



Ionis Human Rights Commitment

At Ionis, the values of ethics, integrity, and corporate responsibility are foundational to our mission to unlock better futures for people with serious diseases. We believe in the inherent dignity and equal and inalienable rights of every human being, regardless of where they live or were born, their economic status, their religious beliefs, their race, ethnicity, sexual orientation or expression, disability status or gender.

We are committed to conducting business based on the principles of the United Nations Universal Declaration of Human Rights and in alignment with the U.N.'s Guiding Principles on Business and Human Rights. In every country in which we operate, Ionis is committed to following all laws, regulations and international conventions related to human rights.

We believe that operating responsibly and ethically is essential to our business. While governments have a key role to respect, protect, promote and defend the human rights of their citizens, we recognize that companies share this responsibility to respect human rights within their own operations and through business relationships by establishing policies, actions and safeguards to prevent any adverse human rights impacts. Ionis does not tolerate human rights abuses. We expect all Ionis employees, contractors, subsidiaries and business partners to abide by this commitment.

Our [Code of Ethics and Business Conduct](#) (the “Code of Ethics”) describes our commitments and our expectations for all employees or anyone working on behalf of Ionis to ensure that we are always acting in accordance with applicable laws, rules and regulations. The Code of Ethics addresses human rights topics, including discrimination or harassment, workplace health and safety and ethical research and development. We will not tolerate physical abuse, harassment or discrimination, as outlined in the Code of Ethics. We support and encourage fairness and inclusion within our workforce and the organizations with which we do business.

The Code of Ethics outlines the processes we have in place to help ensure that we are as successful as possible in avoiding the occurrence of adverse human rights impacts through our own activities, and in addressing any adverse impacts that may arise. Ionis is committed to transparency and reports on our corporate responsibility risks, due diligence and impacts, including human rights, in our annual Corporate Responsibility Report.

Additional policies and resources:

- [Code of Ethics and Business Conduct](#)
- [Ionis Ethics and Compliance Helpline](#)
- [Privacy Policy](#)
- [Clinical Trial Transparency Statement](#)
- [Health, Safety and Environment \(HSE\) Policy](#)
- [Corporate Responsibility](#)