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25

Corporate Responsibility Report

BUILDING MOMENTUM FOR BETTER FUTURES

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About This Report

In our 2025 Corporate Responsibility Report, we aim to share our commitment to corporate responsibility and highlight progress on our environmental, social and governance (ESG) priorities that are important to the success of our company. Unless otherwise noted, all performance reporting covers January 1, 2025 to December 31, 2025. All financial information is reported in United States (U.S.) dollars. Information on documents filed with the Securities and Exchange Commission (SEC), such as our annual Form 10-K, can be found at www.ionis.com.

Cover photo: Participants at our 2025 Surf Away+ adaptive experiences program

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A LETTER FROM OUR CEO

At Ionis, we work to bring better futures to people living with serious diseases. As pioneers of RNA-targeted medicines, we have built our company on deep scientific understanding, innovation and a sense of urgency to bring life-changing medicines to people who need them most. Operating responsibly and sustainably is core to our vision of a healthier future for patients, society and all our stakeholders.

2025 was a defining year for Ionis, marked by the success of our first two independent launches as a commercial-stage biotech company. We had a very strong first year in the launch of TRYNGOLZA® for people living with familial chylomicronemia syndrome (FCS) and celebrated the U.S. Food and Drug Administration's approval of DAWNZERA™, the first RNA-targeted medicine for hereditary angioedema (HAE). Together, these milestones position Ionis for continued success as we expand our growth and impact.

We also made significant advances towards addressing other diseases with high need in 2025, including landmark positive pivotal data for two breakthrough medicines: olezarsen for severe hypertriglyceridemia (sHTG) and zilganersen for Alexander disease (AxD), a rare neurological condition. We expect these unprecedented results to form the basis of two additional independent launches from our wholly owned pipeline in 2026. This momentum is further bolstered by the promise of our late-stage partnered pipeline, with up to five Phase 3 readouts and multiple NDA submissions anticipated this year.

As Ionis grows, we continue to reinforce our commitment to corporate responsibility (CR) in every aspect of our work, further strengthening our approach last year. We are pleased to share our progress in this 2025 Corporate Responsibility report, which includes updates on our three core CR pillars:

Innovate to improve the lives of people with serious diseases

- In 2025, we celebrated the U.S. approval of DAWNZERA, the first and only RNA-targeted medicine approved for HAE, and our second independently launched medicine.
- We announced groundbreaking Phase 3 results for olezarsen, which became the first investigational medicine to significantly reduce triglycerides and acute pancreatitis attacks in people with sHTG; we expect FDA action in 2026.
- We also announced positive Phase 3 results for zilganersen in children and adults living with AxD, a rare, progressive and often fatal neurological condition with no approved disease-modifying treatments; we expect FDA action in 2026.
- We received U.S. FDA Breakthrough Therapy designations for olezarsen in sHTG, zilganersen for AxD and obudanersen for Angelman syndrome (AS).
- In addition, we worked with more than 100 patient advocacy groups to support patients and caregivers across the globe.

Empowering our employees and communities

- We were recognized as the #2 Top Employer by *Science* magazine, a reflection of our industry-leading science, inclusive culture and dedicated team.
- In 2025, we gave back to our local communities through philanthropy and volunteering more than 2,100 hours across our three campuses and remotely, supporting 35 different nonprofits.
- We celebrated the tenth anniversary of our signature Surf Away+ adaptive experiences program with expanded participation from a variety of neurological disease communities.

Operating responsibly and sustainably

- We continued to manage our environmental impact as our business grows and, in 2025, completed our first Climate Risk Assessment to enhance resilience and disclosure in our [TCFD report](#).

Looking ahead, we will continue implementing action plans to advance our corporate responsibility goals as we grow. I am deeply grateful for the dedication and passion of Ionis employees, whose efforts every day help unlock the potential of our medicines while building a responsible and sustainable company for the future.

Together, we are working to improve outcomes for people living with serious diseases and the communities we serve.

Best Regards,



Brett P. Monia, Ph.D.
Chief Executive Officer





ABOUT IONIS

Ionis unites groundbreaking science and technology with relentless passion to discover and deliver medicines that enable better futures for people living with serious diseases.

For more than three decades, Ionis has pioneered RNA therapeutics to achieve firsts that were once thought impossible. We have discovered multiple marketed medicines and have a leading pipeline in neurology, cardiology and other areas of high patient need. Our pipeline is fueled by relentless science and technology innovation, opening new opportunities to help patients through RNA-targeted medicines. Our commitment to changing lives pushes us to deliver the next solution for people living with serious diseases and the caregivers who support them.

As a fully integrated commercial-stage biotechnology company, we work to discover, develop and deliver a steady cadence of important breakthrough therapies for patients. We also strive to provide patients with the resources and support they need to live fuller lives.

We are building on our rich history and believe our greatest achievements are ahead of us. We are continuing to progress the development and delivery of important new medicines, including our first independent launches, specifically targeting rare and challenging diseases for people who are in critical need of significant advancements.

2025 IONIS AT A GLANCE

\$944 MILLION

Total Revenue

1,243

Total Employees

\$916 MILLION

Research and Development (R&D) Investment



First Two Independent Launches

Our Approach to Corporate Responsibility

At Ionis, we are driven by a sense of urgency to discover, develop and deliver medicines that create a better future for people with serious diseases, while operating responsibly and sustainably in accordance with our values and to generate long-term value for our stakeholders.

Materiality

We conducted our first corporate responsibility (CR) materiality assessment¹ in 2023 to identify and prioritize CR topics based on their impact on our business and stakeholders. This process involved reviewing best practices, conducting internal interviews and assessing external stakeholder priorities. The CR Committee finalized the materiality matrix, which was endorsed by our CEO and Board of Directors. We view all identified topics as critical and are committed to addressing them proactively. Our matrix guides resource allocation and communication, and we will continue to refine the assessment to stay aligned with evolving industry issues.

To learn more about our materiality assessment process, please visit our [website](#).

Corporate Responsibility Materiality Matrix

Topics are listed in alphabetical order, not importance

Importance to stakeholders	Higher Priority	<ul style="list-style-type: none"> ● Climate Risks and Environmental Management ● Energy Management ● Health Equity and Outcomes 	<ul style="list-style-type: none"> ● Clinical Trial Practices ● Continuous Therapeutic Innovation ● Data Security and Privacy ● Diversity, Equity and Inclusion ● Ethics and Compliance ● Patient Advocacy and Engagement ● Product Accessibility ● Product Quality and Patient Safety ● Talent Attraction, Engagement and Development
	Priority	<ul style="list-style-type: none"> ● Community Engagement and Corporate Giving ● Human Rights ● Responsible and Sustainable Supply Chain ● Waste Management ● Water Management 	<ul style="list-style-type: none"> ● Corporate Governance and Leadership ● Employee Health and Safety ● Responsible Sales and Marketing ● Risk and Crisis Management

Priority

Importance to the business

Higher Priority

- Patients and Innovation
- Employees
- Communities
- Environment
- Governance

¹ Refer to the [Definition of Materiality in This Report](#) in the Appendix.

Ionis Corporate Responsibility Pillars and Goals

As our business grows, Ionis continues to reinforce our commitment to corporate responsibility in all aspects of our work. Our three corporate responsibility strategic pillars and associated goals guide our approach and reporting.

Our strategy aligns with the United Nations Sustainable Development Goals (UNSDGs), focusing on four key areas where we can have the greatest impact and reflecting our dedication to addressing global challenges and advancing our mission. To learn more about our CR Governance, visit the [Governance and Integrity](#) section of this report.

In 2024, we developed action plans to support each of our CR goals and ensure we focus our activities and resources on initiatives that drive long-term value and positive impact for our stakeholders. See highlights of our progress here and find additional data in the [Appendix](#) section of this report.

Our Progress

Pillars



Innovate to Improve the Lives of People with Serious Diseases

We innovate across the business and work tirelessly to discover, develop and deliver important new medicines for people with serious diseases.

Goals

- Maintain strong investment in innovative R&D to meet the needs of people with serious disease
- Collaborate with organizations that address important patient community needs
- Ensure high-quality processes to support clinical development and safe, reliable product supply
- Support equitable access and affordability of our medicines

2025 Progress

- Invested \$916M in research and development
- Celebrated FDA approval of DAWNZERA, the first and only RNA-targeted medicine approved for hereditary angioedema (HAE)
- Announced potentially transformative positive Phase 3 results for our investigational medicines for severe hypertriglyceridemia (sHTG) and Alexander disease (AxD); achieved FDA priority review for both in early 2026
- Launched TRYNGOLZA for adults with familial chylomicronemia syndrome (FCS) as an adjunct to diet, our first independent medicine
- Partnered with more than 100 patient and caregiver advocacy groups in the U.S. and globally
- Expanded Ionis Every Step™ program to now include TRYNGOLZA and DAWNZERA

UN SDGs



Empower Our People and Communities

We are committed to fostering an inclusive culture that drives excellence, embraces diversity and supports our communities.

- Cultivate a thriving workplace culture that is safe, inclusive and fosters innovation
- Continue to strengthen and expand diversity, equity and inclusion across the company
- Drive positive social impact through employee volunteerism and community support

- Named #2 Top Employer by *Science* magazine, recognizing industry-leading scientific innovation and inclusive company culture
- Ranked #6 Best Place to Work in 2025 by *San Diego Business Journal*
- 2,100+ hours of employee volunteering, supporting 35 nonprofits
- Contributed \$5.5M in total corporate contributions including grants, sponsorships and charitable donations



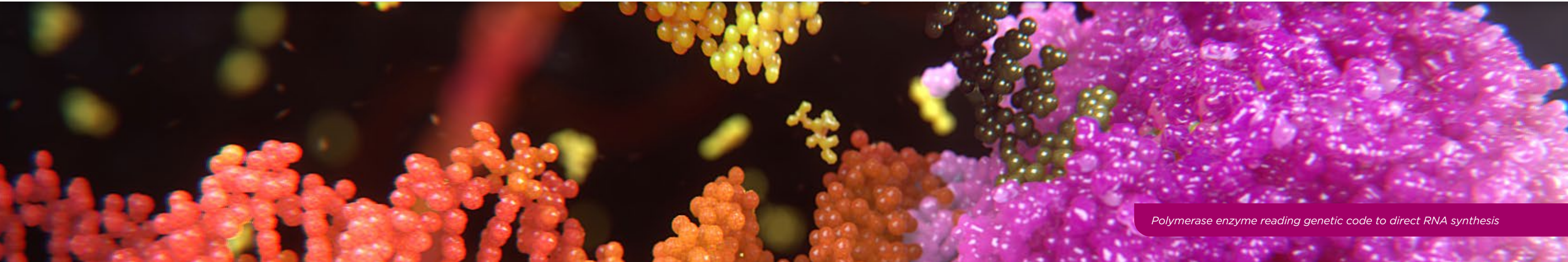
Operate Responsibly and Sustainably

We operate with integrity to help create a better, more sustainable future for all through environmental stewardship and responsible business practices and stakeholder interactions.

- Act with integrity and uphold our commitment to high ethical standards
- Responsibly manage our environmental impact as we grow our operations

- Completed first Climate Risk Assessment, enhancing resilience and uncovering opportunities
- Sustained our focus on managing our environmental impact as we grow
- Further evolved our policies, resources and training for patient and HCP interactions and salesforce engagement





Polymerase enzyme reading genetic code to direct RNA synthesis

2025 HIGHLIGHTS

DAWNZERA
 (donidalorsen) 80mg/0.8mL injection
 FDA approval for HAE

LANDMARK
 PHASE 3 RESULTS
 For olezarsen for sHTG



#2 TOP EMPLOYER
 By Science magazine, recognizing industry-leading scientific innovation and inclusive company culture

\$916 MILLION
 Invested in research and development (R&D)

IONIS EVERY STEP
 SUPPORT SERVICES
 Expanded to include TRYNGOLZA and DAWNZERA

1ST
 CLIMATE RISK ASSESSMENT
 Completed, enhancing resilience and uncovering opportunities

100+
 Patient and caregiver advocacy groups partnered within the U.S. and globally

2,100+
 Hours of employee volunteering, supporting 35 nonprofits

\$5.5 MILLION
 Total corporate contributions (grants, sponsorships and charitable donations)

AWARDS AND RECOGNITION

COMPANY AWARDS



Named **#2 Top Employer by Science magazine**, recognizing industry-leading scientific innovation and inclusive company culture



Ranked **#6 Best Place to Work in 2025 by San Diego Business Journal**, marking our second consecutive year being recognized and our first year breaking into the Top 10

Included in **Newsweek's America's Most Responsible Companies 2026** and **Newsweek's America's Greenest Companies 2026**

Recognized as **Patient Services Team of the Year at the 2025 Patient Innovators Awards**, presented by Courier Health, highlighting the team's dedication to patients and the customer experience

INDIVIDUAL AWARD RECIPIENTS

Holly Kordasiewicz

Holly Kordasiewicz, Ph.D., our Chief Development Officer, was featured in Endpoints News' List of 2025 Extraordinary Women in Biopharma R&D, which celebrates pioneering female leaders in the biopharma industry. This honor reflects Holly's lasting impact at Ionis, where she has played a key role in bringing 15 medicines from research into development. In January 2026, Holly transitioned from Senior Vice President of Neurology into her new role as Chief Development Officer, where she continues to champion Ionis' mission to deliver transformational medicines to people in need.

“I’m truly honored by this recognition. It highlights both the innovative science at Ionis and the critical role we play in encouraging the next generation of scientific leaders.”

Brett P. Monia



Our CEO Brett P. Monia, Ph.D., received the 2025 Lifetime Achievement Award from the Oligonucleotide Therapeutics Society, a nonprofit organization that fosters research and development of oligonucleotide therapeutics. The award recognizes individuals who have demonstrated lasting commitment to the field through education, research and therapeutic application. During his more than 30-year tenure at Ionis, Brett has overseen programs that resulted in several approved medicines and the clinical development of more than 40 oligonucleotide-based medicines.

Sam Tsimikas



Sam Tsimikas, M.D., our Senior Vice President of Global Cardiovascular Development, received the 2025 Family Heart Foundation Pioneer Award, which annually acknowledges individuals whose contributions have reshaped cardiovascular care. Sam was honored for his decades-long dedication to advancing cardiovascular research and patient care. His groundbreaking work has helped shape the field's understanding of Lipoprotein(a), a type of genetic cholesterol-carrying fat, and opened the door to treatments that may dramatically improve outcomes for millions of patients.

Innovate to Improve the Lives of People with Serious Diseases

We innovate across our business and work tirelessly to discover, develop and deliver important new medicines for people with serious diseases.

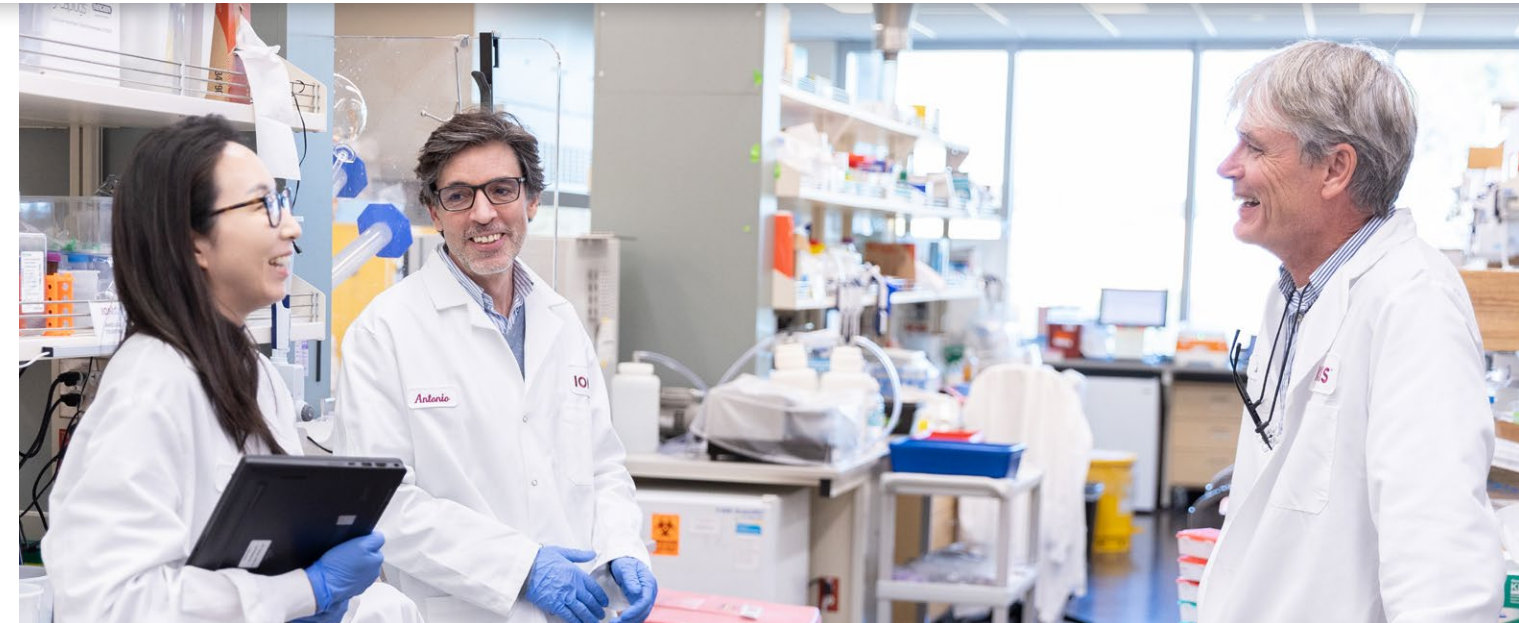
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OUR APPROACH TO INNOVATION AND DRUG DISCOVERY

We are dedicated to discovering, developing and delivering life-changing medicines for people with serious diseases. Together with scientists, clinical investigators, people living with serious diseases, caregivers and advocacy organizations, we work to improve lives through innovative medicines, all underpinned by our high standards of scientific rigor, quality, compliance and safety.



2025 PIPELINE HIGHLIGHTS

- **FDA Approval** for DAWNZERA; **EU Approval** for TRYNGOLZA and WAINZUA
- **\$916 million** invested in R&D
- **Groundbreaking Phase 3 results** for olezarsen in people with sHTG²
- **Breakthrough Therapy U.S. FDA designation** for olezarsen for sHTG, zilganersen for AxD and obudanersen for AS; achieved FDA priority review for sHTG and AxD in early 2026

Innovation and Drug Discovery

Our work is grounded by a deep understanding of disease biology and powered by our significant investments in research and development, enabling us to deliver medical breakthroughs for serious diseases and advance next-generation solutions to meet patient needs. Learn more about our award-winning innovation [here](#).

Research, Development and Pipeline

Our robust pipeline encompasses potential first- or best-in-class investigational therapies for neurology, cardiology and other select areas of high patient need. Each medicine is grounded in our innovative science and medicinal chemistry platforms and developed to enable precise and effective treatment. Thanks to the diverse potential of our pipeline, we are positioned to reach millions of people globally through our wholly-owned and partnered programs, including nine medicines in late-stage development.

Partnerships

In addition to our wholly-owned pipeline of potentially life-changing RNA-targeted medicines, we collaborate with other biopharmaceutical companies to advance investigational medicines for patients who need them.

- We expanded our partnership with Sobi, licensing TRYNGOLZA (olezarsen) for commercialization outside the U.S., Canada and China. TRYNGOLZA was approved in the European Union (EU) for FCS in 2025.
- Our partnership with AstraZeneca continues to expand access to WAINZUA (eplontersen) globally — marketed as WAINUA™ (eplontersen) in the U.S. and Canada — with EU approval achieved in 2025 with new launches and additional submissions underway.
- We entered a license agreement with Ono in 2025 for the global development and commercialization of sapablursen,

an investigational medicine for polycythemia vera (PV), a rare and potentially life-threatening hematologic disease.

Next-Generation Research

Committed to transforming innovative ideas into new medicines, we invest in groundbreaking research and early career investigators through our Young Investigator Grant Program and the Ion-ARPA Initiative:

- Our Young Investigator Grant Program funds clinicians and scientists at eligible academic or nonprofit institutions researching sHTG, HAE and AxD.
- Our Ion-ARPA Initiative supports researchers investigating breakthrough scientific concepts, including novel delivery strategies for treating central nervous system diseases and epigenome regulation for therapeutics.

² Topline data from CORE and CORE2 Phase 3 studies.

THE IONIS PIPELINE³

● Phase 1 ● Phase 2 ● Phase 3 ● Marketed

OWNED PIPELINE

	INDICATION	PHASE
NEUROLOGY		
Zilganersen (GFAP)	Alexander Disease	●
Obudanersen (UBE3A-ATS)	Angelman Syndrome	●
ION717 (PRNP)	Prion Disease	●
ION356 (PLP1)	Pelizaeus-Merzbacher Disease	●
ION464 (SNCA)	Multiple System Atrophy & Parkinson's Disease	●
ION440 (MECP2)	MECP2 Duplication Syndrome	●
CARDIOMETABOLIC DISEASE		
TRYNGOLZA (olezarsen) (ApoC-III)	Familial Chylomicronemia Syndrome	●
Olezarsen (ApoC-III)	Severe Hypertriglyceridemia	●
ION775 (ApoC-III)	Severe Hypertriglyceridemia	●
OTHER MEDICINES		
DAWNZERA™ (donidalorsen) (PKK)	Hereditary Angioedema	●

PARTNERED PIPELINE

	INDICATION	PARTNER	PHASE
NEUROLOGY			
SPINRAZA® (nusinersen) (SMN2)	Spinal Muscular Atrophy	Biogen	●
WAINUA (eplontersen) (TTR)	Hereditary Transthyretin-Mediated Amyloid Polyneuropathy	AstraZeneca	●
QALSODY® (tofersen) (SOD1)	SOD1 Amyotrophic Lateral Sclerosis	Biogen	●
Ulefnersen (FUS)	Amyotrophic Lateral Sclerosis	Otsuka	●
Tofersen (SOD1)	Presymptomatic SOD1 Amyotrophic Lateral Sclerosis	Biogen	●
IONIS-MAPT _{Rx} (TAU)	Alzheimer's Disease	Biogen	●
Tominersen (HTT)	Huntington's Disease	Roche	●
Salanersen (SMN2)	Spinal Muscular Atrophy	Biogen	●
ION993 (HTT-SNP)	Huntington's Disease	Roche	●

PARTNERED PIPELINE (CONTINUED)

	INDICATION	PARTNER	PHASE
CARDIOMETABOLIC DISEASE			
Eplontersen (TTR)	Transthyretin-Mediated Amyloid Cardiomyopathy	AstraZeneca	●
Pelacarsen (Apo(a))	Cardiovascular Disease	Novartis	●
Tonlamarsen (Angiotensinogen)	Acute Severe Hypertension	Kardigan	●
ION826 (PLN)	Myocardial Disease	AstraZeneca	●
OTHER MEDICINES			
Bepirovirsen (Hepatitis B Virus)	Chronic Hepatitis B	GSK	●
Sefaxersen (Complement Factor B)	IgA Nephropathy	Roche	●
Sapablursen (TMPRSS6)	Polycythemia Vera	Ono	●
Opemalirsen (APOL1)	Chronic Kidney Disease	AstraZeneca	●

³ Ionis pipeline information updated as of February 25, 2026.

Safe and Ethical Clinical Trials

We are committed to the safe and ethical conduct of clinical trials and adhere to rigorous policies and international standards, including the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) guidelines, Good Clinical Practice (GCP) and regional regulations. Our Clinical Development and Clinical Operations teams are responsible for managing the clinical trial process to prioritize participant safety and well-being, following appropriate informed consent procedures and ensuring data integrity, Trial Master File (TMF) management and compliance with GCP, Good Laboratory Practice (GLP) and Good Manufacturing Practice (GMP) standards. Data are de-identified and processed in validated systems meeting strict regulatory requirements to safeguard patient privacy.

Our Protocol Review Committee (PRC) provides oversight and expert feedback on trial protocols. Institutional Review Boards (IRBs) and independent ethics committees oversee the ethical conduct of studies, reviewing protocols and other critical documents, such as informed consent forms. Our Safety Oversight Committee is responsible for patient safety, alongside independent Data and Safety Monitoring Boards (DSMBs) for certain studies. Comprehensive training in standard operating procedures is required for all Clinical Development, Clinical Operations and Data Management employees, with specialized training for those supporting clinical trials as well.

Clinical Trial Transparency

At Ionis, we share clinical data transparently and responsibly, upholding the principles of clinical trial transparency through sharing research findings in an ethical and accurate manner. Company-sponsored trial results are disclosed in compliance with laws, regulations and industry standards, listing all trials in public databases including [ClinicalTrials.gov](https://clinicaltrials.gov) and the EU’s Clinical Trials Information System (CTIS). We document safety risks in annual summary reports, share post-approval safety surveillance reports with health authorities and make de-identified patient-level data available to qualified researchers. We also expand accessibility for people living with serious diseases and the public by providing plain language summaries (PLS) of trial results. Learn more in our [Clinical Trial Transparency Statement](#).

Inclusion in Clinical Trials

Recognizing that people and populations may uniquely experience diseases or treatments, we are committed to inclusive clinical research. We are currently advancing initiatives to better represent the populations that stand to benefit from our medicines, while formalizing processes that encourage consideration of access and representation across the clinical development lifecycle. Our PRC considers the accessibility and equity of our clinical trials, working to identify and address barriers to participation. Ionis also partners with advocacy groups and community organizations to increase awareness and engagement in underrepresented communities in order to expand the accessibility of our trials.

CLINICAL ACCESS AND REPRESENTATION FRAMEWORK

We developed the Clinical Access and Representation (CAR) framework to support teams in designing clinical studies that better reflect the people most affected by a specific disease. By encouraging early engagement with patient advocates, community partners and impacted individuals, CAR provides teams with practical tools, including a six-step Representative Action Plan, that consider access, trust and population representation in clinical programs to better reflect disease burden, where feasible.

REPRESENTATION ACTION PLAN⁴

Population Insights

Access Considerations

Recruitment & Outreach Concepts

Site Considerations

Metrics & Monitoring

Documentation

⁴ Elements shown represent guiding considerations and tools that may be applied based on study context and feasibility.



Patient and advocate speakers on our 2025 Why Week panel

Product Quality and Patient Safety

Ionis upholds product quality and safety across the entire product lifecycle through strict compliance with applicable laws, regulations, international standards and good practice (GxP) guidelines. Our comprehensive safety monitoring and pharmacovigilance systems enable us to capture, document, evaluate and report adverse events and safety information to patients, prescribers and relevant regulatory authorities. From drug substance through finished product to patient delivery, we ensure the safety and quality of our clinical and commercial products by rigorously adhering to all global regulatory requirements.

Ensuring quality across our operations remains a core commitment, with our Quality Assurance (QA) team maintaining responsibility

for integrity and fostering sustainable efficiency throughout research, development and commercialization. Our Quality ChampIONs program reflects this integration and shared ownership, with individuals from across the organization supporting critical quality activities and ensuring compliance.

We provide annual adverse event training to all employees along with role-specific instruction on product quality complaints and applicable GxP guidelines. Collaboration with partners and contract manufacturing organizations (CMOs) enables us to maintain consistent quality standards across our operations. Our product serialization system further safeguards patients by enabling traceability in authorized markets and preventing exposure to counterfeit, falsified or tampered products.

Quality Management System

As detailed in our Quality Manual, our integrated Quality Management System (QMS) ensures GxP compliance and maintains the integrity of investigational medicines throughout development and commercial supply. We continuously adapt our QMS to meet evolving business needs, growth trajectories and quality requirements, with an ongoing focus on automation. Quality risk management (QRM) forms a foundational component of our QMS, extending beyond ICH Q9 guidelines through proactive strategies that systematically identify, assess, control and monitor risks.

These processes are collaboratively managed by QA, Quality Control and functional area managers and include quality surveillance, safety monitoring, issue escalation and metrics tracking. We also maintain stringent quality standards for CMOs and vendors through a risk-based external audit program and senior management oversight of supplier selection, monitoring and auditing. We hold a Manufacturing and Importation Authorisation (MIA) for Commercial Product license, which certifies that our QMS, vendor management and personnel processes for qualified persons (QPs) are in compliance with European Medicines Agency (EMA) regulations.



WORLD QUALITY WEEK

Recognized globally every November, World Quality Week 2025 offered opportunities for Ionis to explore the QA department and our quality culture, including everyone’s role in contributing to patient safety and well-being. Throughout the week, employees connected with QA leaders, joined learning activities and quizzes and shared tools to help prioritize improvement, innovation and excellence at every level. We also celebrated our Quality ChampIONs program entering its third year, reinforcing quality as a shared responsibility across Ionis.

“At Ionis, we all work to maintain quality standards that ensure the well-being and safety of our patients. World Quality Week is an ideal time to reflect on this shared responsibility and the expertise we embody every day.”



Tracy Berns,
SVP and Chief Compliance & Quality Assurance Officer

Access and Affordability

Ionis is committed to making our medicines accessible and affordable for people living with serious diseases, regardless of racial, ethnic or socioeconomic background or ability to pay. Our comprehensive approach spans designing trials to support patient access and enrollment, to providing expanded access to investigational therapies, where appropriate. We are committed to equitable access for our commercialized independent medicines, and our patient services and access programs are designed to eliminate obstacles and streamline the delivery of our medicines to patients. Our [Commitment to Responsible Pricing](#) further outlines our approach to pricing based on our medicines' value to patients and the healthcare system, prioritizing access while also supporting investment in innovation for unmet patient needs.

Ionis Every Step

With the launch of WAINUA in late 2023, we created Ionis Every Step to provide resources and support to patients at every step of their journey, and we later expanded the program in support of TRYNGOLZA and DAWNZERA. Our Patient Education Managers (PEMs) are part of our Patient Services organization and the heart of the Ionis Every Step program. PEMs provide dedicated personal support to patients, families and care partners through disease and nutrition education, injection training and other resources, such as community connections and navigation to mental health and well-being support. They also serve as the liaison for coordinating financial support, authorization and reauthorization assistance, delivery coordination and refill reminders to support adherence.

Ionis-Sponsored Genetic Testing, Genetic Counseling and Diagnostic Programs

Rare genetic conditions often remain undiagnosed for years or decades, leading to missed opportunities for appropriate management and access to clinical trials. To help address this, Ionis may sponsor genetic testing and diagnostic programs in select disease areas, in partnership with external laboratories, to improve access to high-quality clinical genetic testing. These programs may also include confidential third-party genetic counseling for patients and at-risk family members. Ionis utilizes de-identified data from these programs to support abstracts and peer-reviewed publications, sharing insights with the medical community to advance understanding of these conditions.

Ionis Expanded Access Policy

Our [Expanded Access Policy](#) (EAP) defines the circumstances under which we may provide investigational medicines to individual patients outside of clinical trials. We review and consider expanded access to our investigational medicines regularly, especially as new information about an investigational medicine and its impact emerges from our clinical trials. In late 2025, we launched an EAP in the U.S. for zilganersen, an investigational medicine for Alexander disease.



More than 92% of all TRYNGOLZA patients opted into Ionis Every Step and 99% of commercial prescriptions for TRYNGOLZA have been filled with \$0 out-of-pocket cost to patients.

AWARD-WINNING PATIENT SERVICES

Congratulations to our Ionis who were recognized as **Patient Services Team of the Year** at the 2025 Patient Innovators Awards, presented by Courier Health, highlighting the team's dedication to our patients and to the innovative Ionis customer experience.

Jennifer Fuller, a PEM on the Patient Services team, tells a story about an FCS patient who has seen great improvement with one of our medicines. The patient had many hospitalizations and school absences as a result of acute pancreatitis, but has now graduated from high school and is pursuing a degree in nursing and specializing in pediatrics because she wants to give hope and help children who struggle like she did.

“She now has increased confidence to accomplish her personal goals. Moments like this really matter and are why I do what I do.”



Jennifer Fuller
Associate Director, PEM

Patient Advocacy

Patients, caregivers and their families serve as the driving force guiding our efforts to discover, develop and deliver new medicines. Our Patient Advocacy team partners with advocacy organizations throughout the drug development process, incorporating diverse perspectives that shape our mission and research direction. Engaging early and often enables us to better understand the distinct challenges patients and caregivers face, allowing us to design programs that truly address unmet needs and improve lives.

In 2025, we engaged with more than 100 patient and caregiver advocacy organizations and held 13 community advisor meetings across the country and around the world, allowing patients' perspectives to guide more than 15 R&D programs. Alongside our growing pipeline, we continue the evolution of our advocacy efforts, deepening our collaboration with communities and individuals to ensure their perspectives remain at the heart of our efforts. Learn more about our patient advocacy efforts on [our website](#).

100+

Patient advocacy organizations engaged in the U.S., EU and globally

13

Community advisor meetings



KUNO, LIVING WITH AxD

Seven-year-old Kuno lives with Alexander disease (AxD), a condition that affects nearly every part of his life. He is supported by his mother and father, previously both surgeons who left their careers to become a researcher and drug developer and a full-time caretaker, respectively. AxD has taken away Kuno's ability to experience a childhood free from pain, nausea and frequent medical interventions. Now, the possibility of a new treatment brings both anticipation and anxiety, as it could change the course of this devastating condition for many in the AxD community. Kuno and his family — and many others like them — find hope in community and the dedicated clinicians and researchers making a difference for people impacted by AxD. Through it all, Kuno continues to love life.



Behind the scenes of *The Balancing Act* with the Sugden and Moore families

THE BALANCING ACT PRESENTS BEHIND THE MYSTERY OF ANGELMAN SYNDROME

In 2025, Ionis was proud to partner with Lifetime Television to produce **"Behind the Mystery of Angelman Syndrome,"** an episode on the network's morning show diving into the lives of those affected by Angelman syndrome (AS) and their caregivers. The show aired twice nationally and featured AS families sharing their stories alongside the voices of advocates and experts, raising awareness of the challenges and triumphs of everyday life.

For the premiere, we held an internal screening event for our team to celebrate

the episode. Shortly after it aired, one of our patient advocacy partners shared that the episode deeply resonated with members of the community and mentioned that just 24 hours after airing, several families from across the country had reached out to them to learn more about AS after watching the episode. Moments like these serve as a powerful reminder of why visibility matters, especially for rare disease communities.

Learn more and watch the episode on [our website](#).



PATIENT ADVOCACY WORKING COUNCIL

In 2025, we launched a new Patient Advocacy Working Council that brings together leaders from a broad range of rare disease communities to foster deeper connections and shared learning across patient advocacy groups. The mission of the council is to identify unmet needs common to multiple disease areas — such as challenges in the diagnostic journey or mental health needs for both individuals with rare diseases and their caregivers — and collaborate to bring about solutions. We look forward to the tangible ways this council will partner with Ionis to help create a better future for people with serious diseases.

11

patient advocacy organization leaders from across seven therapeutic areas

2025 Patient Engagement Highlights

Familial chylomicronemia syndrome (FCS) and severe hypertriglyceridemia (sHTG):

In 2025, Ionis built meaningful partnerships with more than 10 patient and professional society organizations to elevate awareness and create connections across the cardiometabolic and rare disease communities. This work included supporting the launch of the National Triglyceride Alliance, supporting FCS community events and engaging over 100 Ionis employees in the FCS Foundation Virtual 5K.

Hereditary angioedema (HAE): Along with the successful 2025 launch of the HAEVN Hub — an online HAE community with more than 800 members and growing — our team participated in this year’s HAE Association National Summit. We also sponsored a poll surveying 150 adults living with HAE and 228 healthcare providers who see HAE patients in the U.S., with results

showing that nearly two-thirds of adults living with HAE haven’t yet found the best treatment option for them — reinforcing the continued opportunity to better serve the HAE community.

Angelman syndrome (AS): In preparation for the launch of our Phase 3 clinical trial, we expanded our engagement with the community by holding caregiver and community advisory meetings, hosting public webinars in the U.S. and EU, participating in the Angelman Strong walk and creating materials to share our commitment to advancing AS research.

Alexander disease (AxD): We hosted 10 AxD-focused organizations from across the world for a “PAO Summit” to help us best communicate results from our Phase 3 clinical trial of zilganersern to the community in the most plain language and accessible way possible.



YAJAIRA, LIVING WITH SHTG

Yajaira, a mother of two young girls, has struggled with high triglycerides since her mid-20s. At just 25 years old, she experienced her first episode of acute pancreatitis. The nausea, vomiting and abdominal pain were so severe that she spent two weeks in the intensive care unit and received frequent visits from her family and daughter, who was only one at the time. She was told while in the hospital that her triglycerides were dangerously elevated, more than 13 times higher compared to normal levels <150 mg/dL. Beyond being advised to eat healthier, she received little guidance to manage her disease. Nearly a decade later, Yajaira was hospitalized once again with dangerously high triglycerides. Yajaira is now managing her triglycerides with lifestyle changes and standard-of-care medications. She shares her story to educate others and in hopes of creating a better future for her daughters and future generations.

Empower Our People and Communities

We are committed to fostering an inclusive culture that drives excellence, embraces diversity and supports our communities.

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OUR APPROACH WITH EMPLOYEES AND COMMUNITIES

Inherent to achieving our mission is our commitment to fostering an inclusive culture that drives excellence while supporting our communities. Empowered people are the key to a thriving workplace where innovation flourishes, and our positive impact extends beyond our own walls.



Coli and Summer, living with HAE, on our 2025 Why Week panel

CELEBRATING OUR “WHY”

Our second annual *Why Week* took place in 2025, connecting employees to the heart of our purpose by celebrating the patients and communities we serve. Activities throughout the week included an all-employee meeting to hear from patients and caregivers in their own words, a virtual panel with experts on advancing new medicines for pediatric neurological disorders and various fireside chats to allow employees to connect with patient community members on a personal level.

Workplace Culture

At Ionis, we strive to create an environment that is challenging, motivating, rewarding, inclusive and designed to foster innovation. Together with over 1,200 employees globally, we are guided by our Culture Statement and Core Principles to enable better futures for people living with serious diseases.

CULTURE STATEMENT: THE CULTURE WE DESIRE

WE KNOW that patients depend on us.

WE ARE RESPONSIBLE for helping to create the future.

WE BELIEVE that the future will be defined by outstanding people, and we are committed to recruiting, developing, motivating and rewarding them.

WE ARE COMMITTED to planned and well-managed change.

WE HAVE THE COURAGE to tackle tough problems with determination and humor.

WE KNOW that we depend on each other. We treat one another fairly and with respect. We are committed to the well-being and growth of every person in the organization.

WE STRIVE for excellence. Mistakes made in the pursuit of challenging objectives are accepted.

WE ENCOURAGE diversity in our workforce. Prejudicial barriers to human potential and productivity are foreign to our values.

WE BELIEVE that open debate and the free expression of ideas from all individuals lead to the best decisions. We interrogate concepts. We challenge hypotheses. We support people.

WE ARE COMMITTED to getting the job done efficiently, on time and with the resources available.

WE HAVE A PASSION to learn, to build, to grow, to create, to develop and to market new drugs.

CORE PRINCIPLES

DREAM big

STAY lean

INNOVATE

COMMIT to science and the scientific process

DEMAND intensity, productivity and accountability

HAVE a bias to act and say yes

ESTABLISH the fewest possible rules

DECENTRALIZE decision making

BE transparent

HAVE fun

**INSIGHTS
INTO ACTION**

Insights into Action

We conduct our all-employee *Insights into Action* Engagement Survey every two years to better understand key dimensions of the employee experience, including workplace effectiveness, career development and employee well-being. Following our third survey in early 2025, our cross-functional Action Committee collaborated with stakeholders to develop recommendations for action, such as initiatives to support career development and improved communications to educate employees on available resources. The Action Committee will track progress on these initiatives throughout 2026, with the next survey planned for 2027.

EEO Employer

Ionis is proud to be an Equal Opportunity Employer. We seek to employ the best qualified people for every position and provide opportunities for advancement. Our full EEO statement can be found on [our website](#).

**78% EMPLOYEE
ENGAGEMENT**

in our 2025 employee engagement survey, a 5% increase over the prior survey's results and 25% above the U.S. Pharmaceutical Industry Average

**IONIS
vision awards**

2025 VISION Awards

Our 2025 Vision Awards included two categories this year: **Culture Champion Awards** honoring those who model our Culture and Core Principles, and **Innovation Awards** recognizing individuals demonstrating creativity and courage to innovate across the organization.

CULTURE Champion AWARDS

Dawn Henson, Vice President and Brand Lead for DAWNZERA, grew a small team into a purpose-driven organization of more than 100. Through cross-functional structures and culture-building programs, Dawn reinforced collaboration, celebrated contributions and ensured patients remained at the center of everything we do. She is also executive sponsor of the LGBTQIA+ Employee Resource Group.



Hien Zhao, Vice President of Neurology, was recognized for her infectious passion for scientific discovery and her commitment to developing colleagues at all levels. She combines deep expertise with generosity and humility — actively mentoring others as part of the Ion Mentor program, asking thoughtful questions and tackling complex challenges to advance our research.

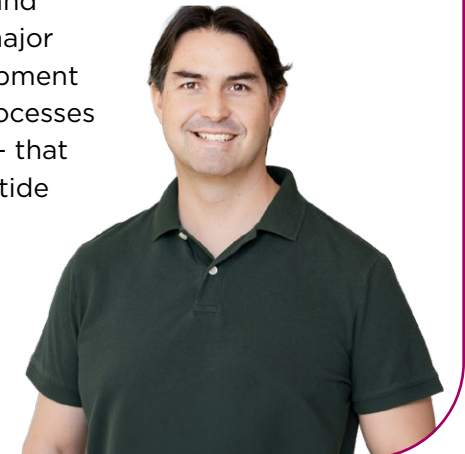


Innovation AWARDS

Sebastian Burel, Executive Director of Toxicology and Clinical Pharmacology, was recognized for advancing both innovative science and the way teams work together. By introducing sophisticated RNA transcriptional profiling and informatics tools, he helped design safer, more potent siRNA molecules and put in place capabilities now widely used across Ionis. His willingness to challenge convention and share knowledge has strengthened scientific rigor and supported the development of safer medicines for patients.



Francis Ring, Director of Manufacturing and Operations, was recognized for driving major developments in electronic records, equipment and facility design and manufacturing processes — including dynamic axial compression — that keep Ionis at the forefront of oligonucleotide production. His work has strengthened Ionis' manufacturing capabilities and partnerships.



Talent Attraction, Development and Retention

Our exceptional team is essential to advancing our mission of delivering breakthrough medicines to patients in need. We invest in our people through comprehensive recruitment strategies, robust development programs and meaningful opportunities that enable employees to thrive professionally while contributing to life-changing work.

Talent Recruitment

Our recruitment strategies and processes — whether for an internship, entry-level, mid-career or executive roles — prioritize the best and most qualified candidates with the experience and skills we believe will enhance our culture and capabilities. We employ a wide range of job boards, including LinkedIn, to pursue a diverse pool of potential employees. We also encourage our current employees to support our efforts, with 20% of our new hires in 2025 coming through employee referrals.

Early Career Opportunities

To further expand our talent pipeline, Ionis invests in several early career programs. Our fellowships and internships provide opportunities for participants to support various aspects of our business operations as well as contribute to the advancement of RNA-targeted medicines and drug development technologies.

Postdoctoral and Clinical Fellowships

Our postdoctoral researchers collaborate with world-class scientists and academic partners to participate in the discovery and development of innovative therapeutics, working in areas such as chemistry, cell biology, biochemistry, toxicology, pharmacology, pharmaceutical development and clinical development. Fellowships typically last two years, with the possibility of a one-year extension and the potential to transition to a full-time position.

Internships

Internships provide undergraduate and graduate students the opportunity to collaborate with research and business experts on projects supporting departmental goals. Interns are paired with an experienced professional who offers mentorship and guidance. Our internships may focus on one of the following areas:

- **Research and Development:** pharmacology, biochemistry, cellular and molecular biology, genomics and bioinformatics, medical affairs, toxicology, pharmacokinetics, etc.
- **Business Operations:** finance, corporate communications, alliance management, regulatory affairs, human resources, information technology, commercial, etc.



Education Workforce Partnerships

In 2025, we expanded our education workforce partnerships to include MiraCosta College, in addition to our existing relationship with California State University San Marcos, to further our outreach to first-generation college students and other students from underserved communities. These partnerships deepen our

local connections while raising awareness to help build a pipeline of future Ions. By engaging in workshops, industry networking events, career fairs, internships and site visits, we are investing in our future workforce while also providing opportunities for our current employees to impact the community.

Career Development

As each of our employees plays a part in advancing our mission, we also empower our employees to advance their own careers at Ionis through personal and professional growth. We invest in comprehensive training opportunities and offer courses, mentorship and events to every employee across the organization.

The Learning Continuum

The Learning Continuum is our training and development program that encompasses each employee's career journey, from day one onboarding to leadership. The program includes virtual, hybrid and in-person opportunities for each stage of development and is tailored each year based on evolving needs. In 2025, we added new courses on Professionalism & Civility in the Modern Workplace and Managing Change available to all employees. Overall, employees attended more than 75 live training sessions led by Human Resources team members and functional area leaders from across the organization.

In addition to live trainings, employees have access to the Ionis Learning and Development Library, a collection of leadership and management resources, our Talent Development Toolkit for individual contributors and managers and LinkedIn Learning for on-demand courses. Interactive Career Development Spotlight sessions are also offered throughout the year, highlighting the career journeys of leaders and allowing employees to ask about their professional experiences. For emerging leaders, we host an annual leadership conference, led by the CEO and executive team, to build cultural awareness and prepare them for future leadership roles at the company.

Annual Performance Reviews

Annual performance reviews at Ionis include a self-assessment, input from 360 feedback from direct reports, peers and leaders and a formal review with an employee's manager. In this process, each employee sets individual objectives and development plans for the year. Managers are encouraged to check in on these goals regularly throughout the year, ensuring ongoing feedback and identification of career development and growth opportunities.



Ion Mentor Program

Our Ion Mentor Program, now entering its fourth year, is designed to support our employees' continued growth and development. Mentors and mentees are matched for a six-month period based on professional and personal development goals and expertise and are provided with access to resources to support productive relationships. Our 2025 program included two cohorts composed of over 100 mentor-mentee pairs.

“This year’s International Women’s Day theme, ‘Give to Gain,’ highlights the value of our mentor program — when we invest in each other’s development, we continue learning and evolving individually, while strengthening our culture.”



Belinda Cowling
Vice President, Biomarkers

THE LEARNING CONTINUUM



Compensation, Benefits and Well-Being

An important component of fostering a supportive and inclusive culture includes meaningful compensation, benefits and well-being programs. We reward individual and company success through performance-based compensation, including salary increases, equity awards, promotions and performance bonuses.

Our Total Rewards benefit package is available for all regular employees who work at least 20 hours per week and includes paid vacation, holidays and sick time, as well as wellness and stress management support. It also includes medical, dental and vision plans, flexible spending accounts, life and disability insurance, and access to mental health and substance use support services. Our Employee Assistance Program offers employees and their families 24/7 access to professional and confidential

counseling. Employees also have access to a retirement savings program and employee stock purchase program. Parental leave includes up to eight weeks of fully paid time off, which does not need to be taken all at once, following the birth or adoption of a child. For more information about benefits and well-being at Ionis, please visit [our website](#).

Pay Equity

We assess our pay equity and market competitiveness annually by conducting a comprehensive pay equity analysis that examines pay differences based on gender, race, ethnicity and age. Our 2025 analysis identified a limited number of pay disparities, which were reviewed and resolved as part of the regular annual salary review process.

Fairness and Inclusion

At Ionis, we are proud that our workforce is composed of a diversity of identities, backgrounds, perspectives and experiences. We are committed to cultivating a culture of inclusion where each employee is empowered to fully contribute, believing that fostering different perspectives leads to better innovations.

The principles set out in our [Fairness and Inclusion strategy](#) — Engage, Empower, Evaluate and Evolve — help us measure the impact of our efforts as we continuously evolve our approach to meet the needs of our employees and communities.



FAIRNESS AND INCLUSION ROLES AND RESPONSIBILITIES

Executive Leadership Team (ELT)

Senior Leadership Team at Ionis; CEO final decision maker on corporate strategy

Corporate Responsibility Steering Committee (CR Committee)

Leadership and Subject Matter expert advisory group to ELT and Board of Directors on Corporate Responsibility strategy, decisions and reporting

Inclusion Action Council

Volunteer Employee Representatives work directly with our ELT to identify and integrate programs to advance fairness and inclusion at Ionis to support our corporate responsibility goals

ERG Leadership Council (ERGLC)

Cross-functional ERG Leaders sharing knowledge and resources on ERG best practices and progress

Employee Resource Groups (ERGs)

Employee Leaders and Executive Sponsors organizing groups that represent a workforce rich in diversity of thought, perspectives and backgrounds

Employee Resource Groups

Our eight employee-led inclusion networks are open to all employees, nurturing a positive work environment by connecting employees around shared backgrounds and common interests. Many of our ERGs also engage with our local communities, extending their impact beyond the workplace by partnering with students, patients, nonprofit organizations and other life science companies.



Inclusion Pulse Survey

As a follow-up to our 2024 inclusion pulse survey, we held listening sessions with employees and select ERGs in 2025 to continue to gather feedback on our inclusion programming and better understand the employee experience. A few actions from our disabilities-focused group revealed opportunities to improve, resulting in new food guidelines for company events and enabling captioning for Zoom meetings.

Inclusion Training and Resources

Our Learning Continuum includes a five-module voluntary inclusion training series to support employees in developing their inclusion competencies, including Allyship & Advocacy, Cultural Competence, Inclusion & Belonging, Inclusive Leadership and Exploring Unconscious Bias. We also offered a Cultivating a Culture of Allyship learning session at our annual ERG summit.

In 2025, we also developed a person-first language guide to align our communications with how the individuals and communities we serve seek to be named. This guide will influence the language used in clinical trial materials, press releases, website content and other company communications.

ANNUAL ERG SUMMIT

Over 300 Ions participated in our fourth annual ERG Summit, celebrating International ERG Day with programming dedicated to inclusion, connection and growth. The summit featured our first-ever ERG awards ceremony, recognizing excellence across four categories – including Most Innovative Program and Best Cross-ERG Collaboration – as well as a category of “paper plate awards,” where ERGs honored one another with informal recognitions. Surpassing 25% company-wide participation, the event celebrated 2025’s significant growth in ERG membership.

“With the recent hires for field teams, we’ve heard from our amazing new employees that the strong ERG programming was a factor in their choice to join Ionis.”



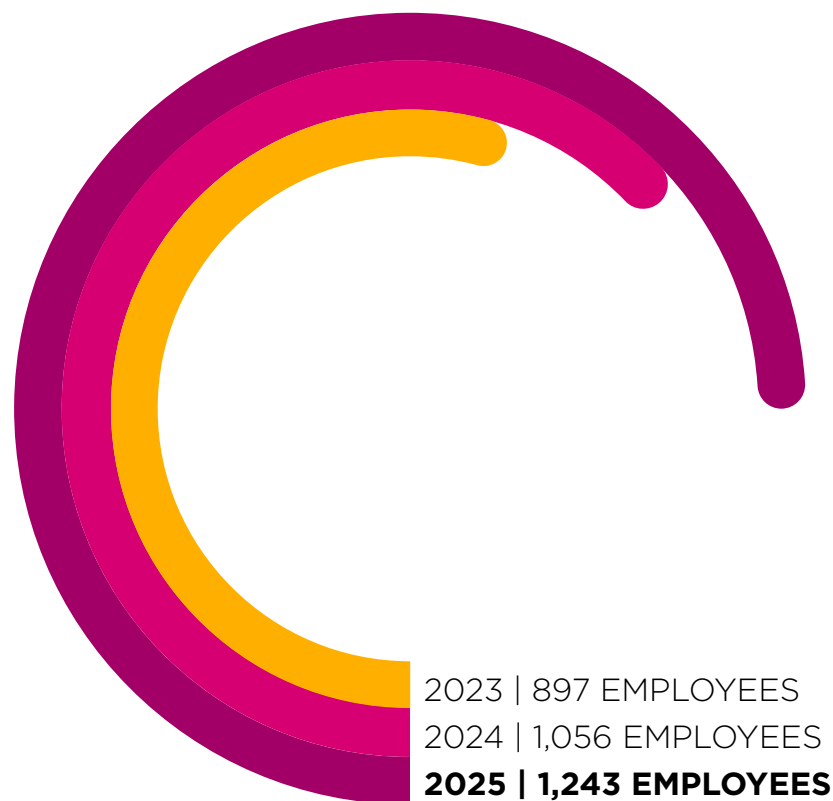
Dawn Henson
VP and Brand Lead for DAWNZERA, & LGBTQIA+ Executive Sponsor

Employees and their kids at our annual Take Your Kids to Work Day, sponsored by our Parent Network ERG



EMPLOYEE DEMOGRAPHICS⁵

TOTAL EMPLOYEES (GLOBAL)

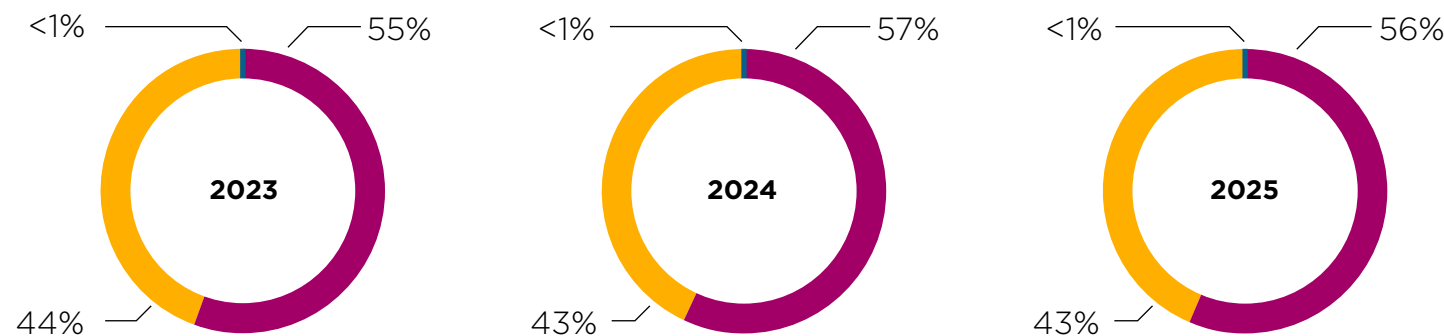


For additional information, please view the [Appendix](#) section of this report.

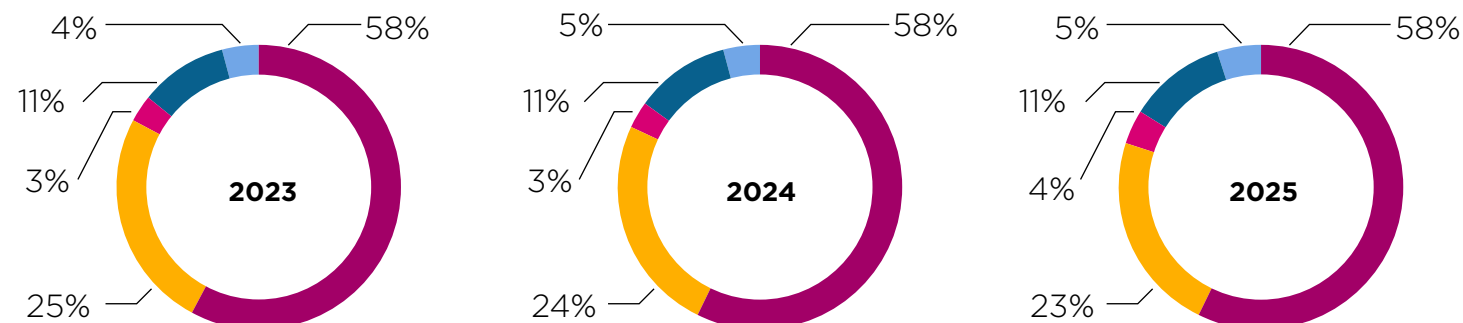
⁵ All data as of December 31 of the applicable year. Due to rounding, some data may not add up to 100%. Based on employee self-identification.
⁶ Other category includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races.

2023-2025 U.S. WORKFORCE SNAPSHOT

- Women
- Men
- Non-binary

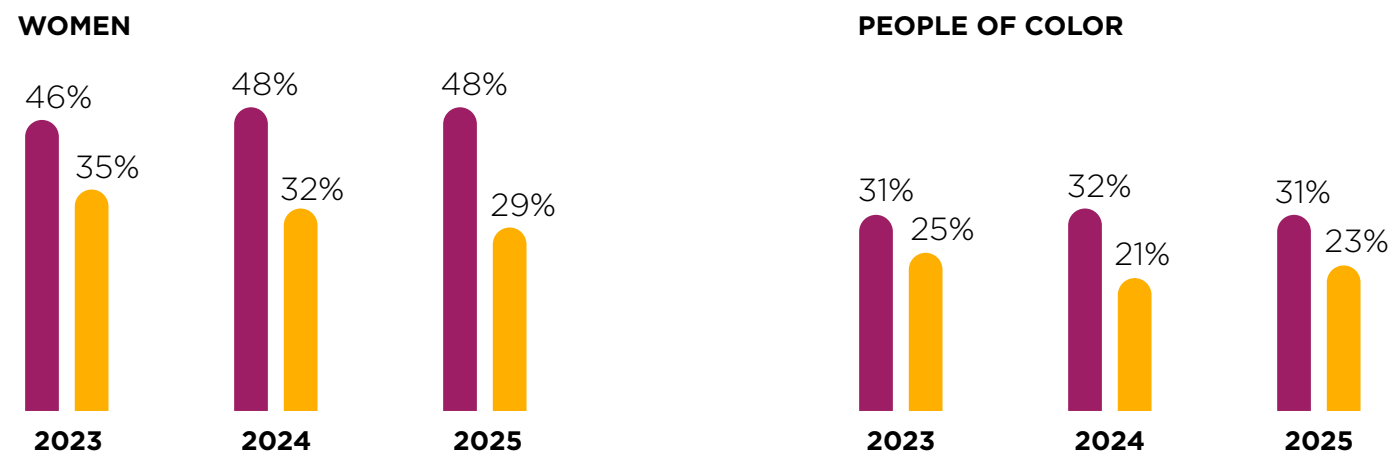


- White
- Asian
- Black or African American
- Hispanic
- Other⁶



2023-2025 U.S. LEADERSHIP

- Director Level and Above
- Vice President Level and Above





Workplace Health and Safety

Ionis is committed to protecting the health and safety of all employees, contractors and visitors, and to providing an injury-free workplace. Our [Health, Safety and Environment \(HSE\) Policy](#) details our goals to:

- Maintain a safety management system that employs risk metrics, monitoring, auditing and target setting to continuously improve occupational health and safety performance
- Oversee process safety management in our pharmaceutical manufacturing operations to mitigate safety risks and hazards

- Assess and proactively manage health-related risks for employees, contractors and visitors
- Conduct regular training for all employees and routine auditing to ensure health and safety compliance
- Promote a strong safety culture that aligns with our corporate values

With a focus on continuous improvement, our HSE team regularly provides safety reports to leadership, collaborating to proactively address concerns and minimize the risk of incidents.

WORKPLACE HEALTH AND SAFETY METRICS⁷

Category	2023	2024	2025
Recordable Incident Rate (TRIR) (per 200,000 hours worked)	0.89	0.79	0.48
Lost Time Incident Rate (LTIR) (per 200,000 hours worked)	0.45	0.10	0.00
Days Away, Restricted and Transferred (DART) (per 100 full-time employees)	0.56	0.49	0.32
Fatalities	0	0	0

⁷ Data as of December 31 of the applicable calendar year.

For additional information, please view the [Appendix](#) section of this report.

Social Impact and Community Engagement

Our social impact efforts are a direct extension of our company’s mission to create better futures for people with serious diseases, empowering our employees to create positive change by making a difference in the communities where we live and work. We focus our impact on three areas: adaptive experiences for people with neurological diseases; science, technology, engineering and math (STEM) education; and support for local communities. By partnering with nonprofits and drawing on the passion of our employees, we are committed to creating and amplifying meaningful change through employee volunteering, community engagement and charitable giving.

2025 SOCIAL IMPACT HIGHLIGHTS

\$5.5 MILLION

total corporate contributions (including grants, sponsorships and charitable donations)

2,100+

volunteer hours

24%

employee volunteering

15

Ionis-sponsored and other community events supporting 35 nonprofit partners

SURF AWAY+

We celebrated the 10th anniversary of our annual adaptive experiences program in 2025, expanding beyond the spinal muscular atrophy (SMA) community to include the Alexander disease, amyotrophic lateral sclerosis (ALS) and Angelman syndrome communities, and welcoming two new partners — ADAPT Functional Movement Center and Challenged Athletes Foundation. Supported by more than 100 employee volunteers, over 200 participants and family members enjoyed adaptive surfing experiences alongside sitting volleyball, wheelchair pickleball and sensory-friendly activities, such as painting, improv, magic and a tidepool tank. Participants appreciated the opportunity to engage with other disease communities and learn about their unique experiences, reflecting Ionis’ own journey and work in bringing together different groups to help create a better future for people with rare diseases.

Watch our 2025 Surf Away+ video [here](#)

“This year I had the privilege of hosting the same SMA patient as last year and learning that she had become stronger as a result of being on our medication. To see her get to be a kid and to watch her smile as she was riding the waves brought such joy to my heart.”



Gina McMullen
Associate Director, Toxicology and Clinical Pharmacology



Nikki McIntosh
Founder of Rare Mamas and mom to Miles, a Surf Away+ participant

Surf Away+ participant, living with Angelman syndrome

SOCIAL IMPACT FOCUS AREAS



Adaptive Experiences

Create safe, inclusive and exceptional opportunities and life experiences for people with serious neurological diseases

Hope Scholarship

In collaboration with [ADAPT Functional Movement Center](#), this grant program supports care services, rehabilitation programs and education to individuals impacted by amyotrophic lateral sclerosis (ALS). In 2025, 52 grants were awarded to Hope Scholars with over \$500,000 in total support since 2020.

Adaptive Ski Event

In 2025, we piloted an adaptive skiing event with participants from the SMA and ALS communities for a day of fun on the slopes. In partnership with [ADAPT](#), [Big Bear Mountain Resort](#) and the [United States Adaptive Recreation Center](#), we look forward to expanding this initiative in 2026.



STEM Education

Promote science education and engage diverse youth and students in STEM learning opportunities

NEXT STEM Education Events

We hosted two onsite programs and other events for more than 250 students in 2025, more than doubling onsite participation from prior years.

Partnering with [Life Science Cares](#), [Reality Changers](#), [Salk Institute](#), and [San Diego](#)

[Squared \(SD2\)](#), we led lab tours, a hands-on experiment simulating preclinical drug testing and an industry career panel for local high school students from underrepresented backgrounds. Other organizations we supported in 2025 included [Young Women in Bio](#) and [MANA de San Diego](#).



Local Communities

Support communities where we live and work to address important unmet needs that help people lead healthier lives

Holiday Hope

Our 6th annual Holiday Hope employee volunteering initiative brought Ions together to give back and strengthen connections with our local communities. Focused on supporting organizations addressing food insecurity, we partnered with [Community Resource Center](#), [Mama's Kitchen](#) and [Serving Seniors in San Diego](#) and [St. Francis House](#) in Boston to prepare more than 2,500 meals, assemble 300 comfort kits and donate more than 350 pounds of food during the month of November.

Life Science Cares Partnership

We also engage with the community through our partnership with [Life Science Cares](#). Throughout the year, employees and teams helped pack food supplies, assemble furniture and create basic learning kits for nonprofits, including [Feeding San Diego](#), [Barrio Logan College Institute](#), [Just in Time for Foster Youth](#) and [Monarch School](#).

Ions for Impact Hub



The launch of our Ions for Impact Hub was a highlight in 2025, offering employees a new online platform to discover and participate in both in-person and virtual volunteer opportunities and track their individual volunteer time. We offer employees two days, up to 16 hours, of volunteer time off (VTO) each year.

Operate Responsibly and Sustainably

We operate with integrity to help create a better, more sustainable future for all through environmental stewardship, responsible business practices and stakeholder interactions.

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OUR APPROACH TO ENVIRONMENT AND GOVERNANCE

Alongside the growth and evolution of our business and operations, we are dedicated to managing our environmental impact responsibly by embedding sustainability considerations throughout our organization, as well as prioritizing sound corporate governance to meet the highest ethical standards.



Environmental Sustainability

Our commitment to environmental responsibility in our operations prioritizes the health and well-being of our employees, the environment and the communities we serve. Incorporating environmental consideration throughout our business and continuously seeking opportunities for improvement is a strategic priority for our teams.

Our Environmental Impact

The environmental management system (EMS) that guides our work was developed in accordance with the U.S. Environmental Protection Agency’s guidance standard and is based on ISO 14001:2015. The EMS establishes the policies, procedures and performance standards that apply to our entire operations and is constantly updated for continued compliance with regulatory requirements.

The EMS also includes our Health, Safety and Environment (HSE) Policy, which outlines the framework for Ionis’ environmental objectives and targets, and is communicated to relevant employees. Our Executive Director of HSE serves as the EMS Officer, providing oversight of our HSE Policy and reporting our HSE Scorecard annually to senior management.

GHG Emissions and Energy Use

Understanding the critical importance of the energy and materials used in our operations, Ionis is committed to reducing our emissions and optimizing energy use. To improve the sustainability of our work and help us reach our goals, our key initiatives include:

- **Technology and infrastructure investments** to reduce electricity consumption, including the implementation of LED lighting, solar energy systems and energy efficiency programs.

- **Energy-efficient design principles** incorporated into the construction of our facilities, including Leadership in Energy and Environmental Design (LEED) certification standards.
- **Responsible resource management** monitored at each facility by evaluating the environmental aspects and impacts of operations.

We also track our Scope 1 and 2 greenhouse gas (GHG) emissions. We monitor energy efficiency through a building management system and generate onsite electricity through solar photovoltaic panel systems that power electric vehicle chargers. In 2025, our total Scope 1 and 2 GHG emissions increased by 4.8% from 2023, while our emissions intensity per employee declined by 24.4% over the same period. We remain committed to actively managing our emissions and energy use as we continue to mature as a fully integrated biotechnology company.

In 2025, we conducted our inaugural climate risk assessment in order to enhance our understanding and ability to manage our climate-related financial risks and opportunities, while also fulfilling our regulatory obligation under California SB 261 (Climate-Related Financial Risk Act). To view the results of this assessment, see our [TCFD Index](#).

Waste and Water Management

Effective waste management and water conservation are necessary to our efforts to protect both human health and environmental health. Our facilities implement programs evaluating resource reduction opportunities and minimize waste while prioritizing alternatives such as recycling, composting and water reuse.

Waste

Current efforts center on setting targets for materials reduction, reuse and recycling. One focus area is increasing landfill waste diversion, including expanding the composting program launched in 2024 at our Carlsbad headquarters. Last year, we transitioned a substantial share of hazardous waste management from dedicated incineration to fuel blending for energy recovery, with 88% of our chemical hazardous waste now directed to blended-fuel energy recovery pathways. This approach converts eligible high-energy waste into a consistent, controlled fuel that can be used in regulated industrial

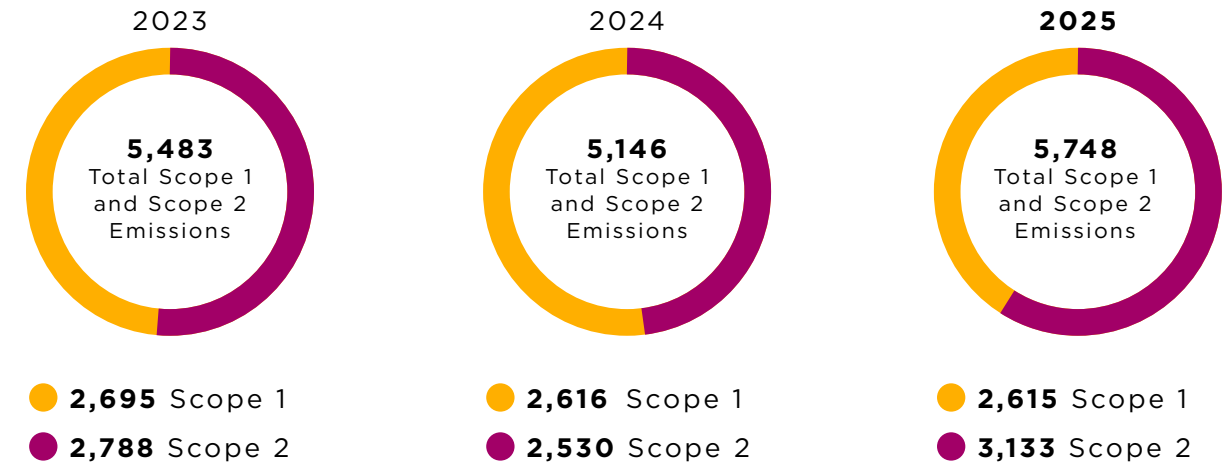
combustion units (e.g., permitted boilers, industrial furnaces, cement kilns), enabling both safe destruction of organic constituents and recovery of useful energy.

Additional work includes initiatives and educational programs to help employees improve hazardous waste management and partnerships, such as Ionis’ participation in Pharmaceutical Product Stewardship Work Group’s MEDProject USA, which supports the safe collection and disposal of unwanted medicines and sharps through take-back programs.

Water

We actively monitor and evaluate water use at each of our facilities, identifying opportunities for reduction and reuse. We employ water-efficient fixtures across our operations and, at our Carlsbad headquarters, utilize recycled water for landscaping.

KEY ENVIRONMENTAL DATA



24% REDUCTION IN EMISSIONS INTENSITY per employee since 2023

50% RENEWABLE ENERGY purchased or generated in 2025

For additional information, please view the Appendix section of this report.

RESPONSIBLE MANUFACTURING

In our early-stage oligonucleotide manufacturing, we now use a new column technology that enables us to use less solvent than conventional processes when making our medicines. This technology, known as dynamic axial compression, packs materials more efficiently during synthesis, which reduces waste and improves performance. We plan to expand this approach — which lowers our environmental impact and supports more sustainable production practices — to our late-stage manufacturing in the near future.

This year, we completed construction of our new, state-of-the-art research and development facility on our Carlsbad, California campus, with employees beginning to move in during 2026. Designed to meet LEED Gold standards, the building incorporates solar energy panels and high-efficiency systems that will reduce energy and water use well beyond baseline requirements once it becomes fully operational. Similarly, our main campus buildings were also designed for alignment with LEED standards, with our Carlsbad headquarters built to meet energy-efficient LEED Silver standards.

Governance and Integrity

Ionis is committed to the highest ethical standards as fundamental to our work as a fully integrated commercial-stage biotechnology company. Our governance structure ensures integrity in all we do and guides us on our mission.

Corporate Governance

The Ionis Board of Directors oversees the management of the corporation and its business, representing the interests of the company’s shareholders. Of our 10 directors, nine are independent, three are women and two are racially diverse. Our Board has an independent chair and an independent Lead Director and has established six committees: Audit; Compensation; Compliance; Finance; Nominating, Governance and Review; and Medical and Science. For more information on Ionis’ commitment to corporate governance, including Board duties and criteria, Board committee charters and committee composition, visit Investors and Media on [our website](#).

Corporate Responsibility Governance

Our CEO leads our CR strategy and initiatives alongside our executive-level CR Steering Committee (CR Committee), which includes senior leaders from functions such as Legal, Finance, Investor Relations, Human Resources, Research and Development, Manufacturing, Commercial, Compliance and Corporate Affairs. The CR Committee meets quarterly and is responsible for the development of key programs, policies and systems supporting ethical and sustainable operations. The Board of Directors — specifically the Nominating, Governance and Review Committee, as reflected in the [Committee’s charter](#) — maintains oversight of our overall CR strategy and sustainability risks and opportunities, and receives annual corporate

responsibility updates from the CR Committee in addition to ad hoc engagement, as needed.

Corporate responsibility objectives are also integrated into our annual corporate objectives and are therefore incorporated into management’s overall compensation structure.

Our CR strategy and disclosure are informed by our stakeholders and third-party frameworks, such as the Sustainability Accounting Standards Board (SASB) Health Care: Biotechnology and Pharmaceuticals Standard and the Task Force on Climate Related Financial Disclosures (TCFD). Our SASB Index is included in the [Appendix](#) of this report, and our TCFD reporting can be found on [our website](#).



CORPORATE RESPONSIBILITY GOVERNANCE

Oversight

Board of Directors (Nominating, Governance and Review Committee)

Leadership

CEO and Corporate Responsibility Steering Committee

Strategy

Corporate Responsibility Functional Team

CR Reporting Working Group | Inclusion Action Council | Topic-Specific Working Groups

Ethics and Compliance

We work to maintain the highest levels of ethics and integrity across our business and throughout all interactions with stakeholders. As a U.S.-based company, we are required to comply with U.S. federal law, as well as all relevant international, state and local laws, regulations and judicial decrees as applicable. As a fully integrated commercial-stage biotechnology company, this includes maintaining a Healthcare Compliance Reference Guide and training all employees on topics such as data privacy, HCP engagement and Open Payments and Sunshine Act compliance. We are also embracing artificial intelligence (AI) to enhance how we work and accelerate innovation for patients, with safeguards to ensure its compliant and responsible use.

Code of Ethics and Business Conduct

Our [Code of Ethics and Business Conduct](#) (Code) applies to all employees, including executive officers, Board members and staff at our subsidiaries and affiliates globally. The Code sets clear expectations for ethical decision making, guides employees and those working with Ionis on raising concerns and outlines our non-retaliation policy. Employees are required to undergo training on the Code and sign an acknowledgement each year. In 2025, 100% of employees completed this training.

100%

of Ionis employees completed annual Code of Ethics and Business Conduct training in 2025

Anti-Bribery and Anti-Corruption

Ionis upholds a robust, rigorous ethics program, which includes an anti-bribery and anti-corruption (ABAC) policy outlined in the Code. In addition to annual training on the Code, all employees are trained on the ABAC policy biennially.

Ethics and Compliance Helpline

We are committed to creating an environment where employees feel comfortable raising concerns. The Code details confidential reporting processes for ethics and legal violations and urges employees to report issues to managers, Human Resources, Legal, Compliance or through the [Ionis Helpline](#). The Helpline, available via phone or online 24/7 in multiple languages, allows employees, vendors, customers and other stakeholders to report potential violations of the Code, company policies or laws. Reports are logged, reviewed, investigated as necessary and tracked until resolution. We uphold a strict non-retaliation policy for those who report concerns in good faith.

Cybersecurity and Data Privacy

At Ionis, protecting the sensitive personal information of patients, employees, customers and all individuals who trust us with their data is a top priority. We employ appropriate safeguards to ensure personal information is only collected, stored, transferred or shared with explicit authorization or legal permission. Our Data Privacy Officer and Senior Vice President, Information Technology are responsible for the management of our privacy and cybersecurity programs, with the Board Compliance Committee and the Audit Committee responsible for oversight of each area, respectively.

Cybersecurity

Our information security efforts are guided by robust policies and procedures designed to detect, respond to and manage cybersecurity threats. We use a combination of manual and automated tools to monitor and evaluate our threat environment, including a security operations center, email monitoring, endpoint

monitoring and an audit program to assess vendor security profiles. Cybersecurity efforts are fully integrated into our overall risk management framework to guarantee a comprehensive approach to cybersecurity risk management. To ensure that all employees are aware of their responsibility in protecting Ionis' technology ecosystem, we run ongoing awareness campaigns and provide incident-specific training.

Data Privacy

Our privacy practices are guided by the standard operating procedures and controls detailed in our privacy-related policies and Privacy Handbook. They are supported by a privacy technology platform. Privacy training is required for all new employees and for current employees on an annual basis, ensuring everyone understands the risks related to collecting and using personal information. In-person privacy trainings are also conducted as needed for teams across the organization.

IONIS POLICIES AND DISCLOSURES

- [Code of Ethics and Business Conduct](#)
- [Privacy Policy](#)
- [Equal Opportunity Employer](#)
- [Clinical Trial Transparency Statement](#)
- [Expanded Access Policy](#)
- [Corporate Governance](#)
- [Health, Safety and Environment Policy](#)
- [Financials](#)
- [Commitment to Responsible Pricing](#)
- [Corporate Political Engagement Policy](#)
- [Human Rights Commitment](#)



Engagement with Patients, Caregivers and Healthcare Professionals

Everything we do at Ionis comes back to the patients. Our interactions with all stakeholders — including patients, caregivers, healthcare professionals and healthcare organizations — are guided by applicable laws, regulations, industry standards and our Code. Prioritizing patients, we work to develop ethical and responsible marketing strategies. All promotional materials are overseen by our cross-functional Promotional Review Committee, which reviews materials and activities to ensure accuracy and compliance with legal, regulatory and medical standards.

Our policies and practices align with the Code on Interactions with Health Care Professionals (PhRMA Code) and other industry standards, and we are compliant with all U.S. state and federal reporting requirements, including the Open Payments program (Sunshine Act). All employees are trained on the PhRMA Code and commercial and field-facing roles undergo further compliance education.

Supplier Responsibility

Responsible relationships with our suppliers are critical to our long-term success and sustainability as a company. We engage with a diverse supplier base as we continue to scale our organization, helping drive innovation and mitigate potential risks. Ionis complies with all applicable laws, industry standards and global regulatory requirements, working to implement responsible, ethical purchasing practices across the business and partner with suppliers who share our commitment to ethics.



Employees at our 2025 ERG Summit

Ethical Treatment of Animals

Ionis is committed to minimizing animal testing, conducting such research only when absolutely necessary. As an accredited organization with the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC), we adhere strictly to the principles of Reduce, Refine and Replace (“the three Rs”) in our efforts to avoid or minimize animal use in drug discovery.

Our animal care and use program is overseen by our Institutional Official and Senior Vice President, Drug Discovery and Innovation, alongside our Institutional Animal Care and Use Committee (IACUC), which evaluates the ethics of proposed animal research. All animal use protocols incorporate “the three Rs” and undergo mandatory annual review, with a three-year expiration period. A licensed veterinarian

serves on our IACUC and reviews all protocols to ensure the most ethical treatment of research animals. Our facility and program receive semi-annual IACUC inspections, and as an AAALAC-accredited organization, we submit annual reports and undergo site visits every three years. Should any animal testing-related issues occur, we follow our adverse events reporting policy and notify AAALAC immediately.

Public Policy Participation

Our government affairs and public policy function advocates for our patients and operational needs, engaging constructively, responsibly and transparently with government officials and stakeholders. By participating in policy development, we are able to contribute to sound public policy that advances innovation, addresses patient needs and benefits the communities we serve.

Our [Corporate Political Engagement Policy](#) guides all public policy efforts. We comply with federal law by disclosing our federal lobbying activities and expenditures quarterly through publicly accessible reports on the [U.S. Congress Lobbying Disclosure Acts \(LDA\) Reports database](#).

Ionis prohibits the use of corporate resources, whether directly or indirectly, for election-related activity, including contributions to candidates, political parties or committees, ballot initiatives or measures or other political entities. We do not currently maintain a voluntary, employee-funded political action committee (PAC). We are a member of relevant industry trade associations that may allocate portions of our membership dues toward lobbying efforts.

Appendix

IN THIS SECTION

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See our Task Force on Climate-related Financial Disclosures (TCFD) Index on [our website](#).



Participants in our 2025 NEXT STEM Education programs

Sustainability Data Summary Table

BUSINESS OVERVIEW

<i>As of December 31 of applicable year</i>	2023	2024	2025
Total Revenue (USD, millions) ⁸	788	705	944
Total Number of FDA-Approved Medicines	5	6	7
Research & Development Investment (USD, millions)	900	902	916

SOCIAL

	2023	2024	2025
Workforce⁹			
Total Employees (Global)	897	1,056	1,243
U.S. Workforce by Gender (%)			
Women	55%	57%	56%
Men	44%	43%	43%
Non-binary	<1%	<1%	<1%
Global Workforce by Age (%)			
Under 30 years old	10%	8%	6%
30-50 years old	55%	57%	54%
Over 50 years old	35%	36%	40%

	2023	2024	2025
Diversity of U.S. Workforce (%)			
Asian	25%	24%	23%
Black or African American	3%	3%	4%
Hispanic	11%	11%	11%
Other ¹⁰	4%	5%	5%
White	58%	58%	58%
Women or People of Color in Leadership Positions (U.S. Workforce) (%)			
Director Level or Above			
Women	46%	48%	48%
People of Color (POC)	31%	32%	31%
VP Level or Above			
Women	35%	32%	29%
People of Color (POC)	25%	21%	23%
Retention Rate (%)			
Turnover Rate	7%	5.7%	6.6%
Voluntary Turnover Rate	5.2%	3.8%	4.2%
Employee Engagement Rate (%)	73%	--	78%

⁸ Per annual Form 10-K.

⁹ All data as of December 31st of the applicable year. Due to rounding, some data may not add up to 100%. Based on employee self-identification.

¹⁰ Other category includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races.

SOCIAL (CONTINUED)

	2023	2024	2025
Workplace Health and Safety			
Recordable Injury Rate (RIR) (per 200,000 hours worked)	0.89	0.79	0.48
Lost Time Injury Rate (LTIR) (per 200,000 hours worked)	0.45	0.10	0.00
Days away, restricted or transferred (DART) (per 100 full-time employees)	0.56	0.49	0.32
Fatalities	0	0	0
Social Impact			
Corporate Contributions ¹¹ (USD, millions)	3.0	3.5	5.5
Employee Volunteer Hours (estimate)	1,400	1,500	2,100

GOVERNANCE

<i>As of February 8 of applicable year (per proxy filing)</i>	2023	2024	2025
Board Composition¹²			
Board Size	10	10	10
Number of Independent Directors	8	8	9
Number of Women on the Board	3	3	3
Number of Diverse Board Members	2	2	2
LGBTQIA+	1	1	1

ENVIRONMENT

	2023	2024	2025
Greenhouse Gas (GHG) Emissions (Metric tons CO₂e)			
Scope 1 (fuels, natural gas, refrigerants)	2,695	2,616	2,615
Scope 2 (electricity use) (Market-based)	2,788	2,530	3,133
Total Scope 1 & 2 (Market-based)	5,483	5,146	5,748
Emissions Intensity (Scope 1 & 2) (tCO ₂ e/employee)	6.11	4.87	4.62
Energy Use (MWh) (by source)			
Total electricity purchased from non-renewable sources	6,470	7,163	6,718
Total electricity purchased from renewable sources	6,691	4,875	5,621
Total Energy Purchased (MWh)	13,161	12,038	12,339
Energy Generation Onsite	1,129	1,165	1,279
Total Water Consumption (Million Gallons)	12.85	18.04	17.36
Total Waste Generated (Tons)¹³	634¹⁴	590	587
Non-hazardous Waste Disposal (Tons)	387	293	290
Landfilled	223	230	222
Recycled ¹⁵	164	60	65
Composted	--	3	3
Hazardous Waste Disposal (Tons)	247	297	297

¹¹ Includes grants, sponsorships, and philanthropic donations.
¹² Based on self-identification. For board diversity, includes Asian, Black or African American, Hispanic or LatinX, Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races.
¹³ Waste figures exclude construction and demolition waste.
¹⁴ Corrected total waste generated data for 2023. Totals were incorrectly reported in Ionis' 2024 Corporate Responsibility Report.
¹⁵ Transitioned to new vendor with more accurate accounting method in 2024.

Sustainability Accounting Standards Board (SASB) Index

The following table provides data and information aligned with the Sustainability Standards Accounting Board (SASB) Health Care Sector - Biotechnology and Pharmaceuticals industry Standard. The data and information presented below is for fiscal year 2025 (January 1, 2025 through December 31, 2025) unless otherwise indicated in specific disclosures.

Category	Code	Accounting Metric	Response
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Please see the Safe and Ethical Clinical Trials section of our 2025 Corporate Responsibility Report.
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	All data is reported to relevant national regulators.
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	There were zero (0) monetary losses as a result of legal proceedings associated with clinical trials in developing countries in FY 2025.
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	Please see the Access and Affordability section of our 2025 Corporate Responsibility Report.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Program (PQP)	No Ionis products are on the WHO List at the time of reporting.
Affordability & Pricing	HC-BP-240b.1	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Please see the Access and Affordability section of our 2025 Corporate Responsibility Report. Commitment to Responsible Pricing
	HC-BP-240b.2	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Please see the Access and Affordability section of our 2025 Corporate Responsibility Report. Commitment to Responsible Pricing

Category	Code	Accounting Metric	Response
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	No products listed during the reporting year. Please visit the U.S. FDA FAERS MedWatch website for more information.
	HC-BP-250a.2	Number of fatalities associated with products	There were zero (0) fatalities associated with products during the reporting year. Please visit the U.S. FDA FAERS MedWatch website for more information.
	HC-BP-250a.3	(1) Number of recalls issues, (2) total units recalled	Ionis did not issue any recalls in 2025.
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Ionis is a participant in Pharmaceutical Product Stewardship Work Group's MED-Project USA, which supports the safe collection and disposal of unwanted medicines and sharps through take-back programs.
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	There were zero (0) enforcement actions taken in 2025 in response to violations of current Good Manufacturing Practices (cGMP).
Counterfeit Drugs	HC-BP-260a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	See the Product Quality and Patient Safety section of our 2025 Corporate Responsibility Report.
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	See the Product Quality and Patient Safety section of our 2025 Corporate Responsibility Report.
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	There were zero (0) actions that led to raids, seizure, arrests or filing of criminal charges related to counterfeit products in 2025.

Category	Code	Accounting Metric	Response															
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	There were zero (0) monetary losses related to false marketing claims in 2025.															
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See the Governance and Integrity section of our 2025 Corporate Responsibility Report. Ionis Code of Ethics and Business Conduct															
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	See the Talent Attraction, Development and Retention section of our 2025 Corporate Responsibility Report.															
	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	<p>(1) Voluntary turnover rate for 2025:</p> <table border="0"> <tr> <td>(a) executives/senior managers</td> <td>3.9%</td> </tr> <tr> <td>(b) midlevel managers</td> <td>3.0%</td> </tr> <tr> <td>(c) professionals</td> <td>5.3%</td> </tr> <tr> <td>(d) all others</td> <td>2.6%</td> </tr> </table> <p>(2) Involuntary turnover rate for 2025:</p> <table border="0"> <tr> <td>(a) executives/senior managers</td> <td>1.3%</td> </tr> <tr> <td>(b) midlevel managers</td> <td>0.3%</td> </tr> <tr> <td>(c) professionals</td> <td>3.7%</td> </tr> <tr> <td>(d) all others</td> <td>2.1%</td> </tr> </table> <p>Average employee turnover rate in 2025 was 6.6% and the voluntary turnover rate was 4.2%.</p>	(a) executives/senior managers	3.9%	(b) midlevel managers	3.0%	(c) professionals	5.3%	(d) all others	2.6%	(a) executives/senior managers	1.3%	(b) midlevel managers	0.3%	(c) professionals	3.7%	(d) all others
(a) executives/senior managers	3.9%																	
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(a) executives/senior managers	1.3%																	
(b) midlevel managers	0.3%																	
(c) professionals	3.7%																	
(d) all others	2.1%																	
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity’s facilities and (2) Tier I suppliers’ facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	See the Supplier Responsibility section of our 2025 Corporate Responsibility Report.															

Category	Code	Accounting Metric	Response
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Ionis has incurred zero (0) monetary losses as a result of legal proceedings associated with corruption and bribery in 2025.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Ionis Code of Ethics and Business Conduct
Activity Metrics	HC-BP-000.A	Number of patients treated	To date, hundreds of patients have been treated with our two wholly owned medicines, TRYNGOLZA and DAWNZERA. More than 14,000 patients have been treated with SPINRAZA (nusinersen) for spinal muscular atrophy (SMA) globally. Our partner, Biogen, is responsible for commercializing SPINRAZA worldwide.
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	See the Innovation and Drug Discovery section of our 2025 Corporate Responsibility Report. Ionis Pipeline



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Forward Looking Statements

This report and the information incorporated herein by reference includes forward-looking statements regarding our business, financial guidance and the therapeutic and commercial potential of our commercial medicines, additional medicines in development and technologies and our expectations regarding development and regulatory milestones. Any statement describing Ionis' goals, expectations, financial or other projections or guidance, intentions or beliefs is a forward-looking statement and should be considered an at-risk statement. Such statements are subject to certain risks and uncertainties including but not limited to those related to our commercial products and the medicines in our pipeline, and particularly those inherent in the process of discovering, developing and commercializing medicines that are safe and effective for use as human therapeutics, and in the endeavor of building a business around such medicines. Ionis' forward-looking statements also involve assumptions that, if they never materialize or prove correct, could cause its results to differ materially from those expressed or implied by such forward-looking statements. Although Ionis' forward-looking statements reflect the good faith judgment of its management, these statements are based only on facts and factors currently known by Ionis. Except as required by law, we undertake no obligation to update any forward-looking statements for any reason.

As a result, you are cautioned not to rely on these forward-looking statements. These and other risks concerning Ionis' programs are described in additional detail in Ionis' annual report on Form 10-K for the year ended December 31, 2025, and most recent Form 10-Q, which are on file with the SEC. Copies of these and other documents are available at www.ionis.com.

Definition of Materiality in This Report

The discussion of topics included in this report and our other corporate responsibility and sustainability disclosures should not be read as implying that such topics are "material" in the context of the U.S. federal securities laws, Delaware General Corporation Law or any other regulatory framework, even where we use words such as "material" or "materiality." Our approach to sustainability and other corporate responsibility disclosures is informed by sustainability reporting frameworks that involve broader definitions of materiality than used for purposes of our compliance with SEC disclosure obligations. As a result, "materiality" for purposes of our corporate responsibility reporting includes impacts on communities, the environment and stakeholders such as employees, patients and suppliers, and the inclusion of topics in such reporting, even when described as "material," does not indicate that such topics are material to the Company's business, operations or financial condition.