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Concord, CA 94519
September 24, 2020

Brett Pletcher
EVP, Corporate Affairs, General Counsel and Corporate Secretary
Gilead Sciences, Inc.
333 Lakeside Drive
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(650) 522 6219
(via emails Brett.Pletcher@gilead.com, Amy.Kim@gilead.com, investor_relations@gilead.com & post mail)

Re: Proposal to 2021 Stockholders Meeting

Dear Secretary:

Enclosed please find my stockholder proposal for inclusion in our company's proxy materials for the 2021 annual meeting of stockholders and a letter confirming my shares. I will continuously hold these shares through the 2021 annual meeting of stockholders.

Per our email communications on April 3, 2020, I am sending the proposal to you and Amy Kim directly today. I also mailed one through the post mail today. The proposal is the same as the proposal I submitted last year, with some updates in the supporting statement only. My similar proposal was voted at AT&T 2020 shareholders meeting.

Should you have any questions, please contact me at zhao.cpri@gmail.com or 1-925-643-5034.

Yours truly,

Jing Zhao

Jing Zhao

Enclosure: Stockholder proposal
Letter of shares

Stockholder Proposal on CEO Pay Ratio

Resolved: stockholders recommend that Gilead Sciences, Inc. (the Company) reduce the CEO Pay Ratio by 5-10% each year until it reaches 20 to 1.

Supporting Statement

Section 953(b) of the Dodd-Frank Act directed the SEC to amend Item 402 of Regulation S-K to require each company to disclose the annual total compensation of the CEO, the median of the annual total compensation of all employees (except the CEO), and the ratio of these two amounts (CEO pay ratio). In 2019, the Company's CEO annualized pay ratio was 169 to 1 (2020 Notice of Annual Meeting of Stockholders and Proxy Statement p. 76); in 2018, the Company's CEO pay ratio was 158 to 1 (2019 Notice of Annual Meeting of Stockholders and Proxy Statement p. 75), from 94 to 1 in 2017 (Notice of Annual Meeting of Stockholders and Proxy Statement 2018 p. 73). Compared with big European and Japanese companies where the CEO pay ratios are less than 20 to 1, America's CEOs are overpaid too much. Even before the pandemic crisis, "CEOs rake in 940% more than 40 years ago, while average workers earn 12% more" (CBSNEWS August 14, 2019).

America's ballooning executive compensation is not sustainable for the economy, especially under current social and political crisis domestically and internationally. It is time for American executives as citizens to take the social responsibility on their own initiative rather than to be forced to do so by the public.

The Company's board of directors has the flexibility to implement this proposal, such as including representatives from employees to the Compensation Committee rather than relying on a compensation consulting firm, which is paid by the Company.