



PEOPLE

Our employees uphold our core values — **accountability, excellence, teamwork and integrity** — through their continued involvement in our business as well as in the community.

In 2015, Gilead added 900 jobs around the world, bringing our total workforce to more than 8,200. As we continue to grow and evolve as a company, so too do the programs we offer to ensure each employee is positioned for success in both their professional and personal lives.



U.S. Total Rewards

Gilead supports our employees with benefits that help them succeed both inside and outside work. Our benefits package aims to provide employees and their families with valuable resources and competitive benefits designed to promote overall health, wellness and financial wellbeing.

NEW HEALTH PLAN OFFERINGS

In 2015, Gilead introduced a new health plan option that has a Health Savings Account (HSA) component. Gilead contributes half of the annual deductible to the employee's HSA, and employees can contribute to their account up to IRS limits and receive additional tax benefits. We also introduced a new telemedicine program that allows employees to quickly access doctors for a live video consultation for questions about minor medical issues such as colds, infections and prescriptions.

INCREASED 401(K) MATCHING

Taking effect in 2016, Gilead approved an increase in the company's 401(k) matching contribution. The new match provides a dollar-for-dollar, 100 percent match on participant contributions, up to a maximum annual matching contribution of \$10,000 per participant.

Wellness

Gilead's wellness offerings supply employees with programs meant to help them promote their overall health. Created to provide valuable support for our employees' health goals, Wellness at Gilead includes programs such as Gilead on the Move, our onsite biometric screenings, flu vaccines and our physical fitness communities.

In 2015, Gilead attained the Platinum Level Achievement Award for the **American Heart Association (AHA) Fit-Friendly Worksite**. This award requires a commitment to implementing six physical activity criteria, two nutrition criteria and one culture criteria. AHA's Fit-Friendly platinum level is the highest level of recognition.

GILEAD ON THE MOVE

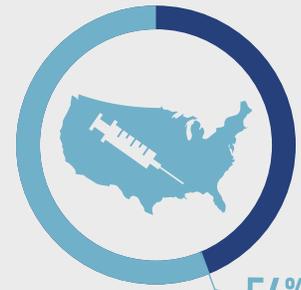
This annual campaign challenges employees to get and stay physically active by walking the equivalent of 10,000 steps per day over an eight-week program. Participants are provided with a pedometer to track steps, or they can sync a personal device to track their movements. In 2015, the challenge had the highest ever participation with more than 1,050 employees registered. Employees walked an average of 11,574 steps per person per day. After the program, 74 percent of the employees responding to a survey reported that their activity level improved, 98 percent planned to be more active and 95 percent would recommend the program to a colleague.

BIOMETRIC SCREENINGS AND FLU VACCINES

Employees at many Gilead sites can sign up for onsite biometric screenings that measure health risk factors such as blood pressure, body mass index, blood glucose and cholesterol. The screening includes a review of the results with a health professional. This is a Gilead-sponsored program and is offered at no cost to employees. An optional complimentary health coaching program is also available to employees who seek to improve their health status based on their screening results. Onsite annual flu vaccines are offered at many of our U.S. sites. In 2015, more than 2,000 individuals, or 54 percent of U.S. employees, participated in onsite biometric screening events.

PHYSICAL FITNESS AT GILEAD

Gilead Wellness Communities provide opportunities for groups of employees to meet and take part in activities such as biking, running, skiing, soccer and much more. In total, more than 1,350 employees participate in 11 groups throughout the company that promote physical activity. In 2015, Gilead Wellness Communities helped drive success in our annual Healthy Holidays challenge, during which teams of employees achieved a collective 951 pounds of weight loss as part of efforts to maintain healthy lifestyles over the winter holidays.



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Volunteerism

Gilead employees participate in a wide range of activities to address poverty, education and environmental issues in our local communities and are active in fundraising events for Gilead's therapeutic areas. Below are some of the volunteer activities held at Gilead in 2015.

TOYS AND FOOD IN FOSTER CITY

Foster City employees reached 400 children from low-income households by donating toys and other gifts to a local agency that supports families in need. The company also donated \$100,000 to the local Second Harvest Food Bank, bringing our all-time donations to the food bank to more than \$500,000, or the equivalent of 1.5 million meals. In addition, volunteers collected a total of 667 pounds of canned goods and other items for Second Harvest, surpassing the goal of 450 pounds.

GILEAD'S LEGAL GROUP GROWS A GARDEN

Gilead's corporate legal group, based in Foster City, volunteered at a local nonprofit sustainable farm and planted a Californian native garden. The Gilead volunteer team helped to advance the farm's mission of cultivating nutrient-rich foods and bringing them to communities in need.

GIVING TREES

This past winter holiday season, Gilead employees in Foster City, San Dimas and other sites collected gifts for more than 250 children and at-risk youth as part of an annual giving tree event. More than a dozen volunteers decorated office spaces with miniature trees bearing gift tags, each representing a gift requested by a child in need. Employees selected a gift to sponsor and also raised money for three charities through a sitewide raffle and bake sale.

AIDS/LIFECYCLE

Each year, Gilead employees participate in AIDS/LifeCycle, a seven-day, 545 mile bike ride from San Francisco to Los Angeles that benefits HIV/AIDS-focused nonprofits in California. In 2015, Team Gilead included 32 members, and the group raised approximately \$200,000 for Los Angeles LGBT Center and the San Francisco AIDS Foundation. In total, the event raised \$16.3 million.



Xavier Mendez was among the 32 members of Team Gilead who spent a week riding from San Francisco to Los Angeles to raise money for the San Francisco AIDS Foundation and the Los Angeles LGBT Center

GRACE MA AND THE GILEAD VOLUNTEER COMMUNITY

Grace Ma | Senior Biostatistician, Volunteer Community Lead

The Volunteer Community is one of Gilead's most active employee-organized community groups. Composed of team members spanning all of Gilead's functions, the Volunteer Community frequently finds time to give back both onsite at Gilead's Foster City campus and in the local community. "It allows Gilead to have a tangible effect on the communities where we're based," says Grace Ma, Volunteer Community Lead.

In 2015, the Volunteer Community led at least one event per month throughout the year. With a focus on poverty, education and environmental stewardship, volunteer members participated in a wide spectrum of activities and events, such as an AIDS memorial grove clean-up where volunteers clean up litter and plant trees and foliage. The team also volunteers at the AIDS Walk San Francisco, an event that benefits local HIV/AIDS programs.

Helping to organize colleagues and focus efforts on supporting the community is a rewarding experience for Grace. "Taking the time to participate in volunteerism is linked to our culture of giving back," says Grace. "It's about building a relationship, and driving awareness that we are part of a wider community."



Full Circle Farm garden, the site of Gilead team volunteerism





Chloe Phulpin and Christophe de Belder,
Clinical Operations, Gilead Stockley Park

Professional Development

Gilead is committed to providing an environment where employees can achieve professional success and grow their careers. We strive to offer employees a selection of trainings and tools that help employees learn about our culture, develop cross-functional skills and deliver business results.

MBA PROGRAM

Partnering with Golden Gate University, Gilead offers an onsite MBA program to help Foster City employees further their education. In 2015, this program helped 29 employees take classes and achieve their MBAs.

TUITION ASSISTANCE

Employees in the United States and other countries can receive financial support toward courses that will further their professional development. In 2015, our tuition assistance program reimbursed 268 employees for courses that contributed to their professional success, including certifications, undergraduate degrees and non-MBA graduate degrees.

Inclusion and Diversity

Gilead does not tolerate discrimination based on race, color, gender, religion, disability, sexual orientation, veteran status, gender identity or expression. To maintain an inclusive workplace, we take prompt action on reports of any type of harassment that would violate our discrimination policy.

We believe that in an inclusive workforce, employees are able to contribute their unique talents, diverse skills and distinct perspectives to provide innovative ideas. This diversity of thought and expertise helps Gilead achieve our organizational goals. We know we are a stronger company when we are informed by a diverse set of backgrounds, experiences and points of view.

In 2015, Gilead continued efforts to increase the overall diversity of our employee population, including gender and ethnicity measures. We also created and fostered community groups within our employee base to help deliver on this goal. For example, Gilead recently established an LGBT community group. The group is open to all employees regardless of their affiliation with the LGBT community, and its goals are to celebrate inclusion of LGBT people by providing additional opportunities for cross-functional engagement and support.

Work Safety and Security

We take significant measures to ensure that our employees are confident in the safety and security of their work environments. In 2015, all laboratory personnel received safety training, through a variety of original and annual refresher courses. All non-laboratory workers are required to attend a safety course that explains some of the key emergency equipment and hazards while visiting a laboratory. There are also 40 Gilead employees who have additional, in-depth training on emergency response provided by the Foster City Fire Department at the company's headquarters, making Gilead one of the only companies in the region with this level of government agency partnership and rigor built into its emergency response protocol.

DIVERSITY STATISTICS

Gender Distribution (WORLDWIDE)	2015
Female	50 percent
Male	50 percent
Ethnicity Distribution (U.S. ONLY)	2015
Caucasian	49 percent
Asian	36 percent
Hispanic or Latino	8 percent
African American	4 percent
Other	3 percent

***Data as of December 31, 2015*