

Introduction

Gilead advocates public policy that promotes the interests of the company, its shareholders, and its customers, and to advance the company's mission of creating a healthier world for all people. Because of the significant effects legislation, regulations, and other government actions can have on our business and the future of healthcare, it is important that policymakers understand the framework of an environment where we can continue to research, develop and bring to market cutting-edge medicines that help create a healthier world. This includes protections for intellectual property rights and prices for medicine that reflect the research and development costs associated with bringing a therapy to patients. Gilead participates in and supports many programs to increase access to its products for patients with financial need, but an equally important component of access is ensuring that medicines and treatments are developed and available to begin with. This requires that prices reflect the substantial costs of creating and developing them.

In addition to Gilead and its employees engaging with policymakers, the company participates in the public policy process through its involvement with trade associations. By working with other companies in our industry and with similar interests, we can amplify our voice on the issues that matter most. Trade associations also add value by creating a venue to interact with our peer companies and share best practices across the industry. The Nominating and Corporate Governance Committee ("NCGC") of the Gilead Board of Directors is responsible for providing oversight over Gilead's involvement with trade associations and reviews all payments to trade associations. Of course, our policies and priorities will never align completely with any given trade association, which has to answer to all of its members, but we do regularly evaluate our involvement with trade associations. If a trade association to which we belong takes positions that run contrary to our policy interests, Gilead Government Affairs, in coordination with Gilead senior management, will seek to guide the trade association's position into alignment with our own. If Gilead management determines that the misalignment is material, it would present such misalignment to the NCGC to review and make a final determination on Gilead's course of action. The NCGC would weigh the misalignment against the value that the trade association membership brings, and consider reducing or eliminating our involvement with the trade association.

Recently we conducted a more formal review of our most significant trade association relationships. We evaluated certain policy positions of each trade association to which the portion of Gilead's annual payments that are not deductible under Section 162(e) of the Internal Revenue Code exceed \$25,000. Those trade associations are Biotechnology Innovation Organization, California Life Sciences, Pharmaceutical Research and Manufacturers of America, and the United States Chamber of Commerce. We analyzed the trade associations' positions on Gilead's core public policy priorities (Drug Pricing and Access, and Intellectual Property Rights) and two other important company priorities: Climate Change, and Diversity, Equity and Inclusion. We then evaluated the congruency between the trade associations' positions and those of Gilead. After conducting the review, we are pleased to report the trade associations are all generally in close alignment. Details of our review follow.

Biotechnology Innovation Organization (BIO)

Gilead and Biotechnology Innovation Organization (BIO) are generally closely aligned on policy goals and specific positions in the areas analyzed.

	Gilead	BIO	Congruency Analysis
Drug Pricing and Access	<p>Gilead is committed to policies that allow for increased access to medicine. The company advocates for policies that expand and accelerate access to care, protect its ability to innovate, and reduce health disparities and inequities. Gilead participates in numerous programs to promote access to medicine through financial assistance for patients in need. Gilead also supports and sponsors various programs that promote prevention, strengthen healthcare infrastructure, and provide education and financial support to the most vulnerable communities around the world. The company has serious concerns regarding drug pricing proposals that would require manufacturers to accept government-set prices, disrupt clinical research and drug development and discourage the development of certain types of drugs. Gilead also supports ensuring that Pharmacy Benefit Managers are accountable to enrolled patients, reimbursed based on the work they do, and that they do not co-opt the assistance that manufacturers provide to</p>	<p>BIO believes that biotechnology can help provide healthcare solutions for a variety of problems, such as opioid addiction, vaccine access, and disease prevention. BIO member companies are committed to making innovative biotechnology medicines available to patients who need them through the efficient development of approved, safe and effective products. However, BIO opposes global drug price control schemes. BIO believes that federally imposed price controls will drastically slow the creation of lifesaving drugs and treatments for Americans. BIO favors expanding access to investigational drugs as long as proper safeguards remain in place. Lastly, BIO and its members often work together with patient advocacy organizations to better understand the patients they serve in order to help raise awareness and understanding of disease and to advance patient-focused public policies.</p>	<p>Gilead and BIO are in close alignment on drug pricing and access, with both supporting increasing access to important treatments, while opposing government price-setting.</p>

	patients to help defray out-of-pocket costs.		
Intellectual Property Rights	<p>Gilead believes that its ability to obtain and defend its intellectual property and patents are essential to its success and necessary in order for the company to bring new and innovative medicines to the world. Gilead actively seeks patent protection both in the United States and internationally. Without it, Gilead could not secure or generate the capital required from their investors to ensure continued research and development. The company is a leader in the licensure space and strongly supports establishing voluntary licensing and technology transfer partnerships with generic drug manufacturers in order to expand the use of patented medicines in low-income countries.</p>	<p>BIO strongly supports intellectual property (IP) protections. The organization believes that IP protections (1) are vital to the survival of the biopharmaceutical industry; (2) promote necessary innovation; and (3) allow for the ability to create life-saving drugs. In that vein, BIO opposes the waiver of IP rights related to the COVID-19 vaccine and its potential extension to other biopharmaceutical products as it sets a harmful precedent for the world's ability to respond to the next pandemic and disincentivizes biopharmaceutical companies.</p>	<p>Gilead and BIO are in close alignment on the protection of intellectual property rights. Both believe strong protections are necessary, both at home and abroad, to ensure the development of innovative new medicines.</p>
Climate Change	<p>Gilead has a longstanding commitment to reducing its greenhouse gas (GHG) emissions, minimizing waste generation, and using resources efficiently. The company is committed to creating a future of responsible and resilient growth and factors the health of people, communities and the environment into everything it does. As such, Gilead has committed to reducing absolute GHG emissions across its direct operations by 46% and across its value chain by 15% by 2030 from a 2019 base year. The company also has aligned itself</p>	<p>BIO believes that climate change is one of the greatest public policy challenges facing this generation and that biotechnology has the potential to be a transformative asset in this struggle. It supports efforts to reduce greenhouse gas emissions as well as establishing a national low carbon fuels standard. BIO strongly supports the Growing Climate Solutions Act, including the establishment of a national carbon market, the U.S.'s decision to rejoin the Paris Climate Accords, investing in climate-based agricultural</p>	<p>Gilead and BIO are in close alignment in expressing a commitment to combat climate change, with BIO emphasizing policy support for biotechnology and clean fuels and Gilead focused on cutting company emissions.</p>

	<p>with various climate initiatives such as the U.N. Global Compact and the U.N. Sustainable Development Goals.</p>	<p>innovations, and the development of Sustainable Aviation Fuels. BIO has encouraged the Biden administration to deploy biobased technologies and create a more sustainable supply chain. Lastly, BIO opposes the practice of granting small refinery hardship waivers under the Renewable Fuel Standard.</p>	
<p>Diversity, Equity and Inclusion</p>	<p>Encouraging diversity is one of Gilead’s five core values. The company has implemented various programs and policies to support its diversity efforts and has received numerous accolades for its commitment to diversity and inclusion in the workplace. Gilead seeks to create an inclusive culture, one that enables all people to do their best work and that is reflective of the diversity of its patients.</p>	<p>BIO supports increasing diversity, equity and inclusion (DE&I) in the biotechnology space. It has spearheaded several initiatives dedicated to improving diversity such as its BIOEquity Agenda and the Right Mix Matters campaign. The BIOEquity report is frequently used as a benchmark for how well the industry is doing in the diversity space. BIO also believes that it is imperative to increase diversity in clinical trials in order to best reflect the population that will ultimately be using the tested drugs and has issued several press releases and commentaries on the subject. Lastly, BIO has committed to promoting health equity by promoting access to vaccines and therapeutics for uninsured and underserved populations and fostering enhanced nutritional, environmental, and mental wellness opportunities in economically disadvantaged communities.</p>	<p>Gilead and BIO are in close alignment on promoting diversity, equity, and inclusion.</p>

California Life Sciences

Gilead and California Life Sciences (CLS) are generally closely aligned on policy goals and specific positions in the areas analyzed. In particular, there is close alignment on drug pricing and access, intellectual property rights, and diversity, equity and inclusion. CLS does not have formal policy positions on climate change, though its promotion of biofuel and renewable chemicals is generally aligned with Gilead’s climate policies.

	Gilead	CLS	Congruency Analysis
Drug Pricing and Access	<p>Gilead is committed to policies that allow for increased access to medicine. The company advocates for policies that expand and accelerate access to care, protect its ability to innovate, and reduce health disparities and inequities. Gilead participates in numerous programs to promote access to medicine through financial assistance for patients in need. Gilead also supports and sponsors various programs that promote prevention, strengthen healthcare infrastructure, and provide education and financial support to the most vulnerable communities around the world. The company has serious concerns regarding drug pricing proposals that would require manufacturers to accept government-set prices, disrupt clinical research and drug development and discourage the development of certain types of drugs. Gilead also supports ensuring that Pharmacy Benefit Managers are accountable to enrolled patients, reimbursed based on the work they do, and that they do not co-opt the</p>	<p>CLS supports policies to expand insurance coverage to cover more medical tests and treatments. It also supports policies to lower prescription drug costs, such as caps on out-of-pocket costs in the Medicare Part D program, rebate transparency, and pharmacy benefit manager transparency. However, CLS strongly opposes price controls on prescription drugs, such as through Medicare drug price negotiation and international reference pricing. As a result, it was very critical of the Inflation Reduction Act and urged California’s congressional delegation to vote against it.</p>	<p>Gilead and CLS are in close alignment on drug pricing and access, with both supporting steps to reduce out-of-pocket costs for medicine and increasing access, while opposing government price-setting. Gilead also participates in numerous programs to expand access to treatments.</p>

	assistance that manufacturers provide to patients to help defray out-of-pocket costs.		
Intellectual Property Rights	Gilead believes that its ability to obtain and defend its intellectual property and patents are essential to its success and necessary in order for the company to bring new and innovative medicines to the world. Gilead actively seeks patent protection both in the United States and internationally. Without it, Gilead could not secure or generate the capital required from their investors to ensure continued research and development. The company is a leader in the licensure space and strongly supports establishing voluntary licensing and technology transfer partnerships with generic drug manufacturers in order to expand the use of patented medicines in low-income countries.	CLS supports intellectual property protections, which it believes are critical to promoting innovation, competition, and product development in the life sciences industry and guarding against piracy and counterfeiting. CLS opposes efforts to weaken U.S. patent law or to use it as a vehicle to impose price controls for prescription drugs. It also believes countries that abuse international IP rules must be held to account.	Gilead and CLS are in close alignment on the protection of intellectual property rights. Both believe strong protections are necessary, both at home and abroad, to ensure the development of innovative new medicines.
Climate Change	Gilead has a longstanding commitment to reducing its greenhouse gas (GHG) emissions, minimizing waste generation, and using resources efficiently. The company is committed to creating a future of responsible and resilient growth and factors the health of people, communities and the environment into everything it does. As such, Gilead has committed to reducing absolute GHG emissions across its direct operations by 46% and across its value chain by 15% by 2030 from a 2019	CLS supports the Renewable Fuel Standard and expanding the coverage of biofuels tax credits to include renewable chemicals and biobased products. However, it has not articulated specific positions on climate policy.	CLS does not have formal policies about climate change, but its promotion of biofuel and renewable chemicals is generally aligned with Gilead's climate policies.

	<p>base year. The company also has aligned itself with various climate initiatives such as the U.N. Global Compact and the U.N. Sustainable Development Goals.</p>		
<p>Diversity, Equity and Inclusion</p>	<p>Encouraging diversity is one of Gilead’s five core values. The company has implemented various programs and policies to support its diversity efforts and has received numerous accolades for its commitment to diversity and inclusion in the workplace. Gilead seeks to create an inclusive culture, one that enables all people to do their best work and that is reflective of the diversity of its patients.</p>	<p>CLS is committed to promoting diversity, equity, and inclusion. It has developed the Racial and Social Equity Initiative, which seeks to (1) develop a talent pipeline for BIPOC populations, (2) promote innovation and entrepreneurship for BIPOC populations, (3) build diverse boards, and (4) promote health equity.</p>	<p>Gilead and CLS are in close alignment on promoting diversity, equity, and inclusion.</p>

Pharmaceutical Research and Manufacturers of America

Gilead and Pharmaceutical Research and Manufacturers of America (PhRMA) are closely aligned on policy goals and specific positions in the areas analyzed.

	Gilead	PhRMA	Congruency Analysis
Drug Pricing and Access	<p>Gilead is committed to policies that allow for increased access to medicine. The company advocates for policies that expand and accelerate access to care, protect its ability to innovate, and reduce health disparities and inequities. Gilead participates in numerous programs to promote access to medicine through financial assistance for patients in need. Gilead also supports and sponsors various programs that promote prevention, strengthen healthcare infrastructure, and provide education and financial support to the most vulnerable communities around the world. The company has serious concerns regarding drug pricing proposals that would require manufacturers to accept government-set prices, disrupt clinical research and drug development and discourage the development of certain types of drugs. Gilead also supports ensuring that Pharmacy Benefit Managers are accountable to enrolled patients, reimbursed based on the work they do, and that they do not co-opt the assistance that manufacturers provide to</p>	<p>PhRMA supports a wide range of reforms to decrease prices for and to increase access to prescription drugs. These include: (1) reducing costs in Medicare Part B and D; (2) improving insurance coverage by covering more medicines from day one and making out-of-pocket costs more predictable; (3) protecting the safety net by maintaining robust Medicaid coverage of prescription drugs and improving oversight over the 340B program, and (4) ending misaligned incentives for pharmaceutical supply chain middlemen and enhancing market competition. PhRMA strongly opposes government price-setting, including through Medicare Part D drug pricing negotiation, and has been very critical of the drug pricing provisions in the Inflation Reduction Act.</p>	<p>Gilead and PhRMA are in close alignment on drug pricing and access, with both supporting steps to reduce out-of-pocket costs for medicine and increasing access, while opposing government price-setting. Gilead also participates in numerous programs to expand access to treatments.</p>

	patients to help defray out-of-pocket costs.		
Intellectual Property Rights	<p>Gilead believes that its ability to obtain and defend its intellectual property and patents are essential to its success and necessary in order for the company to bring new and innovative medicines to the world. Gilead actively seeks patent protection both in the United States and internationally. Without it, Gilead could not secure or generate the capital required from their investors to ensure continued research and development. The company is a leader in the licensure space and strongly supports establishing voluntary licensing and technology transfer partnerships with generic drug manufacturers in order to expand the use of patented medicines in low-income countries.</p>	<p>PhRMA supports intellectual property protections for the biopharmaceutical industry, which it views as critical to ensuring market competition and the development of future treatments and cures. It supports incorporating intellectual property safeguards into trade agreements to ensure that other countries do not engage in harmful practices, such as compulsory licensing, that deny companies the most basic intellectual property protections. PhRMA has been critical of the Biden administration’s positions on a number of intellectual property issues, particularly the administration’s support for waiving certain parts of the WTO Agreement on Trade-Related Aspects of Intellectual Property Rights. PhRMA also opposes the use of “march-in,” which it describes as when the government seizes patent rights from an innovator to let competitors use that patented invention.</p>	<p>Gilead and PhRMA are in close alignment on the protection of intellectual property rights. Both believe strong protections are necessary, both at home and abroad, to ensure the development of innovative new medicines.</p>
Climate Change	<p>Gilead has a longstanding commitment to reducing its greenhouse gas (GHG) emissions, minimizing waste generation, and using resources efficiently. The company is committed to creating a future of responsible and resilient growth and factors the health of people, communities and the environment into everything it does. As such, Gilead has</p>	<p>In October 2021, PhRMA joined other major biopharmaceutical industry trade groups around the world in issuing a statement expressing the industry’s commitment to combat climate change. However, PhRMA has not articulated specific positions on climate policy.</p>	<p>Gilead and PhRMA are in close alignment in expressing a commitment to combat climate change, with Gilead making additional specific commitments on reducing emissions.</p>

	<p>committed to reducing absolute GHG emissions across its direct operations by 46% and across its value chain by 15% by 2030 from a 2019 base year. The company also has aligned itself with various climate initiatives such as the U.N. Global Compact and the U.N. Sustainable Development Goals.</p>		
<p>Diversity, Equity and Inclusion</p>	<p>Encouraging diversity is one of Gilead’s five core values. The company has implemented various programs and policies to support its diversity efforts and has received numerous accolades for its commitment to diversity and inclusion in the workplace. Gilead seeks to create an inclusive culture, one that enables all people to do their best work and that is reflective of the diversity of its patients.</p>	<p>PhRMA is committed to enhancing diversity, equity, and inclusion in the pharmaceutical industry. It published the first ever industry-wide principles on clinical trial diversity. PhRMA has also created a grant program that awards money to community-based projects to address inequities in diagnosis, treatment, and adherence. Lastly, PhRMA has published an open letter on equity, noting that systemic racism is as real as any disease and commits PhRMA to pursuing various measures in order to improve its diversity, equity, and inclusion efforts.</p>	<p>Gilead and PhRMA are in close alignment on promoting diversity, equity, and inclusion.</p>

U.S. Chamber of Commerce

Gilead and the U.S. Chamber of Commerce (the Chamber) are generally closely aligned on policy goals and specific positions in the areas analyzed. Because the Chamber includes a broad membership that crosses multiple industries, it has some positions that are less relevant to Gilead, but those positions are not adverse to Gilead’s interests.

	Gilead	Chamber	Congruency Analysis
Drug Pricing and Access	<p>Gilead is committed to policies that allow for increased access to medicine. The company advocates for policies that expand and accelerate access to care, protect its ability to innovate, and reduce health disparities and inequities. Gilead participates in numerous programs to promote access to medicine through financial assistance for patients in need. Gilead also supports and sponsors various programs that promote prevention, strengthen healthcare infrastructure, and provide education and financial support to the most vulnerable communities around the world. The company has serious concerns regarding drug pricing proposals that would require manufacturers to accept government-set prices, disrupt clinical research and drug development and discourage the development of certain types of drugs. Gilead also supports ensuring that Pharmacy Benefit Managers are accountable to enrolled patients, reimbursed based on the work they do, and that they do not co-opt the assistance that</p>	<p>The Chamber supports policies that expand access to and lower the cost of high-quality healthcare services. In particular, it supports tax-advantaged accounts for enrollees to pay medical expenses, such as health savings accounts and health reimbursement arrangements, and moving toward a value-based healthcare system. However, the Chamber opposes price controls for prescription drugs and a public option or Medicare buy-in. It strongly opposed the Senate’s reconciliation package and was very critical of its drug pricing provisions.</p>	<p>Gilead and the Chamber are in close alignment on drug pricing and access, with both supporting steps to reduce out-of-pocket costs for medicine and increasing access, while opposing government price-setting. Gilead also participates in numerous programs to expand access to treatments.</p>

	manufacturers provide to patients to help defray out-of-pocket costs.		
Intellectual Property Rights	<p>Gilead believes that its ability to obtain and defend its intellectual property and patents are essential to its success and necessary in order for the company to bring new and innovative medicines to the world. Gilead actively seeks patent protection both in the United States and internationally. Without it, Gilead could not secure or generate the capital required from their investors to ensure continued research and development. The company is a leader in the licensure space and strongly supports establishing voluntary licensing and technology transfer partnerships with generic drug manufacturers in order to expand the use of patented medicines in low-income countries.</p>	<p>The Chamber supports intellectual property protections to promote competition in the U.S. and overseas, encourage development of new and emerging technologies, increase R&D investment, incentivize the sharing of new technologies, and protect networks from technology theft. The Chamber opposed waiving certain parts of the WTO Agreement on Trade-Related Aspects of Intellectual Property Rights, which it said would undermine IP protections and remove barriers against forced technology transfer. It has called for the U.S. to address systemic IP issues in global markets, including insufficient patent protection and compulsory licensing.</p>	<p>Gilead and the Chamber are in close alignment on the protection of intellectual property rights. Both believe strong protections are necessary, both at home and abroad, to ensure the development of innovative new technologies.</p>
Climate Change	<p>Gilead has a longstanding commitment to reducing its greenhouse gas (GHG) emissions, minimizing waste generation, and using resources efficiently. The company is committed to creating a future of responsible and resilient growth and factors the health of people, communities and the environment into everything it does. As such, Gilead has committed to reducing absolute GHG emissions across its direct operations by 46% and across its value chain by 15% by 2030 from a 2019 base year. The company</p>	<p>The Chamber acknowledges that climate change poses a severe threat, that humans are contributing to it, and that steps need to be taken to address it on a global scale. The Chamber supports durable, predictable, and technology-neutral climate policies. It has endorsed a wide range of climate measure, including: a market-based approach to accelerate greenhouse gas emissions reductions, direct regulations on methane emissions from oil and gas operations, incentives for substance</p>	<p>Gilead and the Chamber are in close alignment in expressing a commitment to combat climate change. The Chamber supports a number of market-based policies to reduce emissions while supporting business; Gilead is focused on specific commitments on reducing its own emissions.</p>

	<p>also has aligned itself with various climate initiatives such as the U.N. Global Compact and the U.N. Sustainable Development Goals.</p>	<p>transportation fuels, nuclear generation, and hydrogen production, and tax credits for carbon sequestration and for wind and solar generation. The Chamber endorsed the Paris Climate Accords and the bipartisan infrastructure package, which it called the most significant climate piece of legislation ever enacted in the U.S. It also has opposed a number of climate policies, which it argues are counterproductive and harmful to free enterprise, including the Green New Deal.</p>	
<p>Diversity, Equity and Inclusion</p>	<p>Encouraging diversity is one of Gilead’s five core values. The company has implemented various programs and policies to support its diversity efforts and has received numerous accolades for its commitment to diversity and inclusion in the workplace. Gilead seeks to create an inclusive culture, one that enables all people to do their best work and that is reflective of the diversity of its patients.</p>	<p>The Chamber recognizes the role that diversity, equity, and inclusion (DEI) play in creating a vibrant and dynamic economy. It promotes DEI by supporting member efforts, instituting programs, and conducting studies that illustrate that diversity is a strength in America.</p>	<p>Gilead and the Chamber are in close alignment on promoting diversity, equity, and inclusion.</p>

Methodology

This report surveys the public policy positions of Gilead and the four trade associations to which Gilead pays more than \$25,000 per year in dues that are not deductible under Section 162(e) of the Internal Revenue Code: the Biotechnology Innovation Organization, California Life Sciences, the Pharmaceutical Research and Manufacturers of America, and the U.S. Chamber of Commerce (collectively the “Trade Associations”). The review included the notable written policies of Gilead and the Trade Associations generally addressing four issues: Drug Pricing and Access; Intellectual Property; Climate Change; Diversity, Equity, and Inclusion.

The report draws from the policies maintained on the websites of Gilead and the Trade Associations. The policies were identified through a review of the respective websites and targeted keyword searches of the websites. In addition, we compiled recent notable criticism of the Trade Associations’ positions featured in media outlets through keyword searches of media databases. Please note, this report is focused on current Gilead and Trade Association policies as of Fall 2022 and we omitted policies no longer in effect and criticism prior to 2020.