a Gilead-based treatment in 2020.

Evolving Field Visits

As the pandemic spurred new ways of working, our global field teams had to find innovative ways to provide appropriate support. Global Gilead teams shifted seminars online and relied on strong relationships with healthcare providers to work to ensure patient needs were met.



Addressing Viral Hepatitis

MYR Acquisition

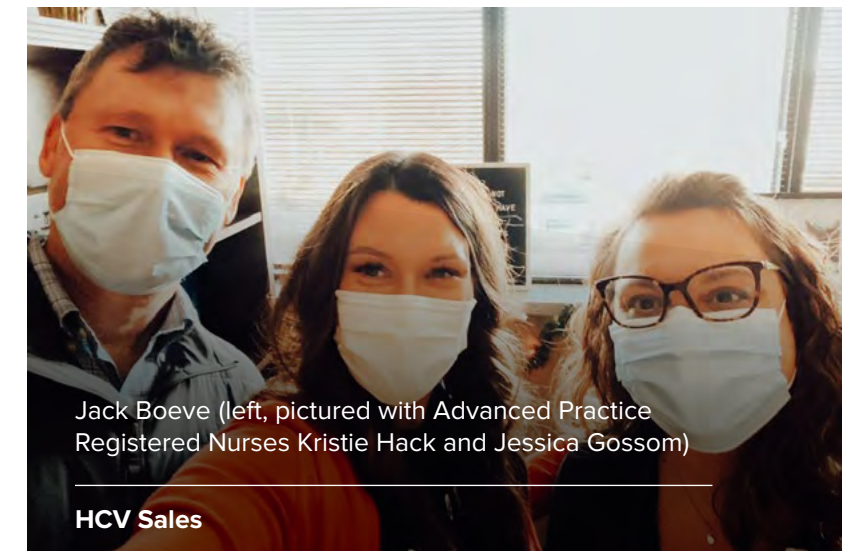
We announced an agreement to acquire MYR, which we completed in March 2021, adding Hepcludex, a medicine that was conditionally approved by the European Commission in July 2020 for treatment of chronic HDV. HDV is the most severe form of viral hepatitis, occurring only in patients who already have hepatitis B virus (HBV). Hepcludex is an investigational agent, and its safety and efficacy have not been established in the United States or in other regions where it has not received regulatory approval.

Transformation of Viral Hepatitis Treatment

We have worked to improve care for people with viral hepatitis for more than 20 years. Our medicines for HCV offer the potential of a cure for the majority of people who receive them. We are also committed to providing new and better options for people with HBV – and we continue to pursue a cure.

Elevating Patient Voices

The Hep-cast is a podcast that features individuals working to eliminate HCV. Developed in partnership with the World Hepatitis Alliance, the series goes beyond health numbers to explore the human impact of HCV. Each episode features someone with HCV experiences – including doctors, policymakers and community advocates. Listen to the [Hep-cast](#).



Elimination Efforts

The WHO has set the goal of eliminating HBV and HCV by 2030. We are working toward this target by supporting efforts of governments, patient organizations, payers and healthcare providers to increase awareness, drive screening and facilitate linkage to care. Since 2013, it is estimated that more than 2 million people with HCV in resource-limited countries have received our medicines.

Growth in Oncology Programs and More



Daejin Abidoye

Oncology Therapeutics

Despite a disrupted world, we kept our eyes on the future, continually asking “What’s next?”

In 2020, we significantly enhanced our oncology portfolio, an important new pillar of growth for Gilead, as we seek to achieve our strategic ambition of delivering 10+ transformative medicines to patients by 2030. We entered into 11 acquisitions and partnerships in oncology, adding to our commercial portfolio and clinical pipeline. Together, these new programs have the potential to reach patients with a range of hematological malignancies and solid tumors.

Impactful Partnerships and Acquisitions

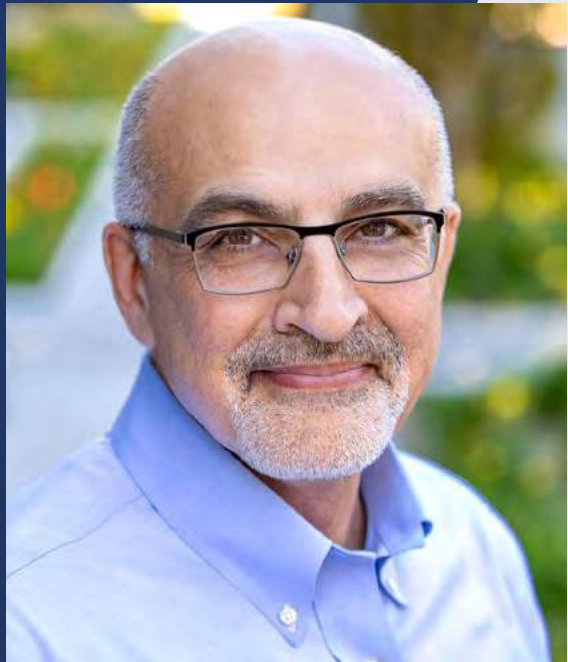
Gilead entered into 18 strategic partnerships and acquisitions in 2020, including the 11 oncology-focused transactions. The result: We have increased our pipeline by 50% overall, as measured by asset-indication projects, with direct ownership of 12 new molecules and the right to opt into 14 other molecules. These opportunities can help us to accelerate the development and potential commercialization of medicines for patients.



Devang Bhuva

Corporate Development and Alliance Management

Q&A



The People Powering Our Progress

A Q&A with **Merdad Parsey**,
Chief Medical Officer

Our people make our growing legacy of innovation possible. It is their dedication and focus that enable breakthroughs once thought impossible, and their dedication will enable our future success. Gilead brought talented new hires to the company last year, as we seek to build out our expertise in oncology to deliver important new medicines for patients with cancer.

Merdad Parsey shares his perspective on Gilead's expansion in oncology.

Gilead was very active in 2020 with acquisitions and partnerships in oncology. Can you tell us more about that?

We significantly added to our portfolio to complement our strength in virology, immunology and cell therapy by acquiring approved oncology medicines, late-stage assets with strong data and important options to an impressive number of investigational therapies targeting the treatment of patients with cancer. At the end of 2020, we had 27 internal, clinical-stage oncology programs focused on helping patients with the greatest unmet medical need augmented by a portfolio of external products that can substantively expand our ability to make a difference in cancer.

These programs are at various stages of development – from a number of clinical candidates that we are evaluating in solid tumors and hematological malignancies to our marketed product, Trodelvy, for metastatic triple-negative breast cancer. In April 2021, the FDA granted accelerated approval of Trodelvy for use in adult patients with locally advanced or metastatic urothelial cancer (UC). In addition, through our collaborations with external partners, we have access to some cutting-edge research programs, where we have the right to opt in, depending on future milestones.

Can you tell us a little bit about how all of these pieces have come together?

We had the freedom to take an approach that was anchored only to: ‘What can we do to bring the most impact?’ We continue to think more about the benefit a potential treatment can bring to patients and the modality of that treatment. You can see that in our pipeline, which ranges from antibody-drug conjugates to small molecules. We are intentionally building a portfolio of candidate medicines that will enable us to explore new ways to put the pieces together to make a difference for people with cancer everywhere.

At Gilead, our goal – for oncology and all of our therapeutic areas – is to bring forward medicines that are truly innovative and offer transformative improvements for people with hard-to-treat conditions. As you look at the medicines we’ve advanced internally and the ones that we’ve added through external acquisitions or partnerships, you’ll see that goal has driven all of our decisions.



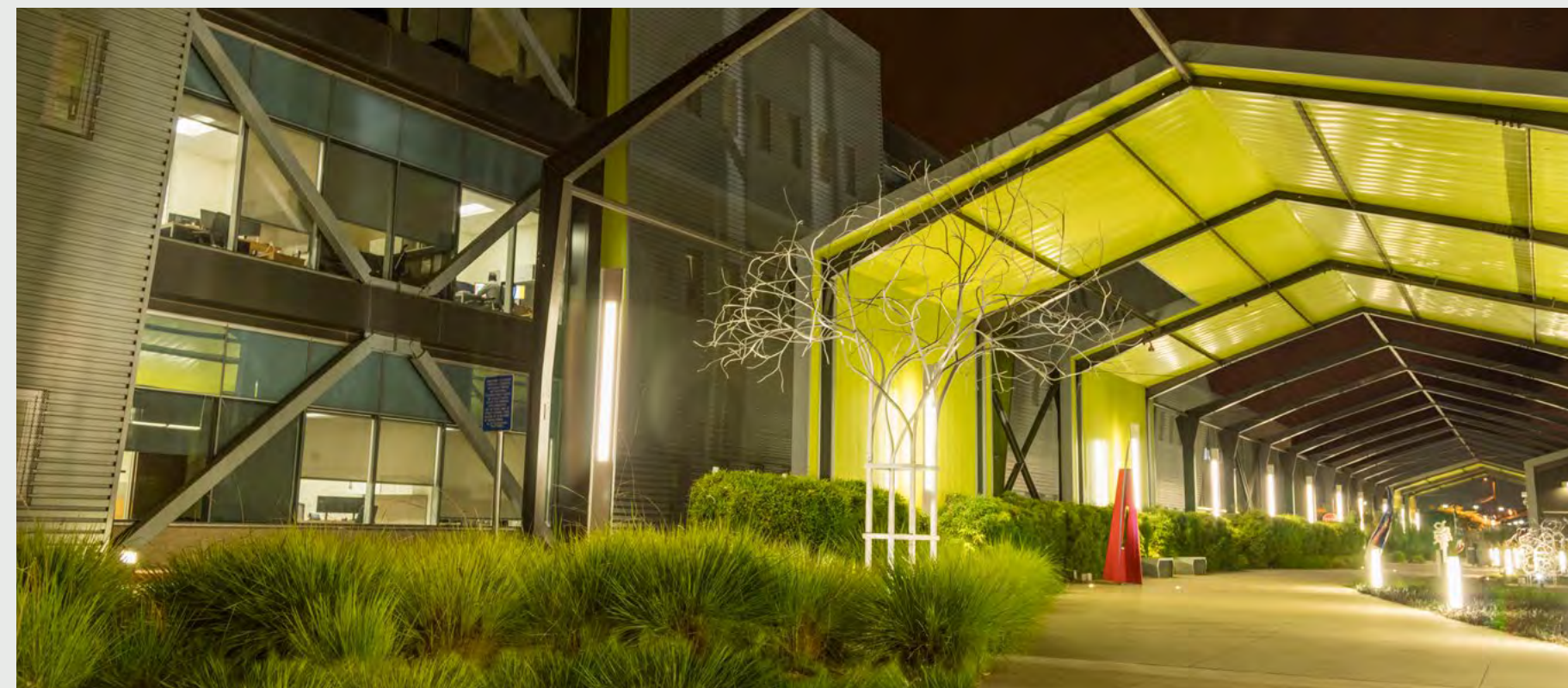
How does cell therapy fit into the picture?

We work closely with our colleagues at Kite, who are responsible for the research, process development and clinical development, and commercialization of our cell therapies. Kite is focused on getting those therapies to patients earlier in their course of treatment, broadening use of the medicines to make a difference in a wider range of conditions and advancing new therapies through the development process.

Our efforts at Gilead aim to build on and complement cell therapy, and we are starting to think about potential combination treatments as we seek to find innovative ways to make a difference for people with cancer.

What do you think drives Gilead’s dedication to this work?

I’m proud to say that the team we have brought together is deeply committed to this important work to benefit people with cancer. We are all touched by someone with cancer, either personally or a family member, loved one or acquaintance. Many of us have similar experiences with other diseases, like COVID-19. The Gilead legacy of changing the lives of people living with HIV, curing people with HCV and treating people with COVID-19 inspires us to be part of changing the narrative in oncology as well: to bend the arc of what it means to be affected by cancer. That’s why we’re here and why we’re so committed to our work across so many areas, including oncology. There have been many important advances over the past couple of decades. And there is so much more that needs to be done. That’s what drives us every day.



A Growing Pipeline and Portfolio

We continue to enhance our clinical pipeline through external partnerships and collaborations and internal research and development.

We passionately pursue transformative science and innovative medicine in the areas of virology, oncology and inflammatory diseases.

Immunomedics and Trodelvy

With the acquisition of Immunomedics, Inc. in October, we added our first medicine for solid tumors, Trodelvy, a first-in-class medicine for people with metastatic triple-negative breast cancer, one of the toughest-to-treat forms of the disease. Triple-negative breast cancers account for approximately 15% of all breast cancers. Gilead is exploring Trodelvy's potential to treat many other types of cancer – both as a monotherapy and in combination with other treatments – including other types of breast cancer, non-small cell lung cancer and other solid tumor types. In April 2021, the FDA granted accelerated approval of Trodelvy for use in adults with locally advanced or metastatic UC.



Forty Seven and Magrolimab

The acquisition of Forty Seven, Inc. strengthened Gilead's oncology research and development portfolio with the addition of magrolimab, an investigational, potentially first-in-class, anti-CD47 monoclonal antibody. We are studying it for a number of hematological cancers and its potential to treat solid tumors. Magrolimab has received FDA Breakthrough Therapy designation for the treatment of newly diagnosed myelodysplastic syndrome.

Two CAR T Therapy Offerings

In July 2020, the FDA approved Kite's second chimeric antigen receptor (CAR) T-cell therapy, Tecartus, making Kite the first company with two approved cell therapies. Yescarta has been on the market since 2017. Tecartus is a treatment for adults with relapsed or refractory mantle cell lymphoma, a form of non-Hodgkin lymphoma that arises from cells originating in the "mantle zone" of the lymph node. Mantle cell lymphoma can become highly aggressive for patients whose disease returns after initial therapy. Tecartus offers an important new treatment option for those patients.



Niemel Mirza

T-Cell Manufacturing, Kite



Expanding Our Global Manufacturing Network

Kite received EMA approval for a CAR T-cell manufacturing facility in Amsterdam in June. Opening a site in Europe provides Kite with the opportunity to reduce the amount of time patients have to wait to receive life-saving individualized treatments. Because patients who receive cell therapies are often quite sick, timely access to therapy is critical. The new facility eliminates the steps of shipping a patient's cells to our California facility and back, reducing the time it takes for our CAR T therapy to reach patients by almost a week. Our European manufacturing facility is expected to allow us to supply treatment for up to 4,000 additional patients per year outside the United States.

Q&A



Using Cell Therapy to **Improve Outcomes** for People with Cancer

A Q&A with **Christi Shaw**,
Chief Executive Officer of Kite

Kite continued to drive innovation to help people with cancer. As an autonomous organization with the benefit of collaboration with Gilead, Kite continued its resolute pursuit of the cure, focusing on transformative medicines for hard-to-treat cancers.

Kite Chief Executive Officer Christi Shaw shares an update on the year's advancements and milestones.

Kite is solely focused on advancing cell therapy. What role does cell therapy play in treating cancer?

CAR T is a personalized therapy that involves engineering a patient's own white blood cells to fight cancer. Cell therapy trains a person's immune system to recognize, attack and destroy certain types of cancer. Engineered T-cell therapy is among the biggest breakthroughs in cancer treatment since the introduction of combination chemotherapy more than 60 years ago. It's a remarkable genetic engineering process and we're committed to bringing it to more people in need.

How does cell therapy complement Gilead's broader work in cancer?

Both Kite and Gilead are focused on life-changing cancer medicines. We are striving to fundamentally change the way we target difficult-to-treat cancers. It's a bold vision, and it's one we're committed to achieving together.



Tecartus received FDA approval in 2020 and Yescarta continues to deliver on the promise of CAR T. What is the impact of these therapies?

We are proud to be able to bring the benefits of CAR T to more people with cancer. Tecartus is the first and only CAR T-cell therapy for patients with relapsed or refractory mantle cell lymphoma, which tends to become more aggressive over time. And our data on Yescarta, at four years post-infusion from our trial, has demonstrated the longest-term survival results from any CAR T pivotal trial in people with relapsed or refractory large B-cell lymphoma.

What is your role in helping to ensure people have access to Kite's therapies?


As we continue to innovate in cell therapy and bring new therapies to patients, ensuring hospitals can be reimbursed for CAR T and patients are able to receive it, regardless of where they receive care, is crucial. This applies not only to today's CAR T; it will also be critical as we bring cell therapy to more people with different kinds of cancer.

As most patients are seen by community oncologists, it has been essential to further build the Kite community-facing field force. The mission of this team is to educate physicians on the benefits of CAR T and to identify and reduce barriers that may prevent patients from accessing treatment at an authorized treatment center. We also worked with the U.S. government in 2020 to broaden access to cell therapies for patients covered by certain government programs.



Kite employees in El Segundo, California

Going Further: Our Workforce



Jack Hein, Alan Huang

Facilities (Hein)
Engineering (Huang)

Life at Gilead

Our employees are dedicated to our work – and to our vision of making the world a healthier place. We are guided by our Core Values – Accountability, Excellence, Inclusion, Integrity and Teamwork.

In 2020, we also introduced new Leadership Commitments that emphasize that the way we do our work is as important as the work itself.



Lily Lei

Human Resources

Our Leadership Commitments

The Leadership Commitments describe the mindset and behaviors we strive for as an organization.

I am bold in aspiration and agile in execution

Embracing the courage to aim high, explore new ideas and take risks, learn from challenge, adapt quickly and encourage outspoken dialogue

I care and make time for people

Showing empathy and compassion, demonstrating respect, creating space for feedback and supporting each other to achieve something bigger than ourselves

I listen, speak openly and explain the why

Listening carefully, speaking up to embrace opportunities for mutual improvement and providing the reasons behind our decisions

I trust others and myself to make sound decisions

Moving forward together by empowering individuals and teams to make decisions and take on new opportunities and responsibilities

I own the impact of my words and actions

Exemplifying Gilead's Core Values by acknowledging one's own motivations and missteps, disagreeing respectfully and providing constructive and thoughtful feedback

Rewarding, Recognizing and Retaining Employees

Gilead's compensation and benefits programs are designed to attract, cultivate and retain the industry's most talented workforce, offering competitive packages that include bonuses and stock grant opportunities.

Additional benefits are tailored to the needs of our people in various worldwide locations and include flexible work arrangements, support for training and education, paid time off and family planning benefits, disability and retirement benefits, and access to a variety of health and wellbeing resources.

Each year, we reassess our Total Rewards package to ensure it offers the right benefits and incentives to help us attract and retain critical talent.

Marcus McMillan

Facilities

Compensation and Financial Benefits at Gilead

Gilead is a pay-for-performance company committed to pay equity. Our employee salaries are based on market-based ranges and are assessed annually in consideration of prior-year performance. All compensation decisions are made without regard to personal characteristics such as gender, race, color, national or ethnic origin, age, disability, sexual orientation, gender identity or expression, genetic information, religion or veteran status. We conduct an annual review of employee compensation to ensure that our pay practices are race- and gender-neutral, and we also commission an annual global pay equity study to gain a more comprehensive view of pay parity across the organization.

Gilead is proud to be named to the **Working Mother 100 Best Companies list.**

“Gilead invests in the long-term potential it sees in its employees.”

– Mia Campitelli, Director of Public Affairs

[Read Mia’s story.](#)

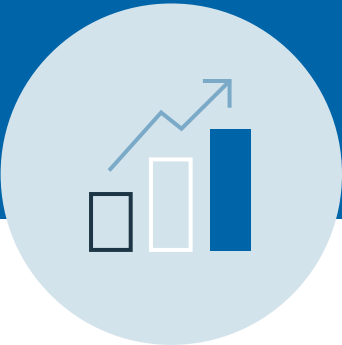


Mia Campitelli (pictured with daughter)
Public Affairs

OUR FINANCIAL BENEFITS INCLUDE:



Retirement savings with matching contributions available in many countries based on local market practice and regulations*



Employee Stock Purchase Program that allows eligible Gilead employees to purchase Gilead stock at a 15% discount, consistent with Internal Revenue Service requirements



Personalized financial coaches in the United States who offer each employee 90 consecutive days per year of free, one-on-one financial coaching, covering areas such as managing student loans, paying down debt and planning for retirement

Gilead’s salary ratio for women to men globally is **99.78:100.**

*For detailed information about Gilead’s defined benefit plan obligations, see our 2020 Annual Report on Form 10-K at the [Investors page](#) of our website.

Evolution of Health and Welfare Benefits

During 2020, we continued to prioritize our focus on employee health and wellbeing. Gilead introduced a range of programs to support employees, including some to help our people adapt to new ways of working:

A global reimbursement (up to \$500 in the United States) to support employee wellbeing expenses

Work-from-home support, including additional reimbursement of up to \$1,000 to create home workspaces

Monthly childcare expense reimbursement for parents

These benefits are in addition to the market-competitive, healthcare, wellbeing and risk benefits we offer to help our employees and their families. Depending on an employee’s country location, those wellbeing offerings include biometric screenings, health assessment tools, wellbeing seminars and on-site fitness centers or annual fitness reimbursement. Risk benefits include sick days, disability benefits and company-paid life, accidental death and dismemberment, and business travel accident insurance.

In the United States, our expanded health and welfare benefits include family planning resources, such as adoption and surrogacy assistance, elective egg-freezing, and a breast milk delivery service for breastfeeding mothers traveling for business. A related program provides 24/7 support for working parents from pregnancy through the baby’s first year, including doula services, lactation consultants, career coaches and parenting specialists. We also provide fertility support where coverage is possible, varying by region.

Through our behavioral health and work-life services programs, our people can also access financial, legal, pre-retirement, elder care and childcare consultations, as well as clinical counseling.

Competitive Paid Time Off

Gilead offers competitive paid time off benefits to help our employees feel rested and balanced. Employees get company-paid vacation days and holidays, as well as family and parental leave benefits, all of which vary by country and region based on local laws, regulations and market practices. In 2020, we implemented a new global December shutdown and, for our U.S. employees, we now offer a Fourth of July holiday week.



Robb McFadden (left, pictured with family)
Employee Relations

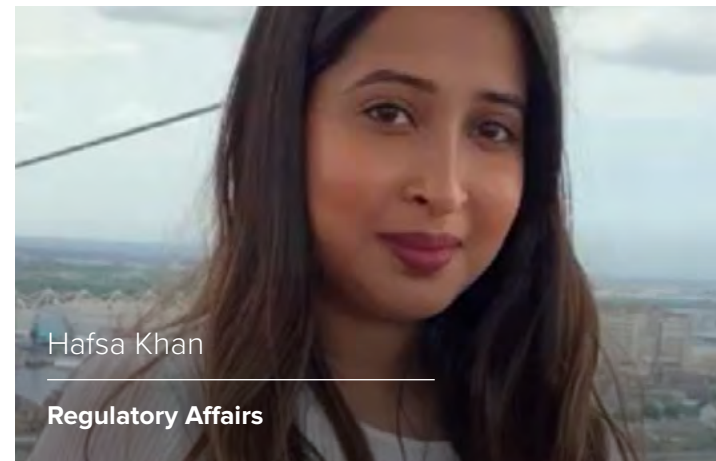
Global Parental Leave Data

	Females	Males	Total
Number of employees entitled to parental leave in 2020	7,508	7,132	14,640
Number of employees who took parental leave in 2020	397	215	612
Number of employees who returned to work after leave ended in 2020	252	166	418
Number of employees retained 12 months after returning to work following a period of parental leave in 2019	273	171	444
Number of employees who took parental leave in 2019	387	216	603
2020 return to work rate	98.8%	98.2%	98.6%
2019 return to work rate	98.1%	100%	98.9%
2019 retention rate	84.5%	82.2%	83.6%

Supporting Our People

Building Meaningful Connections

G.Mentor, our mentoring program, is one way that we help early-career employees build connections with more experienced Gilead leaders. In 2020, 558 employees participated in G.Mentor, with 100% of mentee survey respondents reporting that they were strongly satisfied or satisfied with their mentoring experience and 96% saying that they were likely to recommend the program to a colleague.



Hafsa Khan

Regulatory Affairs

Employee Assistance During California Wildfires

California, home to our headquarters, experienced a record-breaking wildfire season in 2020, with nearly 4.3 million acres burned, affecting nearly every region of the state. During the fires, our existing crisis-response systems and procedures ensured our employees' safety and provided support, paid time off and reimbursement for those who were impacted.

At our Security Operations Center, a third-party tool quickly mapped and contacted employees living within areas experiencing significant fire events, logged their responses and transmitted those responses to Human Resources (HR). Affected employees received immediate HR follow-up to assure their safety and communicate applicable benefits, which included:

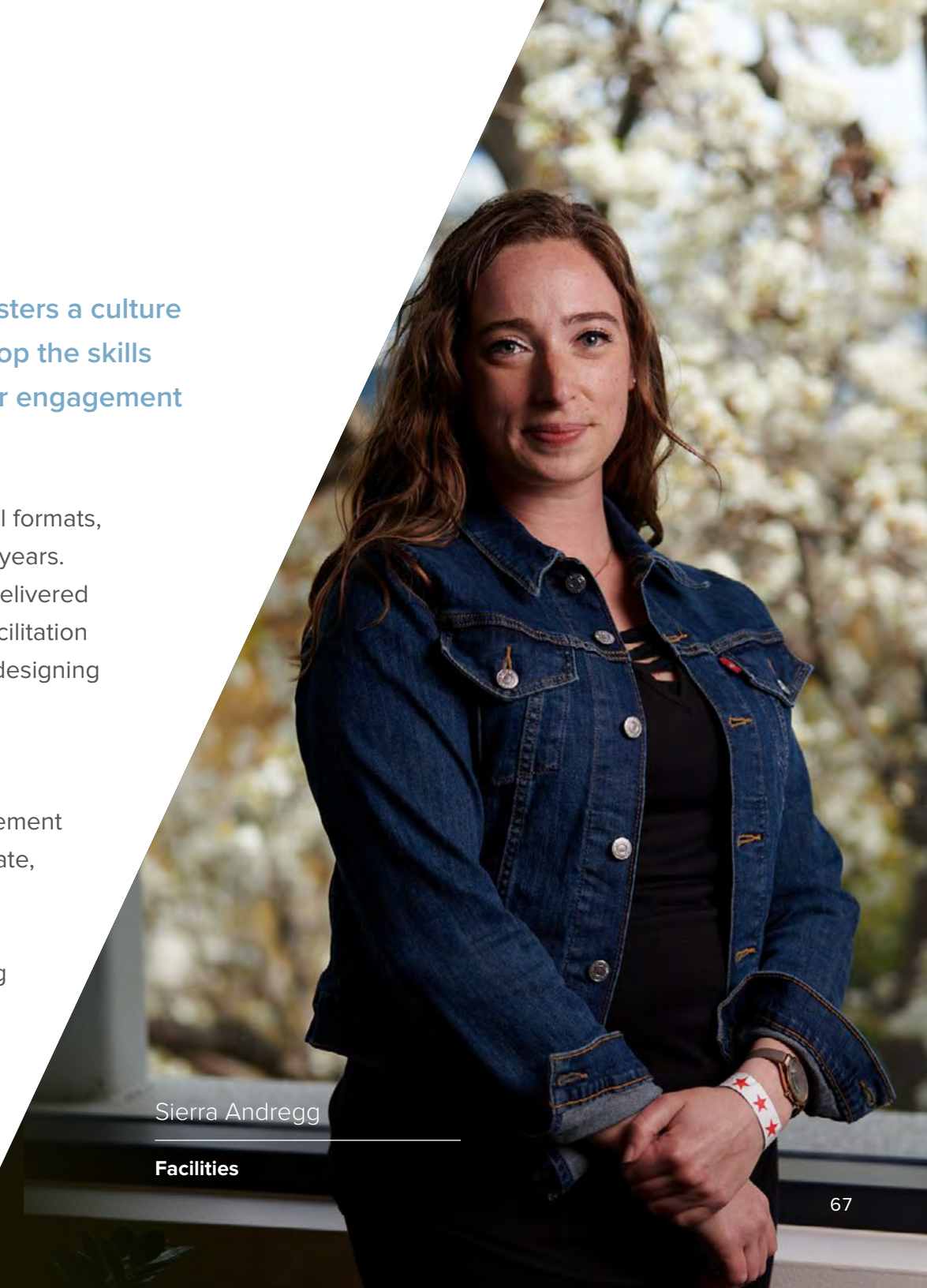
- Emergency third-party evacuation services
- Paid disaster recovery leave
- Reimbursement of up to \$5,000 for damage or loss of property
- Hotels and meals for employees and their families, for up to 14 calendar days

Professional and Personal Development

Gilead's Learning and Development program fosters a culture of continuous growth, helping our people develop the skills and tools to grow their careers and deepen their engagement with Gilead's culture.

In 2020, COVID-19 protocols mandated a switch to virtual formats, which enabled us to reach more employees than in past years. By the end of 2020, Gilead Learning and Development delivered more than 200 live remote workshops and sponsored facilitation of 1,200 hours of training, seamlessly converting and re-designing content for virtual delivery.

In addition to taking advantage of Gilead's learning and development curricula, employees can receive reimbursement for tuition expenses incurred while pursuing undergraduate, graduate or certificate courses at an accredited college or university. Annual reimbursement maximums and eligibility vary by country. Gilead also supports continuing education with reduced tuition for MBA programs through Golden Gate University; more than 60 employees took advantage of this offering in 2020.



Sierra Andregg

Facilities

Listening to Grow

Pulse Surveys Surface Employee Sentiment

“I listen” is one of the company’s new Leadership Commitments – and, as an organization, we are deeply committed to learning from our employees. Taking an employee-driven approach to evolving our culture helps ensure our people feel heard and respected. This in turn promotes higher engagement, improved retention and heightened innovation, helping us recruit the industry’s best talent.

In 2020, we formalized our listening strategy introducing a new approach to surveying our teams to augment existing programs. We believe in listening at the enterprise level, as well as in focusing on regions, functions and teams. To ensure timely capture of employee sentiment, especially during the pandemic, we increased the frequency of our pulse surveys. These surveys sample a random selection of employees around the world and provide real-time insight into what’s working well and where we need to focus on making improvements.

Key insights from the pulse surveys this year showed high engagement, with employees describing Gilead as an “innovative” and “ambitious” company where employee wellbeing is a priority. A need to continue our focus on diversity, improving processes and decision-making emerged as areas for improvement.

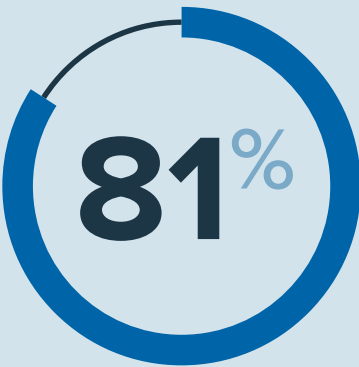


“Employee feedback and opinions are crucial in helping understand what Gilead is doing well and where we can improve. As we strive to become the biotech employer of choice and achieve our corporate ambitions, this type of insight is a key part of Gilead’s evolution.”

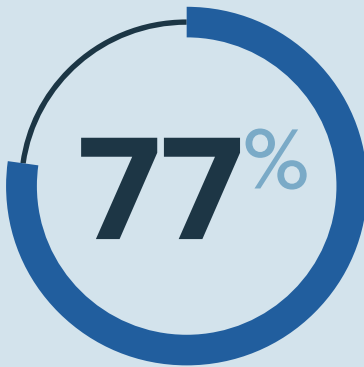
– **Jyoti Mehra**
Executive Vice President, Human Resources

80% **would recommend Gilead and Kite**
a new high for the company in recent surveys

STRENGTHS



of employees say they feel respected



of employees say when they speak their input is considered

AREAS FOR IMPROVEMENT



agree people of all backgrounds have the same opportunities to succeed



agree work processes are well-organized and efficient

Commitment to Racial Equity



Listen First

We built on existing programs and introduced new ones, with the goal of deepening our commitment to racial equity and social justice inside the company. Led by our Chairman and Chief Executive Officer Daniel O’Day, in the summer of 2020, our most senior leaders worked with our GLOBE Employee Resource Group (ERG) to hold a series of listening sessions and town halls to understand the concerns of our Black employees and how we could use our platform to promote racial equity. Our listening sessions and town halls led to the creation of our Advancing Black Leadership strategy to provide opportunities for existing employees, as well as additional programs to recruit more diverse job candidates.

“When I think about diversity and inclusion, I think about diversity as being invited to the dance – and I think about inclusion as being actually asked to dance.”

– **Valerie Brown**

Senior Vice President of Quality Assurance and
Executive Sponsor of GLOBE

To learn more, watch our [“Championing Possible” video](#).



Samuel Gonzalez

Marketing Operations

Active Leaders

Gilead strives to maximize impact in local communities by supporting inclusion and diversity. This drives our active participation in partnerships such as the sales professional development organization National Sales Network, the Hispanic Association on Corporate Responsibility, Out and Equal, Executive Leadership Council and Lead360. Gilead also participates in the California Conference for Women and the Regulatory Affairs Professionals Society. In 2020, 93 diverse leaders joined leadership and/or development programs that these organizations provided as part of our growing commitment to diverse talent leadership development.

Blueprint for Change

Gilead launched Blueprint for Change to create processes and partnerships to increase recruitment of diverse candidates. Blueprint for Change is intended to help increase our Black and Latinx workforce by building relationships with, and hiring diverse talent from, universities and other organizations that support our current and future talent needs.

As part of Blueprint for Change, we introduced two new programs designed to increase representation of Black and Latinx individuals at Gilead: Propel, aimed at candidates with less than four years of relevant experience, and Ignite, for mid-career hires and experienced professionals. Other diversity-focused recruiting initiatives include investing in development and internal career mobility and expanding early pipeline for diverse talent. We also announced that we will fund 100 scholarships and increase our recruitment efforts at Historically Black Colleges and Universities (HBCUs), as well as Hispanic-Serving Institutions.

Driving Change for Opportunity

Enhanced Inclusion and Diversity Training

In 2020, we launched two new inclusion and diversity learning programs, designed to augment our broader efforts. These included four self-paced, anti-racism e-learning and a virtual workshop on combating bias in the workplace. We also expanded our inclusive hiring curriculum. Designed to promote equity and show how bias can affect the hiring process, the seven-part series targets all hiring managers.

Advancing Multi-Year Diversity Goals

We have set clear internal representation goals, as well as goals related to the suppliers with whom we do business. We have also set goals related to the organizations we support through our corporate giving initiatives. Without engaging in racial preferences, using race as the basis for employment decisions, or quotas, we are committed to increasing employee and executive representation for underrepresented groups and increasing transparency of data, progress and regularly updated prioritized actions.



Jocelyn de la Vega

Legal



Belinda Moore

Managed Markets

Gilead Receives 100% Rating on HRC Corporate Equality Index

In its 2020 Corporate Equality Index (CEI), the Human Rights Campaign Foundation named Gilead to its list of Best Places to Work for LGBTQ Equality and awarded the company a perfect score for the third consecutive year.

The CEI is an annual national benchmarking tool that assesses companies’ policies, benefits and practices related to LGBTQ+ employees and their families. The index also scores companies on responsible citizenship and public commitment to LGBTQ+ equality.



Gilead is proud to be named among the 500 companies on the **Forbes America’s Best Employers for Diversity** list for the second year in a row.



Gilead employees raise the pride flag in Foster City, California

An Ecosystem Approach to Inclusion and Diversity

At Gilead, we approach inclusion and diversity from all angles, focusing on our people, our relationships with external partners and organizations dedicated to societal change.

In 2020, we launched a Global Diversity Council led by Chairman and Chief Executive Officer Daniel O’Day and comprising members of the Gilead leadership team, ERG executive sponsors and ERG leads. The mission of the council starts with listening to employees and stakeholders to ensure all voices are heard in determining what is critical to furthering inclusion and diversity at Gilead.

With this listen-first foundation, the council is set up to provide governance, track progress and further our culture of inclusion. The council ensures we have the appropriate goals and strategies and enables us to learn from our initiatives and adapt to ensure impact. Responsibilities also include reviewing and approving diversity goals, reviewing pay equity and identifying trainings to bring more diverse talent to Gilead.



Michael Jones

Medical Writing



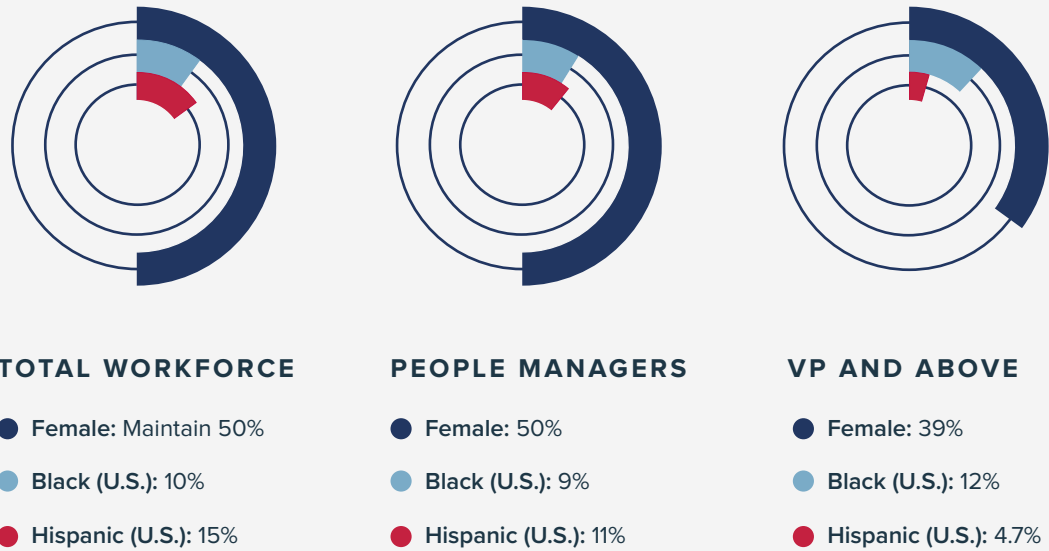
Developing Diverse Talent

With the support of executive leaders and senior vice presidents, the sponsorship and tailored mentoring programs provide access to diverse senior leaders, coaching and specialized development experiences.

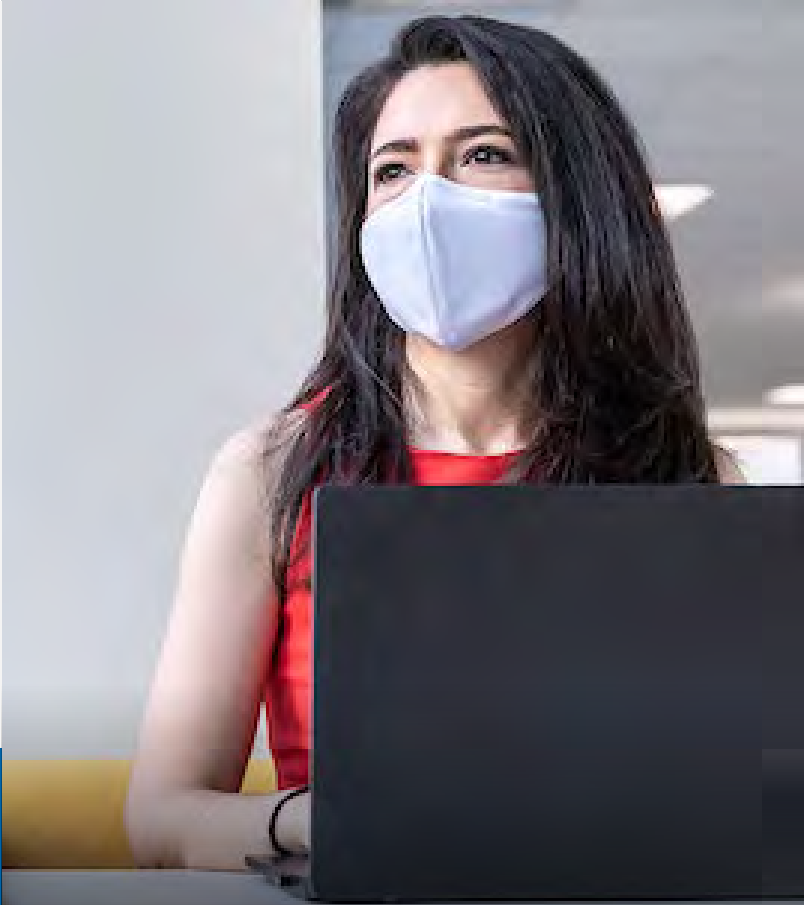
145 promising employees of diverse backgrounds received specialized development experiences through both sponsorship and tailored mentoring programs in 2019 and 2020.

Deepening Accountability on Representation Goals

In 2020, we set new representation goals that will be formally tied to KPIs. Starting in 2021, organizational leaders will be required to regularly review and update Inclusion and Diversity Action Plans for their business area, focused on attracting, developing and retaining people of diverse backgrounds and creating an inclusive culture. Our goals to be achieved by 2025 include:



In 2020, we formalized **executive diversity goals** at a corporate and departmental level, which will take effect in 2021.



Liliana De La Paz
Formulation and Process Development

Our Cultural Evolution

Gilead pursues purposeful actions to foster inclusion and diversity at all levels of the company to create a sense of belonging for all. We believe that creating a diverse workforce makes us more successful and innovative as an organization.

Demonstrating our commitment to inclusion and diversity requires us to:

Encourage
and support each other

Recognize
and mitigate unconscious bias

Consider
multiple pathways to success

Respect
people of all backgrounds and experience

Seek
diverse perspectives to drive innovation

Committing to these principles is more than just the right thing to do. Creating a culture in which every individual feels seen, heard and respected is essential to helping Gilead fulfill our mission now and into the future.

Employee Resource Groups Drive Critical Action

Open to all Gilead employees, our ERGs are an integral part of our Inclusion and Diversity program, focused on five pillars: recruiting, professional development, culture, business impact and community. Our ERGs are key to the Gilead culture, hosting events that raise cultural awareness for the organization as a whole and offering their members opportunities for networking, mentoring and development of leadership skills.



More than 7,200 employees belong to at least one of our six ERGs.



Collaborating Externally to Amplify Impact

We recognize that we have the opportunity not only to make changes internally, but also to promote social justice and racial equity externally. That’s why we work to leverage our influence and resources to create a meaningful impact across our supply chain ecosystem and why we partner with organizations dedicated to promoting racial equity through K-12 STEAM education, higher education, diversity hiring and leadership development.

Growing a Global Workforce



Gilead’s global workforce has grown to more than 13,000 employees spanning more than 35 countries. We strive for a close, creative and collaborative culture where our employees can see the tangible results of their contributions and engage in ongoing development to enhance their skills.

Gilead 2020 Workforce Demographics

	2017	2018	2019	2020
Hires	1,155	1,997	2,208	2,467
New Hire Rate	12.7%	19.2%	18.8%	18.1%
Voluntary Turnovers	781	937	925	818
Voluntary Turnover Rate	8.5%	9.0%	8.2%	6.5%

U.S. Gender, Age and Race/Ethnicity Distribution 2020 Data

EEO-Category 1*	Gender		Race/Ethnicity				
	Male	Female	White	Black	Hispanic or Latino	Asian	Other**
Executives***	74%	26%	59%	6%	0%	32%	3%
First/mid-level managers	52%	48%	46%	5%	7%	39%	3%
Professionals	45%	55%	35%	4%	10%	48%	3%
Total Gilead U.S. Population	49%	51%	42%	5%	11%	38%	3%

*Data based on U.S. definitions/demographics as of 2020 EEO-filing (based on December 31, 2019 data and includes Kite).
***“Other” category includes two or more races, Native Hawaiian or Pacific Islander, and American Indian or Alaskan Native categories.
***Executives compose less than 2% of Gilead’s U.S. population and make up governance bodies that comprise vice president levels and above.



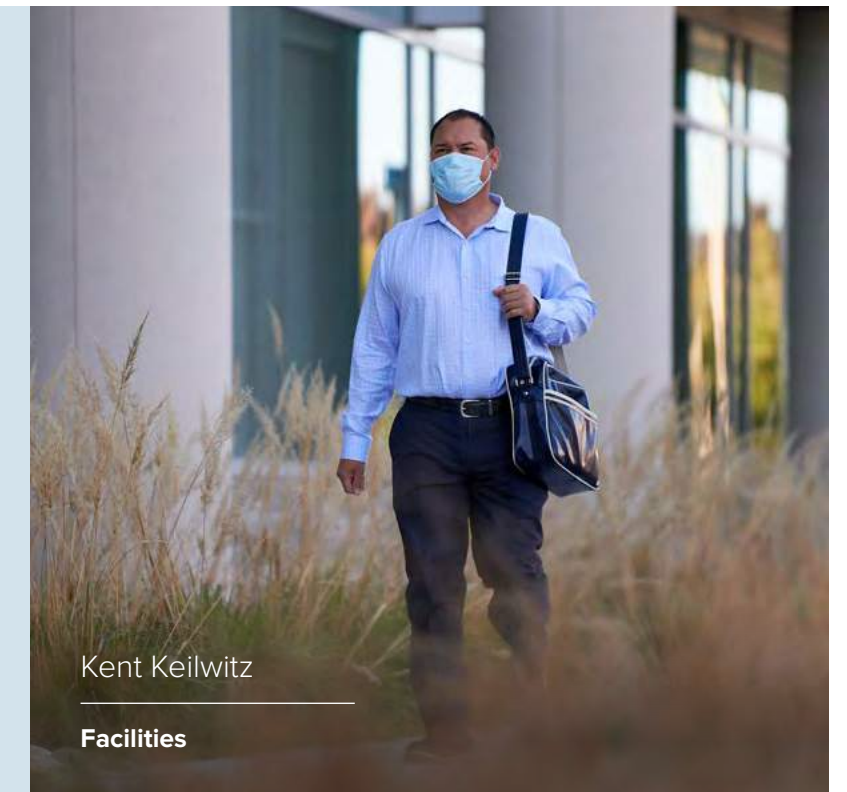
Bandita Parhy

Clinical Virology

Workplace Safety

Gilead believes that a safe and secure workplace promotes employee health, wellness and productivity, and also inspires innovation. Our workplace safety, training and security program is designed to prevent occupational injuries and illnesses and to promote a culture of reporting. To ensure continued adherence to the program's policies, we provide employees with annual refresher courses, as well as tailored training sessions. We also investigate and catalog incidents and near-misses worldwide.

In 2020, we responded to the COVID-19 pandemic with new procedures to protect workers who must be on-site, including requirements around PPE and physical distancing. On-site workers also received special pay enhancements.



Kent Keilwitz

Facilities

In 2020, the most frequent work-related injuries resulted from musculoskeletal extremity and upper torso strains that were caused by ergonomic hazards. The individuals affected were able to recover fully within six months.

Our Environmental, Health and Safety team meets quarterly to review environmental and safety performance across all of our worldwide sites, while joint management/line health-and-safety committees review site-level performance. Where incidents occur, on-site teams complete in-depth reviews to identify the causes and determine how to mitigate the risk of recurrence.

2020 Safety Performance
Full-Time and Non-Full-Time Employees

	2018	2019	2020
Number of fatalities as a result of work-related injury	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0
Number* of high-consequence work-related injuries	2	4	0
Rate of high-consequence work-related injuries	0.02	0.03	0
Total number of recordable work-related injuries	74	58	47
Annual total hours worked	22,648,146	25,838,515	28,490,149
Rate of recordable work-related injuries	0.65	0.45	0.33

*The number of high-consequence work-related injuries is based on lost time/days away and restricted workday cases reported to Occupational Safety and Health Administration.



Edvin Reyes

Pilot Plant

Building Sustainability and Resilience

At a Glance

While delivering our innovative medicines, it is critical that we also do what is right for people and the planet: reducing our greenhouse gas (GHG) emissions, minimizing waste generation and working toward resource efficiency.

As a society we seek to address climate change. This means working to find new, more sustainable ways to conduct our business. At Gilead, we are committed to creating a future of responsible and resilient growth, factoring the health of people, communities and the environment into everything we do.

Environmental Data Content, Period and Boundaries

Throughout this report, we describe environmental activities and initiatives that occurred in calendar year 2020. However, environmental reporting data for 2020 had not yet been finalized, verified and validated at the time this report was published. Therefore, environmental data and charts included in this section cover the calendar year January 1, 2019 to December 31, 2019. Gilead will publish 2020 environmental data on our website when it becomes available.

Our Responsible Growth Strategy



Environmental challenges are also human health challenges. We need a healthy planet to have a healthy population. As the effects of climate change are expected to intensify, we recognize that we must continuously innovate and improve our environmental performance to protect our collective future.

Through our responsible growth strategy, we are bringing together our mission and our environmental stewardship: investing in operating our business more efficiently and sustainably while working to discover, develop and commercialize innovative therapeutics for some of the world's most serious illnesses. Our Corporate Social Responsibility (CSR) Committee is responsible for embedding and integrating climate change, energy and other material ESG issues into our overall business strategy and operations. The committee reports to our Board of Directors at least annually on our management of these issues.

At the center of our environmental strategy is a goal to reduce our GHG emissions across Scope 1 (direct emissions) and Scope 2 (emissions from generation of the energy we purchase and consume) by 25% by 2025, compared with a 2016 baseline.

In 2020, we committed to setting ambitious new goals around climate and energy. We laid the groundwork for setting new carbon targets through the Science Based Targets initiative (SBTi), which will align our efforts with the Paris Agreement's principal goal of limiting global temperature rise to well below 2°C above pre-industrial levels. We anticipate receiving SBTi approval in 2021.

Buildings and Sites Go Green

In 2020, the building sector (construction plus ongoing operations) accounted for 38% of the world’s total energy-related CO₂ emissions. Because we operate 167 buildings in more than 35 countries and employ more than 13,000 people worldwide, our focus on green construction and retrofits represents a significant potential CO₂ reduction.

As we open new labs and offices, we partner with architects, engineers and contractors who share our commitment to sustainability and green building and renovation strategies. Together, we focus on sourcing materials responsibly, promoting efficiency in energy and water use and improving indoor air quality to promote the health, wellbeing and productivity of our people.

These efforts include aligning all building projects to green construction standards such as Leadership in Energy and Environmental Design (LEED) and Building Research Establishment Environmental Assessment Method (BREEAM), and prioritizing opportunities to retrofit existing buildings to these standards. When leasing space, we prioritize buildings that have been recognized for their sustainability performance or are able to be brought up to standard through Gilead’s own internal fit-out efforts to a LEED/BREEAM or equivalent standard.

Gilead currently manages 7.8 million square feet of facilities worldwide. In 2020, we added six new LEED-certified buildings and one new BREEAM site, growing our portfolio to a total of 44 facilities that are either currently certified or pursuing green building recognition.

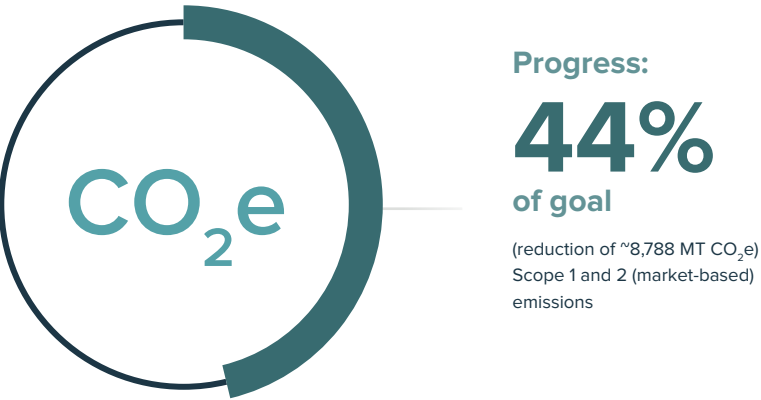
As we continue to grow our business, we expect that our aggregate energy use may increase – but our focus on generating and procuring renewable energy will contribute to lowering our total GHG emissions.



Greenhouse Gas Reduction Goals and Progress

At the center of our environmental strategy is the goal to reduce our Scope 1 and Scope 2 GHG emissions 25% by 2025 compared with a 2016 baseline, in alignment with the 2015 Paris Agreement. To meet this goal, we have developed a multi-year plan that includes procuring renewable energy for high-impact locations and improving the energy performance of our facilities through more efficient technologies and practices.

2025 Goal: Reduce total GHG emissions by 25%*
From 2016 to 2019, we achieved an 11% reduction in GHG emissions.*



*Compared to 2016 baseline
We are currently developing our GHG emissions inventory for calendar year 2020. Following third-party verification in 2021, this inventory will be made public on our website.

Progress Toward Our 2025 Goal

In 2019, Gilead’s emissions remained flat compared to 2018 despite a 14% increase in our operational footprint. We reduced Scope 2 GHG emissions by focusing on energy efficiency and increasing renewable energy consumption. Between 2016 and 2019, we achieved an 11% reduction in GHG emissions – nearly halfway to our 2025 goal.

As we continue to work toward our 2025 goal, we will continue growing our facility footprint responsibly through expanded on-site solar-generating capacity, larger commitments to purchasing renewable energy and electrification of our vehicle fleet. See [Tracking Our Worldwide Energy Consumption](#).

Gilead’s GHG reporting boundary includes all facilities over which Gilead maintained operational control between January 1, 2019 and December 31, 2019. As in previous years, our 2019 GHG emissions inventory has been verified by a third party and the third party’s assurance statement is available upon request. The verification was performed to a limited level of assurance using the International Organization for Standardization (ISO) 14064-3 verification standard for GHG assertions. We are currently developing our GHG emissions inventory for calendar year 2020. Following third-party verification in 2021, this inventory will be made public on our website.

Scope 1 and 2 GHG Emissions from Gilead Worldwide Operations

Reporting Units: MT CO ₂ e	2016	2017	2018	2019
Scope 1	44,754	46,689	46,703	52,019
Scope 2 (market-based)	36,813	29,127	25,585	20,760
Scope 2 (location-based)	46,567	46,321	45,204	42,546

Gilead will publish Scope 3 emissions data on our website.

GHG Emissions Intensity

Reporting Units: kg CO ₂ e per million sq. ft.	2016	2017	2018	2019
Scope 1	9.01	7.08	7.53	7.43
Scope 2 (market-based)	7.83	4.49	4.13	2.97
Scope 2 (location-based)	9.77	7.06	7.29	6.08

Environmental Impact Reduction



Across all our operations, we are leaving behind the typical “take, make, waste” manufacturing model and embracing an ethos of efficiency, resource conservation and waste reduction.

This means gathering insight into the environmental impacts of our business lifecycle, from sourcing raw materials to manufacturing our medicines to global distribution and the disposition of post-consumer waste. This process allows us to apply evolving best practices and emerging technologies to drive more sustainable practices.

Our Global Sustainability Committee oversees this effort, with representatives from each of our Gilead and Kite facilities regularly sharing best practices to promote consistent sustainability approaches across our operating regions. The committee reports its progress to our CSR Committee.

At the facilities level, we continuously monitor building energy use to identify opportunities to implement efficiency solutions, benefitting both our sustainability goals and our operating costs.

Despite unanticipated challenges in 2020 due to the COVID-19 pandemic, we continued to make great strides in our efforts, particularly in advancing green chemistry alternatives and keeping active pharmaceutical compounds out of the environment. As we expand our manufacturing and supply chains globally, we are committed to doing so in a socially and environmentally responsible manner.

Advancing Green Chemistry

At Gilead, we use green chemistry principles from early drug development through manufacturing to deliver impact: using cleaner, safer materials reduces environmental impacts, cuts costs and boosts efficiency in bringing medicines to people.

A team of process chemistry professionals at our Foster City facility and Gilead's site in Edmonton lead our ongoing green chemistry efforts. Leveraging their own research and expertise, as well as learnings from Gilead's wide-ranging participation in the American Chemical Society's Green Chemistry Institute Roundtable groups, team members evaluate new ideas and present alternative processes in areas such as chemical- versus bio-catalysis and the use of greener solvents. Because our employees think about sustainability in their day-to-day research and decision-making, we are able to deepen the pool of resources available to us on our sustainability journey.



In 2020, chemical process optimization efforts allowed us to improve the PMI scores of both Veklury and Biktarvy, cutting the total mass of solvents, reagents, reactants and consumables employed across the product life cycle by 40% and 20%, respectively.

Our success in reducing Veklury's PMI by 40% brought us significant sustainability benefits in 2020 – and enabled us to produce more, faster.

To ensure a continued focus on green chemistry practices, in 2020 we took initial steps toward having our labs certified by My Green Lab, a nonprofit organization that established what is considered the global standard for laboratory sustainability best practices.

Making a Positive and Sustainable Impact

Through process optimization, we are improving the efficiency of our operations and manufacturing while bringing new medicines to market and boosting availability for patients around the world.





Pharmaceuticals in the Environment

Gilead is committed to preventing active pharmaceutical compounds from contaminating the environment. Our research and development and manufacturing facilities uphold strict operational standards and processes for wastewater discharge and solid waste disposal to mitigate risks of discharge.

Through our work with the Pharmaceutical Product Stewardship Work Group’s MED-Project, Gilead helps prevent environmental contamination resulting from improper consumer disposal of expired or unneeded medicines and “sharps,” including needles and syringes. In 2020, people in California, Washington and Massachusetts dropped off more than 239.4 metric tons of materials via 1,322 community kiosks. Gilead supports the project with annual contributions, which totaled \$176,000 in 2020.

Tracking Our Worldwide Energy Consumption

As we expand our manufacturing to deliver medicines to more people, our energy use will naturally increase. Our challenge is to meet increased demand while leveraging renewable energy and operational efficiencies to reduce our carbon footprint.

By tracking our total corporate energy use from nonrenewable and renewable sources and our energy use intensity at individual sites, we are able to generate a comprehensive view of Gilead’s energy consumption. This informs our global energy management strategy and allows us to evaluate efficiency site by site as our facilities portfolio grows.

For 2019, our total energy consumption rose by 18% compared with 2018. Renewable sources accounted for 21% of that total, with total renewable energy consumption increasing ninefold since 2017.

We increased our ability to generate renewable energy by initiating new solar installations in Foster City, La Verne and Oceanside, California. Combined, these three installations are expected to generate 9.1 million kilowatt-hour (kWh) per year of clean power. In the Netherlands, Kite’s new manufacturing facility, which is fully electric and supplies 100% of its electricity from renewable sources (solar and wind), has 1,800 rooftop solar panels and a design that maximizes natural light. Combined with power-purchase agreements for renewable energy, these innovations allow the facility to achieve net zero CO₂ emissions. We are exploring increasing solar capacity at other sites in our real estate portfolio.

Total Area of Facilities Worldwide Under Operational Control

	2016	2017	2018	2019
Millions sq. ft.	4.9	6.5	6.2	7.0

Worldwide Energy Consumption and Intensity

	Energy Consumption (MWh)				Energy Use Intensity (kWh/sq. ft.)			
	2016	2017	2018	2019	2016	2017	2018	2019
Total energy consumption from renewable sources*	0	9,199	36,123	89,708	0	1.4	5.8	12.8
Total energy consumption from nonrenewable sources	352,262	355,437	331,544	344,737	71.3	54.3	53.5	49.2
Total combined energy consumption	352,262	364,636	367,667	434,445	71.3	55.7	59.3	62.1

*This figure includes renewable energy purchased through the grid and renewable energy procured from other sources.

Retrofitting for Greater Energy Efficiency

To facilitate maximum energy efficiency across our real estate portfolio, we are continuing a program of retro-commissioning older Gilead buildings to higher environmental standards, providing sustainability benefits into the foreseeable future. In 2020, we began pursuing LEED certification for the central hub of our Foster City campus and, in Moscow, our business center obtained the first BREEAM certification for commercial interiors.

We are also investing in targeted efficiency upgrades and conservation strategies. In 2020, assessments and upgrades to our facilities around the world led to reductions in energy consumption. In Foster City, an optimization strategy and office duct static reset were able to save a combined 2.1 million kWh and almost 60K therms. In Oceanside, we improved the efficiency of our exhaust systems by replacing old fans, installing new variable-speed HVAC motors and reducing air exchange rates during off-hours. At our Edmonton and Cork facilities, we reduced energy consumption by implementing a new power-down strategy during non-occupied hours. Together these efforts have generated a projected annual savings of over 2.6 kWh and 88K therms.

A Critical Need for Water Management

Facing long-term water shortages and other symptoms of prolonged water stress in our home state of California and many other operating regions, we have increased our focus on water conservation. We installed new water-saving technologies and identified conservation efforts to increase the water efficiency of current systems.

At our facility in Cork, a 2020 pilot program to install waterless urinals saved 328,500 liters of water (86,780 gallons) over the course of the year. Expansion of the program across the facility in 2021 is expected to produce water savings of 1.09 million liters (289,268 gallons).



Worldwide Water Usage

	2017	2018	2019
Water Source	Megaliters	Megaliters	Megaliters
Indoor Use	366	508	535
Irrigation	78	80	78
Fire/Life Safety	N/A	0.3	0.3
Total Water Usage	444	588.3	613.3

Waste Reduction and Recycling

Business-led and employee-driven recycling and reduction initiatives have helped reduce waste, which is a core element of our corporate sustainability plan.

We are continuing to make progress on waste, expanding our data collection from 16 sites in 2018 to 26 sites in 2019. In 2020, with COVID-19 having reduced our on-site workforce, waste-reduction programs were a secondary focus, though new waste-reduction plans were put in place at a number of sites in anticipation of future full-staff return. At our facilities in Foster City, Cambridge, Cork, Dublin, Santa Monica, Seattle and Stockley Park, a system of centralized trash collection and improved segregation of recyclables helped shrink our waste-to-landfill rate. Our Oceanside site initiated a food scraps composting program.

Our lab glove recycling program at Gilead Alberta recycled 300 pounds of nitrile gloves in just one calendar quarter. The recycled gloves are being used in the manufacturing of deck chairs and plant pots, two of which can be seen on our employee lunch patio.



Worldwide Waste Disposal

Nonhazardous Waste Disposal in Metric Tons	2017	2018	2019
Landfill	3,406	2,401	3,832
Composting	829	1,148	869
Recyclables	1,707	2,437	3,192
Incineration	27	25	27
Other	58	N/A	N/A
Total	6,027	6,011	7,920

Hazardous Waste Disposal in Metric Tons	2017	2018	2019
Deep Well Injection	2,328	1,568	1,680
Incineration	939	683	1,014
Incineration with Energy Recovery	317	788	817
Landfill	.02	N/A	.01
Neutralization	2	1	.01
On-Site Storage	4	N/A	N/A
Other	N/A	5	5
Recovery for Reuse	5	8	32
Recycling	20	5	27

Business Resiliency



Susan Pepper

Corporate Sustainability, Health and Safety

Business resiliency is vital to Gilead's continued impact on global health. We continually monitor and mitigate the range of environmental, supply chain and ethical risks to ensure that we can adapt quickly to potential disruptions.

With our headquarters in California, the record-breaking 2020 fire season gave us a particularly clear view of the climate crisis and its effects. As our skies filled with smoke, droughts continued to threaten our water security and agriculture, and heat waves impaired our people's health and productivity, the importance of addressing climate issues was emphasized.

At the same time, our business depends on securing a steady supply of the raw materials we need to create our products. To assure a resilient supply chain, we're focused on growing our supplier base, prioritizing small and diverse suppliers to leverage broad-based perspectives and spur innovation, and ensuring our partners share our environmental and ethical commitments. Throughout the pandemic in 2020, we were able to maintain an ample supply of active pharmaceutical ingredients due to a strategy that leveraged geographic diversification (Asia, North America and European Union) and strategic inventory management.

We also work to sustain the integrity of our products by upholding the highest standards of drug safety, exercising transparent labeling and marketing practices, and taking measures to eliminate the distribution of counterfeit medicines.

A Long-Term View of Climate Risks

Recognizing the growing relevance of climate change to our business resiliency, in 2019 we completed an assessment of our entire real estate portfolio to better understand the climate-related risks to which each of our sites is potentially vulnerable. We included the following risk categories in the assessment:

ACUTE PHYSICAL RISKS

Event-driven risks, including severe storms, wildfires, floods and droughts

CONTEXTUAL RISKS

Risks related to the ability to plan and implement adaptive strategies to reduce vulnerability and moderate potential damage

The outputs included a ranking of our sites based on their composite risk profiles, and in 2020, we built on this work using scenario analysis to better understand potential risks out to 2050 for selected business critical sites with higher risk profiles. Using the results of this analysis, we are reviewing our risk mitigation plans and working to estimate potential financial impacts.

CHRONIC PHYSICAL RISKS

Risks related to long-term shifts in climate patterns, including sea-level rise and chronic heat waves

TRANSITIONAL RISKS

Risks associated with the shift toward a low-carbon economy, including compliance with new carbon regulations

Working with Suppliers that Share Our Values

Gilead’s supply chain includes hundreds of direct suppliers and thousands of indirect suppliers across the globe.

As referenced in our Supplier Code of Conduct (SCOC), across our supply chain, we oppose and condemn the following practices: the use of child labor and forced labor; human trafficking; unfair treatment and wages/benefits; unreasonable working hours; and discrimination based on race, color, gender, religion, disability, sexual orientation and gender identity/expression. We also support full compliance with all applicable legislation, including the UK Modern Slavery Act.

In 2020, we continued working toward our goal of securing the signatures of 90% of our direct and indirect suppliers (based on spend) to our SCOC by 2025.

We monitor our supply chain continuously for adequate capacity, diversification, potential risks and adherence both to Gilead policies and to governing regulations such as the U.S. Foreign Corrupt Practices Act (FCPA), the U.S. Trafficking Victims Protection Act and other applicable labor and environmental regulations.

If we encounter actual or potential violations of our company policies or governing regulations, we recommend corrective action and flag the supplier for follow-up evaluations. Certain violations – such as environmental negligence, human trafficking or the use of forced labor – would prompt Gilead to terminate our agreement with the supplying organization and remove it from our supply chain.



Responsible Sourcing Program

To secure the highest quality raw materials for our products and assure our sustainability and human rights commitments extend throughout our supplier ecosystem, we enforce a rigorous supplier vetting process. In 2018, we launched a three-year Responsible Sourcing strategic plan to identify partners that share our commitments to environmental performance, health and safety, inclusion and diversity, human and labor rights, anti-corruption, risk management, auditing and other criteria.

In 2020, our responsible sourcing working group began a pilot program to address GHG emissions reductions within our Responsible Sourcing strategy. This effort began with 22 suppliers representing 29% of our total annual spend and 22% of our modeled Scope 3 (purchased goods and services) CO₂e emissions. Our goal is to reduce Scope 3 emissions by 15% over 10 years, compared with base year 2019. We plan to start engaging more than 120 suppliers representing 70% of our Scope 3 Purchased Goods and Services GHG emissions.



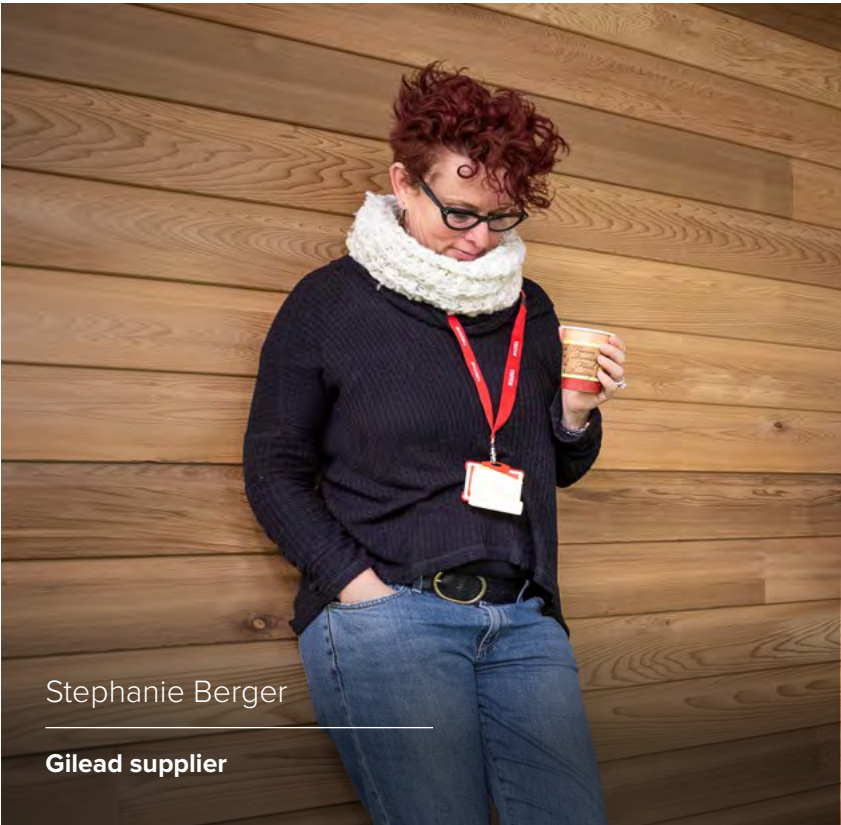
Supporting Inclusive, High-Performing Supply Partners

Inclusion is one of our Core Values and that extends to the work we do with external partners. Our vision to become an industry leader in supplier inclusion is an integral part of Gilead’s diversity efforts.

We have taken measures to drive supplier inclusion across our procurement processes and procedures, creating inclusion targets for our supply chain and challenging ourselves to increase overall spend with small and diverse suppliers. In 2020, Gilead spent \$406.5 million with small and diverse businesses, and has set a goal to increase that in 2021. We also created and implemented a Supplier Inclusion Champions program to ensure sustained focus on supplier diversity.

By prioritizing relationships with businesses owned by women, people of color, veterans and members of the LGBTQ+ communities, we continue to realize our purpose with every transaction we make. And by prioritizing spending with small suppliers, we benefit from their greater agility and quicker response times and stabilize our supply base.

In addition to our own programs, we advocate for supplier inclusion throughout the healthcare and general procurement spaces by aligning with industry councils and authoring thought-leadership articles for industry-focused publications. In 2020, we continued our partnerships with the Supplier Diversity Pharmaceutical Forum and the Western Regional Minority Supplier Development Council to build further capacity and grow relationships with new inclusive suppliers.



Stephanie Berger

Gilead supplier

Safety, Ethics and Transparency

Gilead adheres to strict product safety, labeling, marketing, data security and anti-counterfeiting guidelines. All of our products undergo rigorous development, testing and clinical trials and we use labeling and marketing practices that comply with governing policies and regulations. Gilead did not receive any warnings, fines or penalties from any government body in 2020 related to our marketing or labeling practices.

We use a combination of in-house technology and third-party security services and systems to protect personal data and comply with the European Union General Data Protection Regulation and other data protection regulations. Gilead did not have any substantiated complaints concerning losses of customer data in 2020.


To safeguard patient safety, our anti-counterfeiting team – which consists of brand protection, legal, security, supply chain, quality and packaging professionals – uses a range of measures to deter, detect, block and report sales of counterfeit or diverted medicines.



Noy Phengrasamy

Corporate Sustainability, Health and Safety

Elevating Our Impact in Society

A photograph of four healthcare workers, two men and two women, walking towards the camera in a dimly lit hallway. They are all wearing blue full-body protective suits, white face masks, and white gloves. Two of them are carrying red shoulder bags. The hallway has a polished floor that reflects the overhead lights. In the background, there are signs on the wall, including one that says "MOBILE SERVICE" and another with Greek text "ΑΓΓΛΙΚΑ ΠΟΤΙΑ".

Hellenic Liver Patients
Association “Prometheus”

Gilead CARES grantee

Giving Back to Our Communities



Igor

HIV community advocate, Almaty, Kazakhstan

At Gilead, we are committed to removing barriers to healthcare. Through our corporate giving programs, we fund work to eliminate health disparities in under-resourced communities around the world with the goal of overcoming social or economic obstacles to health and improving people's lives. We partner with patients and communities to build collaborative solutions that extend access to care as broadly as possible.

In 2020, our efforts focused acutely on the COVID-19 pandemic, as well as supporting communities disproportionately impacted by diseases aligned with our therapeutic focus areas, advancing education and supporting the local communities where our facilities are located.

In 2020, Gilead provided
\$409 million
in cash donations to organizations addressing community need in areas such as COVID-19, health, racial equity, wildfire relief and LGBTQ+ support.



Harley Henriques

Fundo Positivo, Gilead grantee

Access to Our Medicines Around the World

Gilead works with public health officials, community advocates, researchers, doctors and patients to carry out programs that provide access to our medicines in low- and middle-income countries. We apply a variety of approaches, including:

Tiered pricing, with discounts on medicines based on disease burden and national per-capita income

Responsible licensing of generic versions of our products to enable high-quality, low-cost versions of our HIV and viral hepatitis medicines in low- and middle-income countries

Advocacy for public health initiatives and policies that maximize patient reach and prevent new and serious illnesses and help destigmatize diseases

Strengthening health systems to bolster diagnostic, treatment and surveillance capacity

Collaborative research that targets innovative therapies, informs drug delivery and helps countries map disease burdens

HepConnect: Reaching People Where They Live

Over the past 20 years, the U.S. opioid crisis has caused a sharp jump in HCV diagnoses in the Appalachian region of the United States, with the U.S. Centers for Disease Control and Prevention (CDC) reporting a 364% increase in Central Appalachia between 2006 and 2012. Gilead’s HepConnect works through local organizations in Indiana, Kentucky, North Carolina, Tennessee and West Virginia to expand screenings and linkage to care, support harm reduction and community education, and build knowledge, resources and capacity in communities where the need is greatest.

Since its inception in 2019, HepConnect grantees have reached 175,612 individuals and distributed more than 8 million harm reduction kits throughout the initiative’s target states, while also prioritizing outreach to people of color for both services and filling organizational vacancies. Innovating in response to COVID-19, HepConnect grantees deployed telehealth programs and offered mobile care for vulnerable clients. With Gilead support, HepConnect grantee organizations experiencing COVID-19-related financial challenges were able to access \$200,000 in rapid-response funding through the National Harm Reduction Coalition.

“It’s crucial to keep educating communities and to ensure the conversations occur, whether that’s through text messages or social media platforms. It doesn’t matter how you reach people – it just matters that you do.”



Thomas Gooch
Prevention Director,
Street Works, Nashville, Tenn.
HepConnect grantee



Pro Bono Team Aids Immigrants and Domestic Violence Survivors

Gilead’s pro bono legal program provides vital counsel to people and communities that cannot afford legal services. The program gives our employees a chance to make a meaningful difference for people in need.

The pro bono team is currently composed of approximately 20 employees, including lawyers, colleagues acting as translators, administrative assistants and others. Patty Thayer, Vice President, Legal, works with Kids in Need of Defense (KIND) and other organizations to represent refugee and immigrant minors seeking legal status in the United States, often after fleeing violence, abuse, abandonment or neglect in Central America. Senior Associate General Counsel Joel Silver works frequently with the Legal Aid Society of San Mateo County, representing survivors of domestic violence.

Patty won the KIND 2020 Advocate of the Year Award for her work, while Joel is a past recipient of the California Bar Association’s Corporate Pro Bono Award.

“I believe it’s your duty and privilege as a lawyer to recognize that not everyone can afford lawyers, but everybody needs lawyers.”



Patty Thayer
Vice President, Legal

Giving Together in 2020

To support our employees’ community-based charitable work, our Giving Together program matches employee donations to eligible nonprofit organizations. Giving Together also matches employee volunteer hours with reward points that can be sent as donations to qualifying nonprofits of the employee’s choosing. Rewards can be earned as part of Gilead volunteer campaigns or through independent volunteer work.

The COVID-19 Giving Together Campaign raised \$244,901, of which **employees donated \$78,000.**

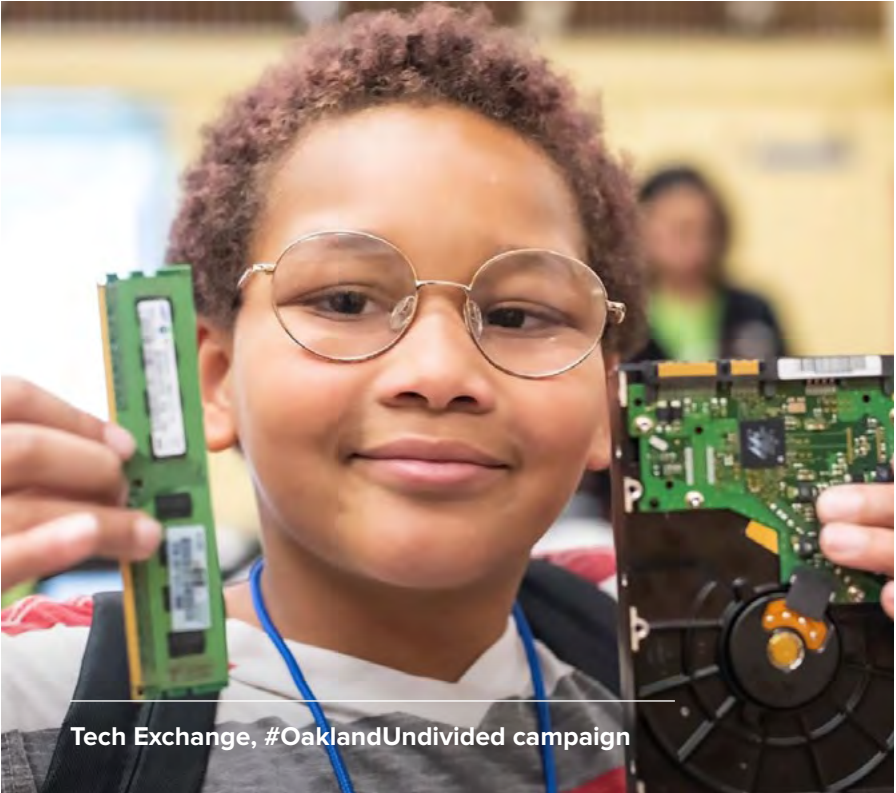
In 2020, our employees partnered with Giving Together for efforts including:

COVID-19 relief, supporting the global organizations Direct Relief, International Medical Corps and the United Nations Foundation

Pride Month Giving Together Campaign, supporting organizations focused on working toward civil justice and fighting police brutality, including Peoples Institute for Survival and Beyond – Undoing Racism, Brave Space Alliance and Showing up for Racial Justice

California wildfire relief, supporting statewide relief organizations, including California Community Foundation/ Southern California Wildfire Relief Fund, Napa Valley Community Foundation, Community Foundation of Santa Cruz County and California Fire Foundation

Veterans Day Giving Together Campaign, supporting the Fisher House Foundation, Operation: Care and Comfort, and Bridging the Gap for Veterans Inc., which work to house military and veterans’ families and support educational and community-building programs



“With our headquarters in the San Francisco Bay Area, we are committed to ensuring students who live in communities near the Gilead campus have the tools they need to attend school virtually,” said Kate Wilson, Senior Director, Corporate Giving, Gilead. “Equity in education is fundamental toward achieving health, economic and social equity.”

Support for K-12 At-Home Learning

As learning shifted online for children around the world, lack of home computers and internet access left many children unable to fully participate in distance-learning.

In the San Francisco Bay Area, Gilead donated \$500,000 to Oakland’s #OaklandUndivided campaign and \$250,000 to StreetCode Academy’s Level Up Initiative in East Palo Alto to support their efforts to provide K-12 students with computers and Wi-Fi hotspots.

COVID-19 Support Helps Fill Unmet Needs

Imanu Rupert-Gordon

National Center for Lesbian Rights
Gilead CARES grantee

Gilead CARES: Supporting Communities During COVID-19

Recognizing that the pandemic created significant challenges for many of the nonprofit organizations that Gilead funds, we announced the creation of our Gilead CARES (COVID-19 Acute Relief and Emergency Support) philanthropic fund in April 2020. CARES provided \$22 million in direct cash payments plus additional matching grants to over 300 organizations worldwide:

\$20 million to current Gilead nonprofit grantees facing closure or termination of vital services due to pandemic-attributable losses. Approximately half of the fund was committed to supporting organizations working on HIV and LGBTQ+ issues, including the Los Angeles LGBT Center, the San Francisco AIDS Foundation, the National Center for Lesbian Rights and The Trevor Project, which provides crisis intervention and suicide prevention services to LGBTQ+ youth. Other recipients included CheckPoint Sofia (Bulgaria) and the Hellenic Liver Patients Association “Prometheus” in Greece, which provide services for patients with viral hepatitis.

\$1 million to the San Mateo County Strong Fund. The fund provides financial support to individuals, small businesses and nonprofit organizations in San Mateo County, California, where Gilead is headquartered.

\$1 million to the Mayor’s Fund for Los Angeles, which is providing support and relief during the pandemic for families, small businesses, healthcare workers and others in the Los Angeles area, where Kite is headquartered.

Matching funds for employee donations to global relief organizations.

Support for Racial Justice

Racial Equity Community Impact Fund

In December 2020, Gilead launched the Racial Equity Community Impact Fund to support high-impact organizations working to tackle racial inequities affecting Black communities across the United States. The fund will initially provide \$10 million in grants to 20 organizations over a three-year period. The program will support organizations focused on three key areas.



Boys and Girls Clubs of Greater Washington
Gilead Racial Equity Community Impact Fund grantee

Community Advocacy and Mobilization: Groups that organize and mobilize communities to join the quest for racial equity and social justice, working toward an equitable distribution of resources for Black communities

Social Justice: HBCUs and other organizations training the next generation of Black leaders

Educational Innovation: Institutions focused on providing educational advancement and cradle-to-career development services for Black students, young professionals and families

The initial roster of grantee organizations includes:

- 100 Black Men of Metropolitan Houston
- Arkansas Regional Innovation Hub
- BOLD (Black Organizing for Leadership and Dignity)
- BYP100 (Black Youth Project 100)
- Boys and Girls Clubs of Greater Washington
- Center for Racial Justice in Education
- Claflin University
- EOYDC (East Oakland Youth Development Center)
- The Equity Alliance
- Grantmakers for Girls of Color
- Harlem Children’s Zone
- Horatio Williams Foundation
- The Marsha P. Johnson Institute
- Morehouse College
- Shaw University
- Southerners on New Ground (SONG)
- Spelman College
- Tougaloo College
- Ubuntu Inc.
- Xavier University of Louisiana



East Oakland Youth Development Center
Gilead Racial Equity Community Impact Fund grantee

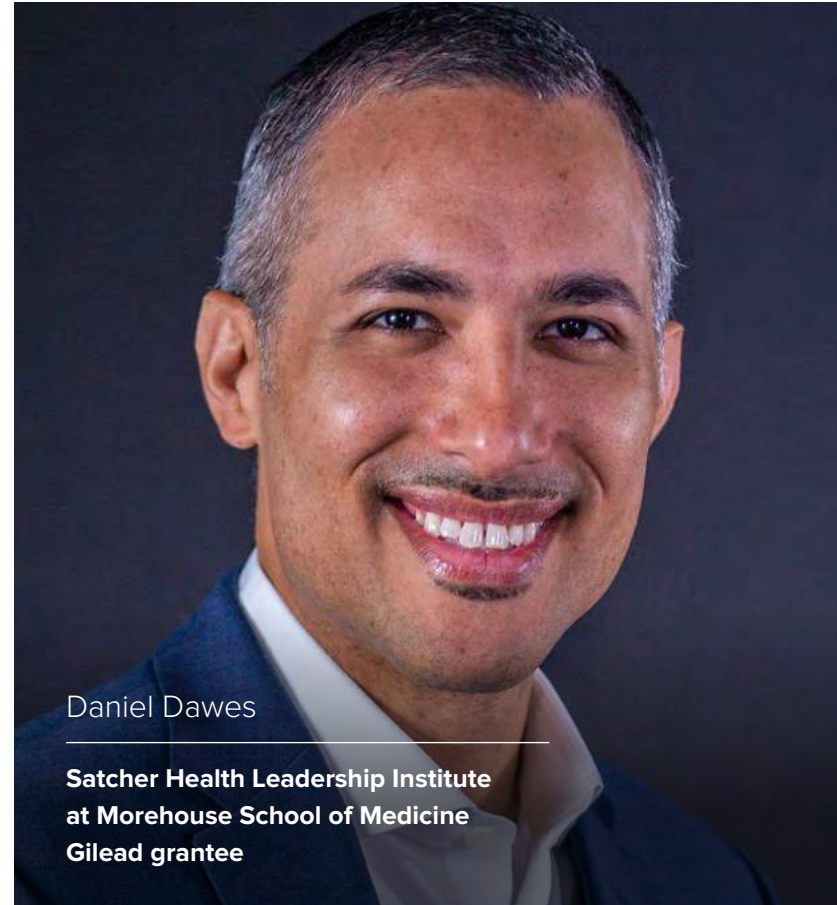
“Gilead’s investment in the East Oakland Youth Development Center means 1,000 families will have access to capacity-building programs that will provide support to prepare youth and young adults for employment, higher education and leadership opportunities. These kinds of programs that provide trauma-informed care approaches are desperately needed in Oakland these days as we seek to combat social injustice and achieve racial equity for our community, one family at a time. We are grateful to Gilead for the support and partnership.”

– **Regina Jackson**
President and Chief Executive Officer,
East Oakland Youth Development Center

Partnering to Study COVID-19 Health Inequities

Gilead provided an initial \$1 million in grant funding to the Satcher Health Leadership Institute at the Morehouse School of Medicine to support the development of a comprehensive health equity data platform to help address the impact of COVID-19 and other diseases on the Black community and other communities of color.

By collecting and studying demographic disparities and comorbidities associated with COVID-19, including diabetes, asthma and depression, this work will help inform actionable, evidence-based policy changes to attain health equity and ensure that disproportionately impacted communities receive resources and support. Gilead's grant also funded the creation of the new Black Health Equity Alliance, composed of national thought leaders, community representatives, scholars, researchers and policymakers who will help coordinate COVID-19 education, training, information exchange and dissemination, and policy analysis.



Daniel Dawes

**Satcher Health Leadership Institute
at Morehouse School of Medicine
Gilead grantee**

“Achieving our internal and external aims is a mammoth undertaking. But we at Gilead have a significant role to play in undoing some of the harmful effects of racial injustice. It’s an honor to have the chance to work alongside brilliant people at Gilead to do what Gilead does best – make transformative change.”

– **Douglas Brooks**

Vice President, Advancing Black Equity
and Community Engagement, Public Affairs



Our Ongoing LGBTQ+ Support



Jevon Martin
Princess Janae Place
Gilead TRANScend grantee

TRANScend® Community Impact Fund

The Gilead TRANScend Community Impact Fund supports trans-led organizations working to improve the safety, health and wellness of the transgender community.

In 2020, TRANScend approved two-year grants totaling \$4.5 million, supporting 14 organizations in the areas of strategic program development, capacity-building and direct service initiatives leveraging community engagement to build and sustain progress in reducing HIV impacts in transgender communities.

Transgender people are disproportionately impacted by HIV, with a diagnosis rate three times the U.S. national average. Nearly half of all U.S. transgender HIV diagnoses occur in the Southern United States.

“If we are able to address the social determinants, which include housing, employment, access to education and access to healthcare, all of those things can help prevent HIV in our community.”

– **Bamby Salcedo**
Founder, TransLatin@ Coalition,
Gilead TRANScend grantee





“I never thought in my lifetime I’d have two pandemics. I had to do something, so I spend my time making masks. That’s what we’re really here for – to help each other.”

– **Gert McMullin**
Quilt Conservator, National AIDS Memorial

AIDS Memorial Quilt Returns to San Francisco

During the peak years of the HIV epidemic in the United States, San Francisco activist Cleve Jones first conceived of The AIDS Memorial Quilt as a remembrance of those who had died of the disease and as a visible reminder of its devastating impact. When The Quilt was displayed for the first time on the National Mall in Washington, D.C. in October 1987, it covered a space larger than a football field and included 1,920 panels.

Housed in Atlanta and displayed in cities around North America over the years that followed, The Quilt continued to grow, ultimately consisting of more than 50,000 panels dedicated to more than 105,000 individuals who have died of AIDS-related illnesses.

In 2020, Gilead continued decades of support as a long-standing partner to the National AIDS Memorial, furthering its work to educate and inspire a new generation of advocates in the fight to end the epidemic. We also sponsored the 23rd International AIDS Conference, which went virtual in July 2020. In 2019, a \$2.4 million donation from Gilead enabled the National AIDS Memorial to bring The Quilt home to San Francisco, where it is maintained, repaired and managed by a team of conservators led by Gert McMullin, who has been with The Quilt project since its earliest days. As part of the National AIDS Memorial’s effort, 48,000 panels of The Quilt can now be viewed in an interactive online exhibit.



“In San Francisco alone, 20,000 people have died of AIDS. I’ve heard so many people say how happy they are that The Quilt is at the National AIDS Memorial in Golden Gate Park. They are going to be able to visit The Quilt again and see the panel they made for their partner, child, friend or neighbor.”

– **Cleve Jones**
Founder, The AIDS Memorial Quilt

Addressing HIV in Communities

Gilead and GLAAD Study HIV Stigma in the United States

In 2020, Gilead and LGBTQ+ media advocacy organization GLAAD released the first State of HIV Stigma Study, a national survey measuring U.S. attitudes toward HIV and people living with HIV.

The survey found that despite significant overall progress on treatments and transmission rates, stigma and misinformation around HIV remain widespread. Of the people surveyed, 40% were unaware that HIV is a medical condition that can be treated, while 59% harbor feelings of discomfort and fear about people living with HIV.

The survey confirms the need for significant public education efforts, both to help eliminate HIV stigma and to increase knowledge as a tool for further driving down transmission rates.



RADIANT® Addresses HIV in Eastern Europe and Central Asia

RADIANT, an initiative launched by Gilead and the Elton John AIDS Foundation, addresses new HIV diagnoses and deaths from HIV-related illnesses in Eastern Europe and Central Asia. The region has seen a 72% rise in new HIV diagnoses over the past decade – versus a 23% decline globally – and a 190% jump in AIDS-related deaths over the past 20 years.

Providing focused investment of up to \$25 million over five years (2020-2025), RADIANT comprises two key elements. The Model Cities program helps heavily impacted cities improve HIV outcomes by working with local organizations to address stigma, boost access to innovation and strengthen healthcare infrastructure and care models. The Unmet Need fund supports impactful initiatives across Eastern Europe and Central Asia, focusing on HIV prevention and care, education, community empowerment and novel partnerships.

In 2020, RADIANT officially launched the first Model Cities program in Almaty, Kazakhstan, where HIV prevalence is almost twice the national average. Partnering with six local organizations, RADIANT is helping develop a cost-effective and scalable model to ensure access to prevention, testing and care for the city's people, particularly those from the most vulnerable communities.

“Unfortunately, in medical organizations, where people with HIV most often apply for services, cases of discrimination are still common. People with HIV also face discrimination among law enforcement agencies. The RADIANT Model Cities program aims to prevent such cases and I am very hopeful that this will change the situation in Almaty.”



Yelena Rastokina

Community mobilization and advocacy specialist



PoZitive2PoSitive
Gilead COMPASS grantee



Gilead’s COMPASS Initiative® is a 10-year, \$100 million partnership with community-based organizations working to address the HIV epidemic in the Southern United States.

Despite being home to only 38% of the country’s population, the Southern United States accounts for 51% of new HIV diagnoses in the country and 47% of related deaths, according to the CDC. Addressing the epidemic is a complex challenge that requires a variety of community-based solutions.

Working with three partners – the Southern AIDS Coalition, the University of Houston Graduate College of Social Work and Emory University’s Rollins School of Public Health – the COMPASS Initiative supports organizations that provide those solutions, focusing on three approaches:

Capacity-building and knowledge-sharing: Providing resources to help organizations be more effective and scalable

Wellbeing, mental health and trauma-informed care: Supporting organizations that address the impact of mental illness and trauma

Awareness, education and anti-stigma campaigns: Supporting efforts to change public perception of HIV and combat stigmas against people living with HIV

Through Gilead’s work with the coordinating centers and direct engagement with partners in the region, the company has provided \$52 million in funding to the Southern United States since the program’s inception, in support of nearly 150 organizations.

Preventing HIV in At-Risk Populations

In an ongoing effort, Gilead is providing up to 2.4 million free bottles of our HIV prevention medication annually to the CDC, which provides the medication at no cost to individuals in the United States at risk for HIV who lack insurance coverage. Paired with greatly accelerated outreach efforts, the donations are playing an important role in helping to reduce transmission rates, particularly in parts of the country with the highest burden of disease.

Gilead’s commitment to the CDC extends through 2030.



Aging with HIV in the Time of COVID-19

More than half of all people living with HIV in the United States are over 50 and within 10 years, that number is expected to climb to 70%. A survey from HealthHIV shows that people aging with HIV struggle with isolation, depression and a lack of social support.

Gilead's HIV Age Positively® initiative is designed to improve care and outreach for those growing older with HIV. We have pledged more than \$17.6 million in grants to support 30 healthcare organizations and advocacy groups working to address stigma, loneliness and better coordination of care for people aging with HIV. In 2020, Gilead focused on programs that address stigma, expand mental healthcare and raise awareness of the unique health needs of people living and aging with HIV.

Gilead Awards Scholarships for 2020 International AIDS Conference

Gilead awarded 140 scholarships for HIV community advocates to attend the 23rd International AIDS Conference, in 2020. By offering these scholarships, this group of advocates was able to access the latest in HIV research, science and policy, including data on the intersection of COVID-19 and HIV, and take advantage of an opportunity to network with HIV scientists, policy specialists and community leaders working to advance the response around the world.

“This scholarship gave me the opportunity to learn more, to bring more to my community and to stay abreast of the current events that are going on in the field of HIV. Everything I experienced through this conference, I brought back to my community.”

– Jasmine Davis

CrescentCare 2020 Transgender Law Center
23rd International AIDS Conference scholarship recipient



Appendix

Dorothee Saddier Axe

Immuno-Oncology



About Gilead

Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. Our company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer.

Headquartered in Foster City, California, Gilead employed more than **13,000 full-time employees** and engaged 2,219 temporary/agency* workers in more than **35 countries on six continents** in 2020.

*Individuals employed or engaged as an agency worker by a third-party temporary agency, and compensated by the same, to perform work for Gilead for a predefined timeframe.



Our Governing Principles

Gilead is driven by science and dedicated to improving patient care. We adhere to the highest legal and ethical standards of business conduct to protect patient safety, the company and its employees.

Gilead's Board of Directors (Board) serves stockholders by overseeing the management of our business. The Board, our leadership team and all employees at Gilead are responsible for compliance with our various business conduct and corporate policies and for upholding our Core Values of Integrity, Inclusion, Teamwork, Excellence and Accountability.

Our Board has four committees: (1) Audit Committee, (2) Compensation and Talent Committee, (3) Nominating and Corporate Governance Committee and (4) Science Committee. Our Board Guidelines and committee charters can be found on the [Investors page](#) of our website. Listing rules require that a majority of the members of a public company's board of directors qualify as "independent." As of December 31, 2020, 10 of our 11 Board members were independent and all our Board committees were composed of independent members.

The Code We Stand By

All of Gilead's governance bodies and employees must comply with our Code of Ethics and Anti-Bribery and Anti-Corruption (ABAC) Policy, which are publicly available on the [Investors page](#) of our website. These and other corporate policies are also available on G.Net, our company intranet, which is accessible to 100% of managers and employees. In 2020, additional ABAC trainings were provided to our Audit Committee, which is a subset of our Board, and regional business partners and distributors located in Europe, Asia, Africa, North America and South America.

The success of Gilead's Code of Ethics depends on employee compliance with relevant laws, rules and regulations associated with their employment, including laws prohibiting insider trading. We have formal mechanisms in place to address employee concerns around potential violations of Gilead's Code of Ethics. See section 9 of our [Code of Ethics](#).

We assess the adequacy of our key corporate policies annually to help ensure they are consistent with current regulations and good governance practices.

With products distributed throughout the world, Gilead, our affiliates and entities acting on our behalf are required to comply with the U.S. FCPA, the UK Bribery Act and all other applicable anti-corruption laws. Gilead offers training materials to employees and other relevant individuals and organizations to communicate Gilead's prohibition against corrupt or unethical activity.

Gilead performs internal and external audits to monitor for compliance with regulatory and company policies. In 2020, Gilead performed approximately 35 audits for financial or FCPA compliance across roughly 15 countries.

Our Approach to CSR

To ensure we can continue to execute our mission in the future while reducing the social and environmental impacts resulting from our business activities, we have built a CSR program that focuses on patients, society, the planet and our business.

We take a precautionary approach to managing social and environmental activities to minimize any potential harm or threat. Our objective is to reduce our climate change impacts, foster better communities, attract and retain top-tier employees, mitigate supply-chain risks, and prepare for future regulatory changes.

Our CSR Committee shepherds our vision and builds accountability for driving positive social and environmental change across our company and supply chain. Composed of leaders from Public Affairs, Human Resources, Legal, the

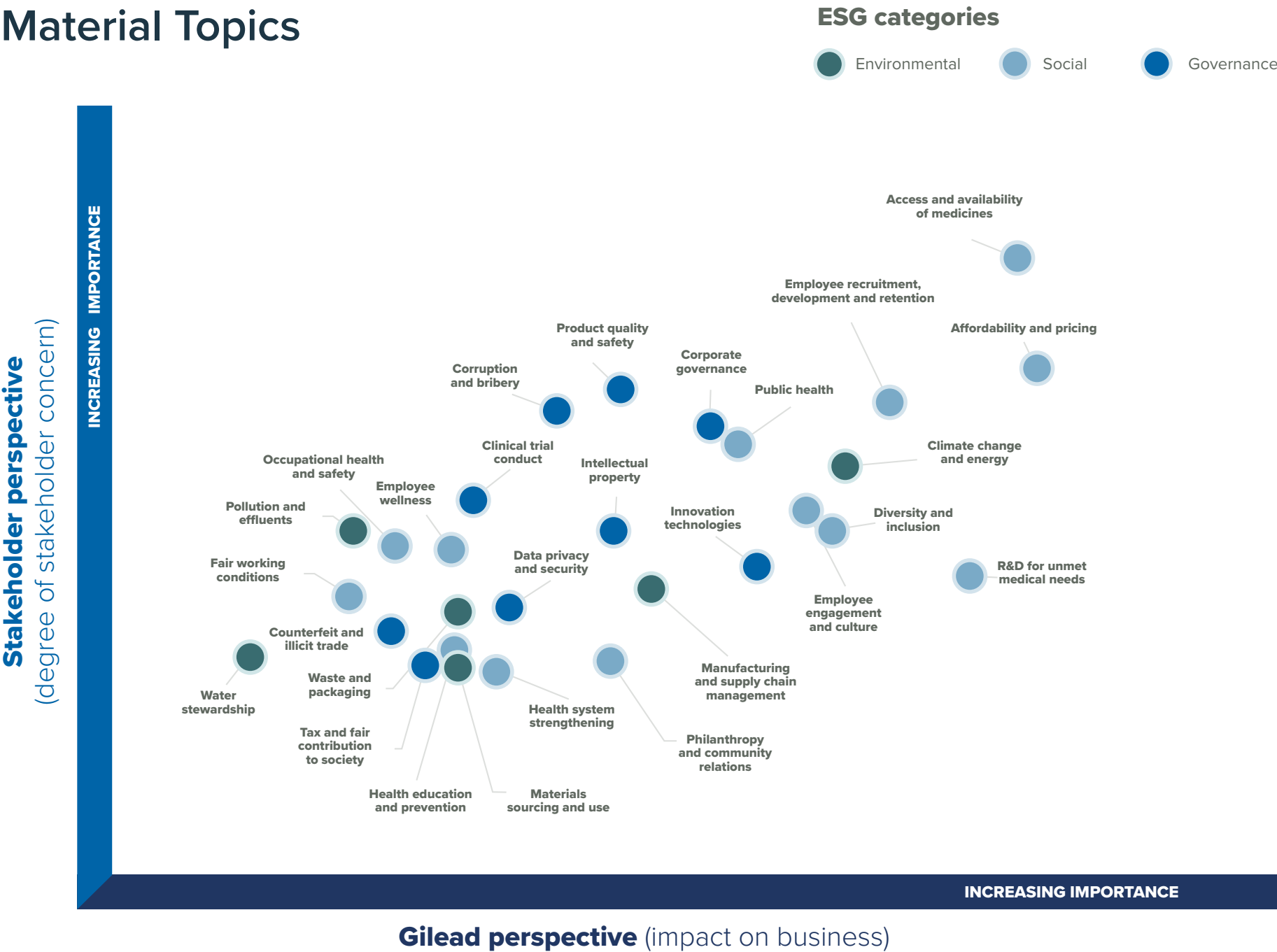
CFO organization, Commercial and Manufacturing, the management-led committee is responsible for reviewing and making decisions on CSR-related strategies, stakeholder engagement, reporting, risk mitigation and other relevant activities of Gilead and our subsidiaries. The Nominating and Corporate Governance Committee of our Board reviews and oversees our CSR program.

Materiality

Through our Sustainability Materiality Assessment, business leaders from across the company selected the following material topics for our CSR program based on the level of Gilead’s internal or external influence, our relative impact, peer evaluations and due diligence.

We are assessing relevant and meaningful disclosures to measure progress and plan to enhance our coverage of these topics, including the management approach for each, in future reporting.

Material Topics





Natasha Crellin, Julie Di Paolo

Inflammation Biology (Crellin)
Research External Innovation (Di Paolo)

CSR Management, Stakeholder Engagement and Materiality

Gilead uses a company-wide management approach that continuously monitors our operations to reduce potential or actual negative material impacts, both internal and external. Business leaders with direct oversight over each topic area are responsible for managing these impacts, and internal and external stakeholders conduct annual evaluations of our management approach each year to identify strengths and areas for improvement.

Internal Stakeholders

To review sustainability-related topics, we assembled a team of internal stakeholders from across Gilead, representing Corporate Communications, Corporate Contributions, Access Operations and Emerging Markets, Pharmaceutical Development and Manufacturing, Global Commercial, Commercial Process Optimization, Environmental Health and Safety, Facilities, Human Resources, Legal, Tax, Investor Relations, and Regulatory Affairs.

External Stakeholders

Includes 17 groups across the following four categories:

INVESTORS AND RISK ASSESSORS

- Bankers and Insurers
- CSR Ratings and Indices
- Institutional Investors and Analysts
- Stockholders

RULE-MAKERS AND WATCHDOGS

- Global NGOs
- Regulators
- Academic Institutions
- Media
- Industry Associations



CUSTOMER AND COMMUNITY

- Healthcare Providers
- Insurance Providers
- Patients
- Communities

PEERS AND BUSINESS PARTNERS

- Partners
- Peers
- Suppliers
- Generic Drug Manufacturing

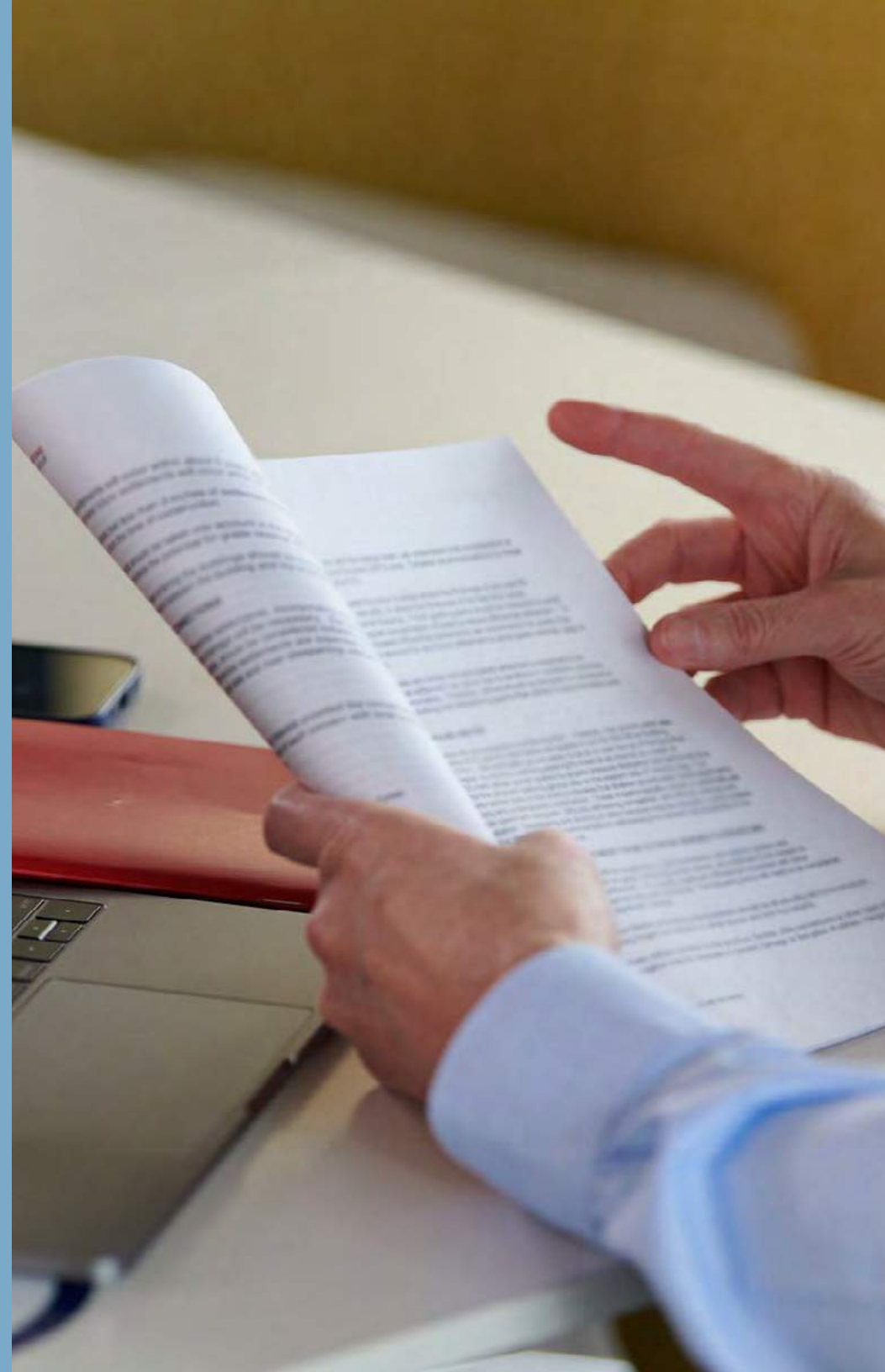
Our Approach to Tax

Our global tax strategy is in line with Gilead's general framework of maintaining a low risk tolerance level in the countries in which we operate. Our strategy focuses on:

Ensuring there are appropriate levels of governance, risk management and accountability

Complying with tax laws in a responsible manner

Having open and constructive conversations with stakeholders, including governments and tax authorities



This strategy guides our approach to tax compliance. We are committed to paying our fair share of tax, and we seek to comply with all applicable laws, rules and regulations in meeting our tax compliance and reporting responsibilities. Accordingly, we pay a variety of taxes, including, corporate income taxes, customs duties, excise taxes, stamp duties, employment and other business taxes in these jurisdictions, as required by local law. We also withhold and pay employee taxes and indirect taxes such as the Value Added Tax.

This strategy also guides our approach to tax planning. We analyze the potential tax implications to ensure clarity of business tax consequences in locations we operate in order to ensure compliance and business alignment.

Tax Governance, Control and Risk Management

Our management establishes and maintains robust internal controls that govern our tax policies and financial reporting procedures, including management of associated risks. Under this system, key tax processes are reviewed by our internal and external auditors for adherence. Our Chief Financial Officer and Board Audit Committee receive updates on at least a quarterly basis.

Despite our strong governance, a level of risk associated with tax compliance naturally exists because tax law is inherently complex and can result in a variety of interpretations with respect to how our operations are taxed.

Our tax processes and procedures are designed to mitigate such material tax risks. All material tax planning proposals are discussed with and approved by our executive management, Chief Financial Officer and the Board Audit Committee. Where appropriate, we seek high quality external advice on tax consequences of business transactions.

Moreover, all Gilead employees are responsible for upholding Gilead's Core Values. All employees receive training on Gilead's Core Values and [Code of Ethics](#), which includes specific reporting procedures for any suspected violations.

Stakeholder Engagement and Management of Concerns Related to Tax

We engage with tax authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. Our tax positions and filings are subject to review and audit by tax authorities in jurisdictions where we conduct business. In the course of such a review, we strive to be transparent with tax authorities, providing relevant facts and documentation to support our tax positions and to resolve disputes constructively and in a timely manner on current, future and past tax risks.

Where appropriate, we also seek to proactively engage with tax authorities on their interpretation of local tax laws and their application to our specific facts and circumstances.

New tax laws and regulations often bring uncertainty in their interpretation and application, and inconsistent treatment of a transaction by different jurisdictions brings the risk that the same income may be taxed by two or more tax authorities. In those situations, we also seek to work with tax authorities in a transparent manner to mitigate or, if possible, prevent double-taxation of our economic profits, in compliance with tax treaties and applicable national legislation.

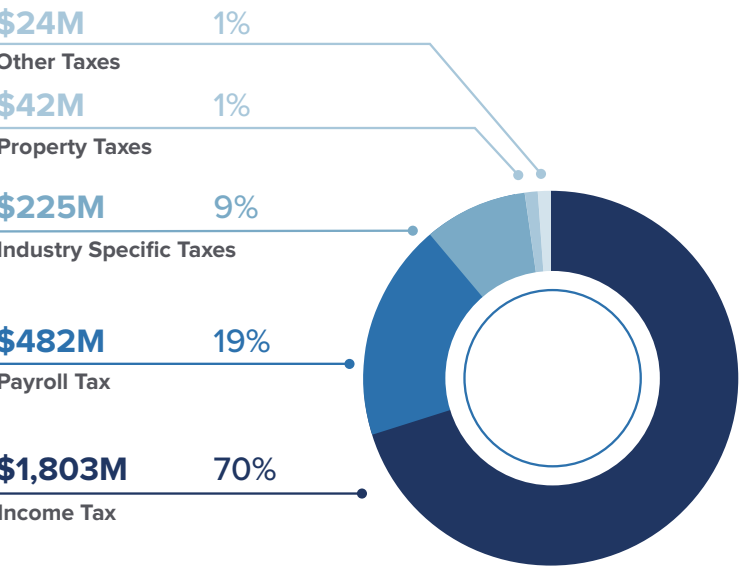
We monitor proposals and changes to tax incentives and regulations in the countries in which we operate in order to assess their impact on our business. From time to time, Gilead may collaborate with taxpayer advocacy groups to ensure Gilead’s views are considered during the public discourse. We also support initiatives to increase public trust and transparency in national and international tax regimes.



2020 Tax and Jurisdictional Data

The following charts have been prepared to provide transparency and insight into Gilead’s tax profile. All numbers and figures follow Gilead’s accounting policy as outlined in our 2020 Annual Report on Form 10-K (Note 1: Organization and Summary of Significant Accounting Policies). All tax jurisdictional data is determined based on the activities of Gilead’s subsidiaries that are tax resident in said jurisdiction.

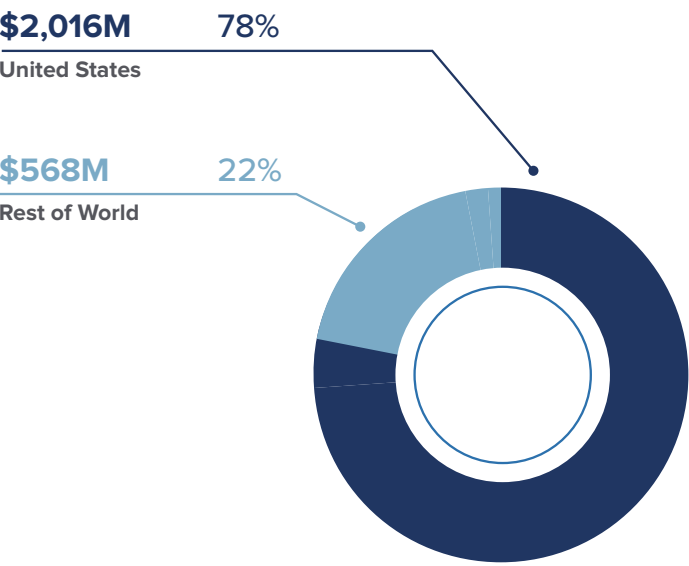
Tax Incurred by Type



The above charts detail the \$2.6 billion in taxes that Gilead incurred in 2020.

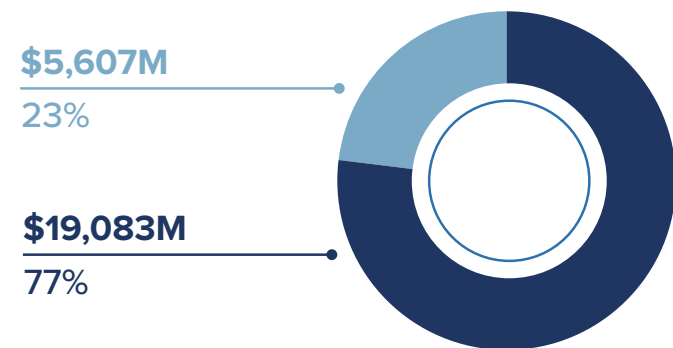
The chart on the left details the taxes incurred by type of tax, and highlights that Gilead pays significant amount of tax beyond corporate income tax. In addition to payroll taxes and other indirect taxes, Gilead incurred significant amounts of Industry-Specific Taxes such as the U.S. Branded Prescription Drug Fee.

Tax Incurred by Jurisdiction

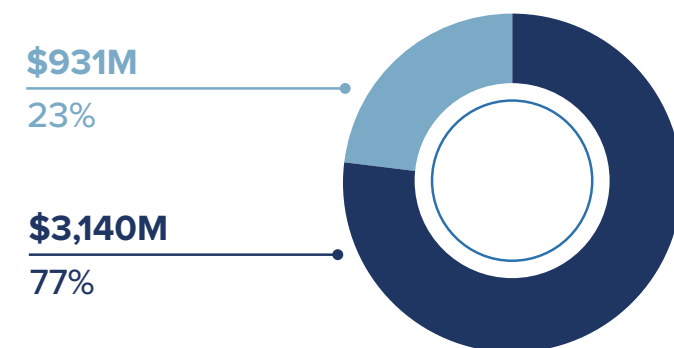


The chart on the right details the taxes incurred by jurisdiction. A significant proportion of Gilead’s taxes are paid to the United States, which is where Gilead’s headquarters and the majority of our research and development jobs are located.

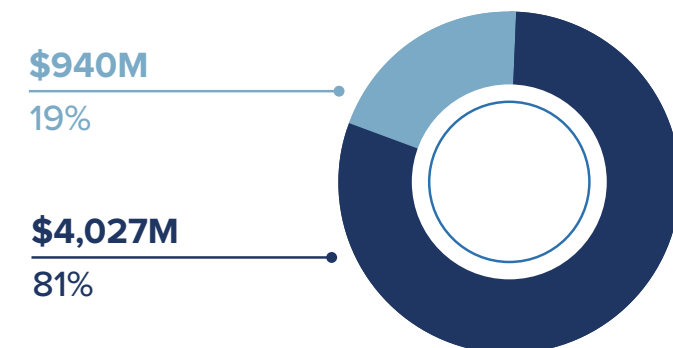
Revenue by Jurisdiction



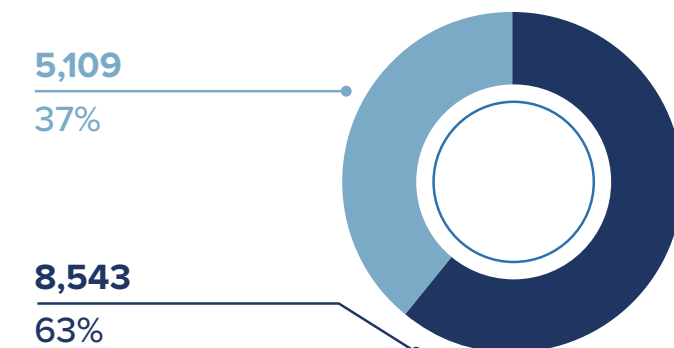
Operation Profit by Jurisdiction



Fixed Assets by Jurisdiction



Employees by Jurisdiction



● United States
 ● Rest of World

The above charts indicate key Gilead metrics by jurisdiction. Gilead primarily earns its revenue and profit in the United States, and the assets and employees that generate those financial metrics are also predominately located in the United States. This is reflective of Gilead's tax policy whereby profits are aligned with the assets, functions and risks associated with each jurisdiction.



Silvia Miliani

Human Resources

Our Priority United Nations Sustainable Development Goals (UN SDGs)

Our priority UN SDGs are displayed below. UN SDG icons are also used in the GRI Content Index to highlight areas where our work corresponds with specific goals. Additional information on alignment between our work and the UN SDGs can be found in the [GRI Content Index](#) of this report.



Good Health and Wellbeing
We expand access to innovative therapeutics that improve human health worldwide. We aim to help end epidemics of AIDS and hepatitis and combat other communicable diseases.



Quality Education
We educate and train healthcare providers on advanced therapies, especially in resource-limited countries.



Gender Equality
We cultivate an inclusive and diverse workforce that celebrates differences in race, age, gender, sexual orientation, gender identity and thinking style.



Clean Water and Sanitation
We protect water-dependent ecosystems by using natural bioswales and water conservation measures.



Affordable and Clean Energy
We generate and purchase renewable energy to offset grid-supplied energy at some of our worldwide facilities.



Industry, Innovation and Infrastructure
We leverage science and innovation to develop industry-leading therapeutics for areas of unmet medical need.



Reduced Inequalities
We formed a Diversity Council in 2018 to enhance our inclusion and diversity initiatives worldwide.



Responsible Consumption and Production
We use green and sustainable chemistry where possible to produce therapies that benefit human health while minimizing environmental impact.



Climate Action
We are committed to reducing our greenhouse gas emissions by 25% by 2025 compared with 2016 levels.



Partnerships for the Goals
We forge internal and external partnerships to improve patient care, strengthen health systems, and reduce social and environmental impacts.



Tony Gomez

Regulatory Affairs



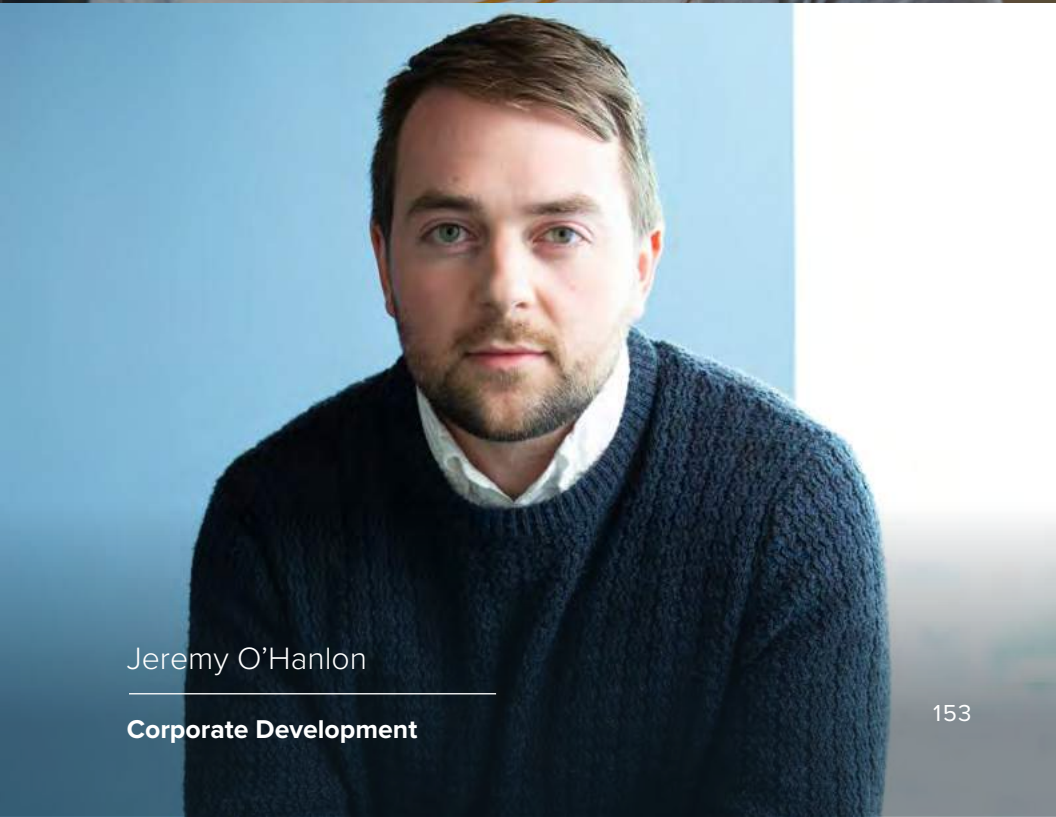
Stephanie Reloba

Pharmacovigilance and Epidemiology



Stephanie Cox

Clinical Virology



Jeremy O'Hanlon

Corporate Development

GRI Content Index

Red = link to report Blue = link to our website

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Organizational Profile				
102-1	Name of the organization	Gilead Sciences		
102-2	Activities, brands, products and services	About Gilead A complete list of our medicines can be found on our website		
102-3	Location of headquarters	Foster City, CA		
102-4	Location of operations	About Gilead		
102-5	Ownership and legal form	Gilead Sciences, Inc. is a publicly traded Delaware corporation		
102-6	Markets served	Our prescription products are publicly available to customers in Africa, Asia, Australia, Europe, Middle East, North America and South America.		
102-7	Scale of the organization 2020 Financial Highlights	The “Why” Behind Our Work About Gilead		
102-8	Information on employees and other workers	About Gilead Growing a Global Workforce While we track employees by contract type, we do not have this breakdown available by gender and region (information is not available).		6
102-9	Supply chain	Working With Suppliers That Share Our Values		2, 4, 5, 6, 8, 9, 10
102-10	Significant changes to the organization and its supply chain	Tracking Our Worldwide Energy Consumption		
102-11	Precautionary principle or approach	Our Approach to CSR		7
102-12	External initiatives	A full list of external frameworks Gilead has aligned with is available on our website.		
102-13	Membership of associations	Gilead is a member of many industry associations, including the following: American Chemical Society's Green Chemistry Institute Roundtable, Pharmaceutical Product Stewardship Work Group, Supplier Diversity Pharmaceutical Forum and Western Regional Minority Supplier Development Council.		

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Strategy				
102-14	Statement from senior decision-maker	A Letter From Chairman and CEO Daniel O'Day		
Ethics and Integrity				
102-16	Values, principles, standards and norms of behavior	The Code We Stand By		1, 2, 3, 4, 5, 6, 7, 8, 9, 10
102-17	Mechanisms for advice and concerns about ethics	The Code We Stand By		1, 2, 7, 10
Governance				
102-18	Governance structure	Our Governing Principles Our Approach to CSR		10
102-19	Delegating authority	Our Approach to CSR		
102-20	Executive-level responsibility for economic, environmental and social topics	Our Approach to CSR		
102-22	Composition of the highest governance body and its committees	Our Governing Principles We report on select information about our board of directors on our website. Of our 11 board members, three identify as female.		6
102-24	Nominating and selecting the highest governance body	Nominating and Corporate Governance Committee Charter		6, 10
Stakeholder Engagement				
102-40	List of stakeholder groups	Internal Stakeholders External Stakeholders		
102-41	Collective bargaining agreements	All Gilead employees in Austria, Belgium, Brazil, Spain, France and Italy (6.3% of worldwide workforce) were subject to collective bargaining agreements in 2020.		3
102-42	Identifying and selecting stakeholders	CSR Management, Stakeholder Engagement and Materiality		
102-43	Approach to stakeholder engagement	CSR Management, Stakeholder Engagement and Materiality		
102-44	Key topics and concerns raised	CSR Management, Stakeholder Engagement and Materiality		

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Reporting Practice				
102-45	Entities included in the consolidated financial statements	About This Report		
102-46	Defining report content and topic boundaries	Report Content, Period and Boundary		
102-47	List of material topics	Materiality		
102-48	Restatements of information	Minor adjustments have been made to all environmental data previously reported in Gilead's 2019 Year in Review. This has impacted our reported progress toward our GHG reduction goal. These adjustments are due to improved alignment of data estimation methodologies across 2017, 2018 and 2019 reporting periods and the reverification of GHG inventories for these years; the retroactive integration of environmental data from business entities acquired by Gilead during those periods; and corrections to any discrepancies that were identified after the publication of the 2019 Year in Review. The data contained in this report has been collected using the most robust systems and tools available for this reporting period.		
102-49	Changes in reporting	About This Report		
102-50	Reporting period	Report Content, Period and Boundary		
102-51	Date of most recent report	Gilead's 2019 Year in Review was published in May 2020.		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Korab Zuka, Vice President, Public Affairs csr@gilead.com		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	GRI Content Index		
102-56	External assurance	A copy of our third-party assurance statement can be obtained by emailing sustainability@gilead.com.		
Management Approach				
103-1	Explanation of the material topic and its boundary	Creating a Better, Healthier World Our Governing Principles		10
103-2	The management approach and its components	Creating a Better, Healthier World Our Governing Principles		10
103-3	Evaluation of the management approach	Creating a Better, Healthier World Our Governing Principles		10

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Economic Performance				
201-1	Direct economic value generated and distributed	2020 Financial Highlights Our Governing Principles		
201-3	Defined benefit plan obligations and other retirement plans	Deferred Compensation, Annual Report on Form 10-K, pg. 98		
Procurement Practices				
204-1	Proportion of spending on local suppliers	Gilead spent 15% of its annual procurement spend in California on local suppliers. Gilead's most significant location of operation is its headquarters in Foster City, CA, and we have a large presence in California. In this instance, we define "local" as any supplier that has identified its company headquarters as located in the state of California.		
Anti-Corruption				
205-1	Operations assessed for risks related to corruption	Gilead performs internal and external audits to monitor for compliance with regulatory and company policies. In 2020, Gilead performed approximately 35 audits in roughly 15 countries for financial or U.S. Foreign Corrupt Practices Act (FCPA) compliance. Gilead does not disclose significant risks related to corruption identified through FCPA compliance audits (specific legal prohibitions).		10
205-2	Communication and training about anti-corruption policies and procedures	The Code We Stand By		10
205-3	Confirmed incidents of corruption and actions taken	In 2020 there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.		10
Anti-Competitive Behavior				
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	The Code We Stand By In 2020 there were no findings of corruption, anti-competitive behavior, violations of anti-trust and monopoly legislation, or other healthcare compliance violations from any government body.		10
Tax				
207-1	Approach to tax including tax strategy, oversight of tax strategy	Our Approach to Tax		
207-2	The governance body or executive-level position within the organization accountable for compliance with the tax strategy	Tax Governance, Control and Risk Management		

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
207-3	Stakeholder engagement and management of stakeholder concerns related to tax	Stakeholder Engagement and Management of Concerns Related to Tax		
207-4	Country-by-country reporting related to tax	Tax and Jurisdictional Data		
ENVIRONMENTAL DISCLOSURES				
Management Approach				
103-1	Explanation of the material topic and its boundary	Our Responsible Growth Strategy Environmental Impact Reduction		7, 8, 9
103-2	The management approach and its components	Our Responsible Growth Strategy Environmental Impact Reduction		7, 8, 9
103-3	Evaluation of the management approach	Building Sustainability and Resilience Our Responsible Growth Strategy Environmental Impact Reduction		7, 8, 9
Energy				
302-1	Energy consumption within the organization	Worldwide Energy Consumption and Intensity	7, 12, 13	8, 9
302-2	Energy consumption outside the organization	Gilead does not currently track energy consumption outside the organization, but may do so in the future.		
302-3	Energy intensity	Tracking Our Worldwide Energy Consumption	7, 12, 13	8
302-4	Reduction of energy consumption	Gilead does not currently track the reductions in energy consumption directly related to efficiency initiatives.	7, 12, 13	8, 9
Water and Effluents				
303-3	Water withdrawal	Worldwide Water Usage	6	8, 9
Emissions				
305-1	Direct (Scope 1) GHG emissions	Progress Toward Our 2025 Goal	3, 12, 13	8
305-2	Energy indirect (Scope 2) GHG emissions	Progress Toward Our 2025 Goal	3, 12, 13	8
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Performance	3, 12, 13	8

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
305-4	GHG emissions intensity	Progress Toward Our 2025 Goal	3, 12, 13	8
305-5	Reduction of GHG emissions	Progress Toward Our 2025 Goal	3, 12, 13	7, 8, 9
305-6	Emissions of ozone-depleting substances (ODS)	Gilead does not currently track ozone-depleting substances, but may do so in the future.		
Effluents and Waste				
306-2	Management of significant waste-related impacts	Waste Reduction and Recycling	12	7, 8
306-4	Waste diverted from disposal	Worldwide Waste Disposal		
306-5	Waste directed to waste disposal	Worldwide Waste Disposal		
Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	Working with Suppliers that Share Our Values		7, 8
SOCIAL DISCLOSURES				
Management Approach				
103-1	Explanation of the material topic and its boundary	Life at Gilead		1, 2, 3, 4, 5, 6
103-2	The management approach and its components	Life at Gilead		1, 2, 3, 4, 5, 6
103-3	Evaluation of the management approach	Life at Gilead		1, 2, 3, 4, 5, 6
Employment				
401-1	New employee hires and employee turnover	Gilead 2020 Workforce Demographics Gilead does not currently track or report on new hires and turnover by age, gender or region (information is not available).	5	3, 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rewarding, Recognizing and Retaining Employees Gilead provides a comprehensive company-paid benefits package including health, dental, vision, life insurance and long-term disability insurance plans, along with the option to participate in our Employee Stock Purchase Plan and 401(k) plan. Full-time employees working 30 hours or more (unless otherwise specified) are eligible for these benefits.	3	6
401-3	Parental leave	Global Parental Leave Data	3, 5	6

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Occupational Health and Safety				
403-1	Occupational health and safety management system	Workplace Safety	3	
403-3	Occupational health services	Gilead employees have access to licensed occupational health services (OHS) during working hours, and we are able to arrange transportation to OHS locations. OHS providers converse in the official country language. OHS and Gilead comply with privacy laws and local requirements for protecting personal health information.	3	
403-5	Worker training on occupational health and safety	Workplace Safety Gilead uses hazards exposure assessments to identify general and specific OHS trainings. We ensure that training content aligns with regulatory standards and that trainers meet local competency requirements. Trainings are provided free of charge and during paid working hours.	3	
403-9	Work-related injuries	2020 Safety Performance	3	
Training and Education				
404-1	Average hours of training per year, per employee	Professional and Personal Development Gilead's employees participate in an average of 4.2 hours of professional training per year. We do not currently track our investments in training specifically by gender or employee category (information is not available).	4, 5	6
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Gilead employees receive annual performance and career development reviews.	4, 5	
Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Gilead 2020 Workforce Demographics We have provided ethnicity data for Gilead Sciences in the United States. Privacy regulations restrict collection of this information in many countries. We also do not track or manage diversity by age group, or manage diversity beyond gender (information is not available).	5, 10	6
405-2	Ratio of basic salary and remuneration of women to men	Compensation and Financial Benefits at Gilead Gilead's salary ratio for women to men globally is 99.78:100. At this time we are not in a position to report on pay parity for each employee category by significant locations of operations.	5, 10	6

Disclosure Number	Disclosure Title	2020 Response	UN SDG	UNGC
Nondiscrimination				
406-1	Incidents of discrimination and corrective actions taken	Gilead tracks all incidents of discrimination and corrective actions taken; however we do not publicly report on this due to employee privacy concerns and any pending legal or regulatory actions (information is subject to specific confidentiality constraints).	5, 10	6
Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	Working with Suppliers that Share Our Values		1, 2, 5
Forced or Compulsory Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Working with Suppliers that Share Our Values		1, 2, 4
Local Communities				
413-1	Operations with local community engagement, impact assessments and development programs	Giving Back to Our Communities 100% of our global employees are offered one paid day off to volunteer with an organization of their choice. As COVID-19 began spreading across the globe in winter 2020, Gilead introduced a worldwide policy enabling employees with medical backgrounds to take four weeks paid time off for volunteering in the pandemic response.		
Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	Working with Suppliers that Share Our Values	3, 5	1, 2, 4
Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	Safety, Ethics and Transparency	3	
Marketing and Labeling				
417-2	Incidents of noncompliance concerning product and service information and labeling	Gilead did not receive from any government body any warnings, fines or penalties in 2020 related to our marketing or labeling practices.		
417-3	Incidents of noncompliance concerning marketing communications	Gilead did not receive from any government body any warnings, fines or penalties in 2020 related to our marketing or labeling practices.		
Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Gilead did not have any substantiated complaints concerning losses of customer data in 2020.		

Sustainability Accounting Standards Board (SASB) Index

The mission of the SASB is to help businesses around the world identify, manage and report on the sustainability topics that matter most to their investors. SASB standards differ by industry, enabling investors and companies to compare performance from company to company within an industry.

Topic	Code	Description	2020 response
Access to Medicines	HC-BP-240a.1	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	Access to Our Medicines Around the World See page 116 of our 2020 Year in Review for a description of our Access to Medicines.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Gilead has three products on the WHO List of Prequalified Medicinal Products including remdesivir, amphotericin B and sofosbuvir/velpatasvir.
Drug Safety	HC-BP-250a.1	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	Gilead collects Adverse Events from all sources globally and assesses those data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide in accordance with applicable safety regulations. Furthermore, Gilead has robust and comprehensive processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure, as applicable, to agencies, physicians and patients.
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	
	HC-BP-250a.3	Number of recalls issued, total units recalled	
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	The nature of Gilead’s medicines makes ensuring their authenticity and safety fundamentally important. To address the complex threat to patient safety associated with counterfeit and diverted drugs, Gilead maintains an inclusive cross-functional Anti-Counterfeiting Team (ACT) consisting of brand protection, legal, quality, regulatory, trades, global serialization and traceability, security, supply chain, packaging and other professionals. Individually, these functions ensure Gilead meets global legal and regulatory requirements relating to counterfeit drugs and supply chain security, such as serialization and traceability of our products, regulatory reporting of counterfeits and product recalls. ACT ensures the company is informed and coordinated in its approach to protect patients from counterfeit drugs.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	ACT has successfully operated within four key pillars to detect, stop, deter and report counterfeit drugs: education/collaboration, prevention, detection and investigation/enforcement.
Safety of Clinical Trial Participants	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Gilead did not incur any monetary losses as a result of legal proceedings associated with clinical trials in developing countries.

Topic	Code	Description	2020 response
Access to Medicines	HC-BP-240a.1	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	Access to Our Medicines Around the World See page 116 of our 2020 Year in Review for a description of our Access to Medicines.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Gilead has three products on the WHO List of Prequalified Medicinal Products including remdesivir, amphotericin B and sofosbuvir/velpatasvir.
Drug Safety	HC-BP-250a.1	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	Gilead collects Adverse Events from all sources globally and assesses those data on an ongoing basis, both on the individual case level as well as in aggregate, and reports those data to agencies worldwide in accordance with applicable safety regulations. Furthermore, Gilead has robust and comprehensive processes in place for the detection of potential new safety signals with our products in development and on the market as well as for disclosure, as applicable, to agencies, physicians and patients.
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	
	HC-BP-250a.3	Number of recalls issued, total units recalled	
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	The nature of Gilead's medicines makes ensuring their authenticity and safety fundamentally important. To address the complex threat to patient safety associated with counterfeit and diverted drugs, Gilead maintains an inclusive cross-functional Anti-Counterfeiting Team (ACT) consisting of brand protection, legal, quality, regulatory, trades, global serialization and traceability, security, supply chain, packaging and other professionals. Individually, these functions ensure Gilead meets global legal and regulatory requirements relating to counterfeit drugs and supply chain security, such as serialization and traceability of our products, regulatory reporting of counterfeits and product recalls. ACT ensures the company is informed and coordinated in its approach to protect patients from counterfeit drugs.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	ACT has successfully operated within four key pillars to detect, stop, deter and report counterfeit drugs: education/collaboration, prevention, detection and investigation/enforcement.

Topic	Code	Description	2020 response
Counterfeit Drugs	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	<p>In 2020, the year of the COVID-19 pandemic and with Gilead investigating and ultimately gaining regulatory approval of a medicine to treat COVID-19 – Veklury® (remdesivir), ACT strengthened and expanded its team to address the anticipated increase of counterfeit cases. ACT's key operational pillars prepared the company to deploy a comprehensive patient protection program for Veklury in response to a substantial worldwide demand that was unforeseen at the beginning of the year.</p> <p>Key 2020 Highlights</p> <ul style="list-style-type: none">• Launched campaign to educate law enforcement agencies and ministries of health worldwide on Gilead-branded remdesivir (product characteristics, mode of administration and legitimate supply chain).• Deployed covert and overt anticounterfeiting features on packaging for Gilead-branded remdesivir products to help deter and detect counterfeits.• Expanded engaged intelligence program to include Veklury/remdesivir. This enhanced detection program provides real-time information on illicit offers of counterfeit Gilead medicines by online sellers and identifies high priority targets for offline investigation, which can lead to criminal referrals and/or civil enforcement action.• Expanded online monitoring and take-down program for illicit offers of Gilead medicine to include Veklury/remdesivir.• Collaborated with law enforcement and industry members to share intelligence and best practices on how to stop counterfeits from reaching patients.• Initiated 234 new investigations and referred 47 cases to law enforcement.• Successfully took down 355 websites, 694 online marketplaces listings and 1,647 social media listings/accounts advertising illicit offers of Gilead medicine online.
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Gilead did not incur any monetary losses as a result of legal proceedings associated with false marketing claims.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	

Topic	Code	Description	2020 response
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	In 2020, Gilead increased our R&D organization by 11% (~350 new R&D employees). Our Research centers are located in the San Francisco Bay Area and Seattle and our Development teams are located throughout the world. In 2020, our R&D organization invested heavily in Inclusion and Diversity creating Diversity Councils chaired by senior leaders to guide our efforts. Gilead invested in technology to gain greater access to underrepresented talent. In 2020, Gilead introduced the Advancing Black Leadership Strategy and Blueprint for Change program to allocate budget aimed specifically at increasing Black and Hispanic hiring, development and retention. Gilead has expanded our 2021 internship program committing to over 100 R&D summer internships aimed at ultimately hiring into full-time early talent scientific roles upon graduation. Additionally, Gilead invested in partnerships with several HBCUs and Hispanic Serving Institutions further expanding access to diverse talent.
	HC-BP-330a.2	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals and (d) all others	Gilead 2020 Workforce Demographics Gilead discloses our voluntary turnover number on page 80 in our 2020 Year in Review.
Business Ethics	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	<p>We work with healthcare professionals, patient organizations, payor bodies and others in the healthcare community for the right reasons, in a transparent and ethical way. We respect Industry Standards on the promotion of prescription medicines.</p> <p>Our expectations:</p> <ul style="list-style-type: none">• Read, understand and follow the applicable Industry Standards and Gilead Business Conduct Manuals (BCMs) required for you to perform your role <p>Key highlights of the BCMs include:</p> <ul style="list-style-type: none">• Ensure that we always have a clear, legitimate and appropriate business purpose for all our interactions• Promote our products appropriately, respecting the independence of all those we work with in the healthcare community• Ensure that all information and materials are accurate, fair, balanced and not misleading and shared appropriately• Do not provide anything of value to inappropriately influence a decision to use or recommend our products

Photography

Some of the photos included in the report were taken prior to the pandemic; others were taken during the pandemic and the individuals photographed adhered to relevant local guidelines. All images appearing here are either the property of Gilead or used with permission from their respective owners.

Other Legal Matters

We own or have rights to various trademarks, copyrights and trade names used in our business, including the following: GILEAD®, GILEAD SCIENCES®, AMBISOME®, ATRIPLA®, BIKTARVY®, CAYSTON®, COMPLERA®, DESCOVY®, DESCOVY FOR PREP®, EMTRIVA®, EPCLUSA®, EVIPLERA®, GENVOYA®, HARVONI®, HEPCLUDEX®, HEPSERA®, JYSELECA®, LETAIRIS®, ODEFSEY®, RANEXA®, SOVALDI®, STRIBILD®, TECARTUS®, TRODELVY®, TRUVADA®, TRUVADA FOR PREP®, TYBOST®, VEKLURY®, VEMLIDY®, VIREAD®, VOSEVI®, YESCARTA® and ZYDELIG®. This report also refers to trademarks, service marks and trade names of other companies



Dara Burdette

Discovery Virology