



## **Ionis Health, Safety & Environment (HSE) Policy**

At Ionis, we work with a sense of urgency to discover, develop and deliver medicines to create a better future for people with serious diseases. We believe operating responsibly and sustainably creates long-term value for our company and our stakeholders. Every day we work to create a positive impact for patients, communities and the broader world by creating a healthier and more resilient future for all.

Ionis places a high value on protecting the health and safety of our employees and maintaining environmentally sustainable operations. We are committed to responsibly managing our environmental impact and incorporating environmental considerations into our business activities to continuously improve our performance. This includes ensuring our new facilities are designed with meaningful sustainability measures as we grow our operations.

The responsibility for workplace health and safety and protection of the environment rests with every employee. Ionis' executive leadership team has accountability for enforcing this HSE policy across their teams and ensuring that the necessary focus, leadership and resources are provided to deliver on the intent of this HSE policy.

As part of our commitment to HSE, Ionis will:

- Comply with all corporate and legal requirements in relation to HSE
- Actively manage Ionis' environmental impact by using natural resources and energy more efficiently, reducing waste and conserving water
- Deliver programs to achieve our environmental sustainability goals
- Establish HSE management systems to ensure compliance and drive continuous improvement
- Proactively monitor, manage and assess HSE risks and performance
- Educate, train and motivate employees to operate in a safe and environmentally responsible manner
- Sustain an organizational and safety culture that actively engages employees on HSE
- Strive to work with suppliers, contractors and stakeholders that share our commitment to responsible HSE practices
- Report transparently and regularly on our HSE strategies, initiatives, and performance.

This policy is aligned with and driven by our company's values and behaviors, reflects our Culture Statement and Core Principles, and underscores our ongoing commitment to operating our business responsibly and sustainably.