

The logo for IONIS, featuring the word "IONIS" in a bold, sans-serif font. The letter "O" is a solid magenta color, while the letters "I", "N", "I", and "S" are in a dark grey color. A small registered trademark symbol (®) is located to the upper right of the "S". Above the letter "N", there is a stylized graphic element consisting of three parallel, slanted lines in shades of orange and yellow, resembling a flame or a wing.

**IONIS**<sup>®</sup>

A black and white photograph of three people sitting around a white table in what appears to be a meeting or office setting. On the left, a man with glasses and a dark jacket over a polka-dot shirt is holding a tablet and looking towards the other two people. In the center, a younger man in a plaid shirt is looking at the tablet. On the right, a woman with long dark hair is seen from the side, looking towards the man with the tablet. The background is slightly blurred, showing office furniture and a whiteboard.

**Is Ionis right for you?**

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# Introduction to Ionis

- Ionis is a challenging, motivating and rewarding environment designed to foster innovation and excellence
- Our success is a direct result of our outstanding employees
- We pride ourselves on our unique culture and recognize that Ionis is not a place for everyone
- We believe in a mutual selection process:
  - We assess your skills, knowledge, and ability to excel in our culture to determine if you are the best qualified candidate
  - You assess us to determine if the position and Ionis are a good fit for you



***Is Ionis the place for you?***

***Do you have what it takes to  
be an “Ion”?***

*The following will assist in your  
determination.*

# Ionis *have a passion for patients, and...*

Know patients depend on us

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Understand the impact of their work on patients' lives

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Display a passion for science and helping patients

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Work intensely

*Time is of the essence and delays mean continued patient suffering*

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Always ask first,  
**“What is best for the patient?”**



Lauren and Lindsey,  
*living with HAE*

# Ions are courageous, and...

Speak up and act with confidence, even when doing so may be uncomfortable

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Challenge the “status quo” and offer a differing opinion if they have one

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Take appropriate risks

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Tackle tough problems with determination and humor

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Communicate in a direct, respectful manner

Change one's opinion when convincing data is presented

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Propose solutions for problems

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Take ownership of mistakes and learn from them

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Interrogate concepts and challenge hypotheses

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Do not compromise on the best solution or their morals

# Ions set *high standards for self and others, and...*

Dream big

Demand intensity, productivity, and accountability

Strive for excellence

Set clear performance expectations

Share positive feedback openly and often

Share constructive feedback: *directly, timely and privately*

Make tough decisions when performance does not meet expectations



# Ions do real work, and...

Deliver high quality results, meeting aggressive timelines

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Produce high output

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Lead by example

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Roll up their sleeves and do whatever it takes to get the job done

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Gladly take on shifting responsibilities

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Innovate

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Never think or say “that’s not my job”



# Ions are transparent, and...

Openly interrogate ideas

Communicate clearly and continuously

Explain the “why”

Trust others with the truth, and to do the right thing

Readily share information without being asked

Are honest and direct

Share good and bad news

Maintain an “open door” policy



# ions *have a bias to act and say yes, and...*

Eliminate unnecessary rules/procedures

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Are solution-oriented, proactive and take initiative

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Support decentralized decision making

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Make thoughtful decisions in the face of insufficient data, using good judgement, in a collaborative and timely manner

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Act on decisions once made

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Recognize gaps/opportunities and fill them





# Ions *have fun, and...*

Establish personal relationships leading to:

Giving others the benefit of the doubt  
Better and stronger working relationships

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Infuse fun into everyday work

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Show appreciation, care and recognition for  
others' contributions



# Ionis Culture & Core Principles

## 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 work force. 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.

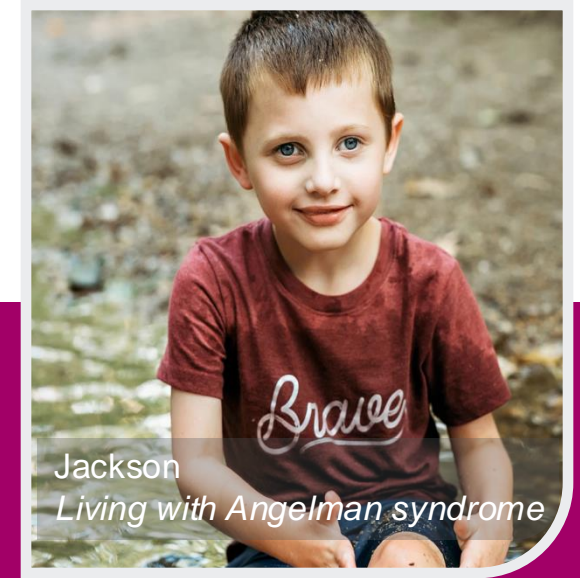
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## core principles



- 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

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We push beyond the impossible to unleash the potential of patients – and those who care for them – enabling them to make their own mark on the world.

To learn more, visit [ionis.com](https://www.ionis.com) and follow us:

