

2024 Corporate Responsibility Report

ADVANCING OUR IMPACT TOGETHER



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About This Report

In our 2024 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, 2024 to December 31, 2024. 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: Summer and Coli, individuals living with Hereditary Angioedema (HAE), are hosts of the HAEVN Voices Interview Series

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CEO Letter

At Ionis, we work to bring better futures to people with serious diseases. We pioneered the field of RNA medicines, bringing life-changing treatments to patients, and continue to drive innovation throughout our company. Our science is driven by a deep understanding of disease biology and a commitment to advancing next-generation technology, coupled with an urgency to advance medicines for people in need. Operating responsibly and sustainably is core to achieving our vision of a healthier future for patients, society and all our stakeholders.

In 2024, Ionis entered a new chapter as a fully integrated commercial-stage biotechnology company with the U.S. Food and Drug Administration (FDA) approval of our first independently launched medicine, TRYNGOLZA™ (olezarsen), for adults living with familial chylomicronemia syndrome (FCS) as an adjunct to diet. We also continued to advance the successful launch of WAINUA™ (eplontersen) for polyneuropathy of hereditary transthyretin-mediated amyloidosis (ATTRv-PN), which was launched in early 2024 and is being co-commercialized in the U.S. with AstraZeneca.

These launches mark just the beginning for Ionis. Over the next three years, we anticipate three additional independent launches from our wholly owned pipeline. These include donidalorsen for hereditary angioedema (HAE), which is expected to be our second independent medicine if approved later this year, and a potential additional indication for olezarsen in the prevalent disease of severe hypertriglyceridemia (sHTG), for which we expect Phase 3 results in 2025. We continue to expand our late-stage pipeline, including the planned 2025 initiation of a Phase 3 trial for our investigational medicine for the serious, neurodevelopmental disorder Angelman syndrome, a key program in our growing independent neurology pipeline.

As Ionis grows, we continue to reinforce our commitment to corporate responsibility (CR) in every aspect of our work. Last year, we introduced a clear CR strategy with actionable goals, continuing to hold ourselves accountable. We are excited to share our progress in our 2024 Corporate Responsibility report, which includes the following progress across our three core CR pillars:

Innovate to improve the lives of people with serious diseases

- In 2024, we celebrated the U.S. approval of TRYNGOLZA for adults with FCS as an adjunct to diet, our first independently launched medicine, and introduced Ionis Every Step™, a comprehensive program for patients and healthcare providers, which includes affordability and access support.
- We announced positive pivotal results for donidalorsen for hereditary angioedema (HAE), a rare and potentially life-threatening genetic condition, and are expecting FDA action in 2025.
- We also continued to advance our clinical pipeline, which now includes nine medicines in Phase 3 development for nine diseases, three of which are wholly owned, and many mid- and earlier-stage candidates for diseases that currently have no approved treatment options.
- In addition, we worked with more than 100 patient advocacy groups to support patients and caregivers across the globe.

Empowering our employees and communities

- Our success is directly attributed to our extraordinary team and we continued to recognize outstanding employees for their positive impact on Ionis' culture and core principles with annual awards recognizing innovation, culture, humanitarian contributions and service to the company.
- In 2024, we gave back to our local communities through philanthropy and volunteering more than 1,500 hours across our three campuses and remotely, supporting 15 different non-profits.
- We were also recognized as one of the Best Places to Work in 2024 by the *San Diego Business Journal*.

Operating responsibly and sustainably

- As we prepared for our first independent commercial launch, we reinforced compliance across all our operations and in our interactions with stakeholders, including introducing new guidelines on healthcare professional and patient engagement, salesforce conduct and new policies for corporate political engagement.
- In 2024, we continued to sustainably manage our environmental impact, including a 6% reduction in our Scope 1 and 2 GHG emissions compared to 2023 and launching a new composting program at our Carlsbad, California headquarters.

Looking ahead, we continue to implement action plans to advance our corporate responsibility goals. I am deeply grateful and proud of the dedication and hard work of Ionis' employees in shaping a better future for patients and society. Every day, our efforts help unleash the potential for people living with serious diseases — and those who care for them — while ensuring a responsible and sustainable company that will continue delivering life-changing innovations for years to come.

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 over three decades, Ionis has pioneered RNA-targeted medicines to achieve firsts that were once thought impossible. We have discovered and developed six currently marketed medicines¹, including breakthrough medicines for neurologic and cardiovascular diseases. With our groundbreaking science and technology, we have enhanced the profiles of our RNA-targeted medicines

and unlocked new opportunities in emerging areas of genetic therapy.

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 them with the resources and support they need to live fuller lives.

IONIS AT A GLANCE²

\$705M

Total Revenue

1,056

Total Employees

\$902M

Research and Development (R&D) Investment

 **Tryngolza™**
(olezarsen)

**First Independent U.S.
Commercial Launch**



¹ TRYNGOLZA™ (olezarsen), WAINUA™ (eplontersen), QALSODY® (tofersen), SPINRAZA® (nusinersen), TEGSEDI® (inotersen) and WAYLIVRA™ (volanesorsen sodium).
² Data as of December 31, 2024.

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 to generate long-term value for our stakeholders.

MATERIALITY

We conducted our first corporate responsibility (CR) materiality assessment³ in 2023 to identify and prioritize CR and ESG 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 then 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.

³ Refer to the [Definition of Materiality in This Report](#) in the Appendix.

Corporate Responsibility Materiality Matrix

Topics are listed in alphabetical order, not importance

Importance to stakeholders	Importance to the business	
	Priority	Higher Priority
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

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

IONIS CORPORATE RESPONSIBILITY PILLARS & GOALS

As our business grows, we reinforce our commitment to corporate responsibility and ESG through three strategic CR pillars and associated goals that guide our efforts 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, reflecting our dedication to addressing global challenges and advancing our mission. To learn more about CR Governance at Ionis, 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 support the creation of long-term value and positive impact for our stakeholders. See highlights of our progress below.

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

2024 Progress

- Invested \$902M in Research and Development
- Celebrated FDA's approval of TRYNGOLZA for adults with 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
- Introduced Ionis Every Step™ support program for patients and healthcare providers (HCPs), including affordability and access support
- Launched Quality ChampIOns program to promote and integrate quality culture across Ionis

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

- Recognized as one of the Best Places to Work 2024 by the San Diego Business Journal
- Achieved 78% employee engagement score in independently conducted employee survey
- Recognized as "Promising Performer" in talent services firm Seramount's Inclusion Index
- Gave back to our local communities through 1,500+ hours of employee volunteering, supporting 15+ non-profits at more than 20 Ionis-led and other community events
- Contributed \$3.5M in total corporate contributions including grants, sponsorships and charitable donations, reflecting our status as a pre-profitable innovative company



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

- Updated policies, resources and training aligned with PhRMA Code, such as guidelines for patient and HCP interactions and salesforce engagement
- Continued to sustainably manage our environmental impact with 6% reduction in Scope 1 and 2 GHG Emissions compared to 2023
- Launched new composting program at Carlsbad HQ



2024 HIGHLIGHTS



First independent
U.S. approval and
commercial launch

**9 medicines
in Phase 3 Trials**
(3 of which are wholly owned)



Launched
patient and HCP
support program
for TRYNGOLZA

**78% employee
engagement**
in 2025 survey⁴



**Best Place to
Work in 2024**
(*San Diego Business Journal*)

1,500+ hours
of employee volunteering

**100+ patient
and caregiver
advocacy groups**
engaged in the U.S. and globally

**\$3.5M
total corporate
contributions**
(includes grants, sponsorships
and charitable donations)

**Updated policies,
guidelines and training
aligned with PhRMA Code**
for interactions with patients, HCPs and
salesforce engagement

6% reduction
in Scope 1 and 2 GHG emissions
compared to 2023

**Inclusion Index
Promising Performer**
(Seramount)

Composting program
launched at Carlsbad HQ

⁴ Conducted in January 2025.



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.

OUR PROGRESS



First independent launch



new patient and HCP support program

100+ patient and caregiver advocacy groups engaged in the U.S. and globally

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Our Approach to Patient Innovation

We are dedicated to discovering, developing and delivering life-changing medicines for people with serious diseases. Upholding high standards of scientific rigor, quality, compliance, safety and performance, Ionis collaborates with scientists, clinical investigators, people living with serious diseases, caregivers and advocacy organizations to advance effective therapies. Engaging disease communities early in the development process helps us understand their experiences and needs, inspiring our mission to improve lives through innovative medicines.

INNOVATION AND DRUG DISCOVERY

Driven by a deep understanding of disease biology and an urgency to improve human health, we invest significantly in research and development to deliver medical breakthroughs for serious diseases. Our expertise in RNA-targeted therapeutics and efforts in emerging technologies enable us to expand drug discovery opportunities, advancing next-generation solutions to meet patient needs.

Research, Development and Pipeline

We are committed to pioneering the next generation of medicines through a diverse pipeline of potential first- or best-in-class

investigational therapies targeting neurology, cardiology, and select areas of high patient need. Every medicine in our clinical pipeline stems from our innovative RNA-targeting science and medicinal chemistry technologies, enabling precise and effective treatments. By harnessing the expanding potential of these medicines, we aim to transform the course of human health.

Ionis is positioned to impact millions globally through both our wholly owned and partnered pipelines, which include nine transformative medicines in late-stage development. We've also expanded and diversified our technology in RNA therapeutics.

2024 PIPELINE HIGHLIGHTS

\$902M investment in research and development

U.S. FDA New Drug Application and E.U. EMA Marketing Authorization Application acceptance for donidalorsen (HAE)

Achieved U.S. Fast Track designation for zilganersen (Alexander disease)

Announced positive results from Phase 1-2a clinical trial for ION582 (Angelman syndrome)

IONIS IMPACT

A scientist at Ionis for over 15 years and one of our [2024 InnovatION Award Winners](#), **Frank Rigo** has significantly advanced RNA therapeutics through groundbreaking work, including contributions to the development of SPINRAZA® for spinal muscular atrophy (SMA); ION582, our Angelman syndrome program; and leading efforts to develop Ionis's gene editing technology. A tireless innovator and mentor, Frank has published more than 150 peer-reviewed manuscripts on various aspects of antisense technology, while generously sharing his expertise with colleagues and the broader scientific community.

“

It's an honor to be recognized by colleagues who inspire me every day as we work together to discover and develop trailblazing medicines and technologies to help transform lives.”

Frank Rigo
Senior Vice President,
Functional Genomics



The Ionis Pipeline⁵

OWNED PIPELINE

	INDICATION	PARTNER	PHASE
Neurology			
Zilganersen (GFAP)	Alexander Disease	Ionis Owned	Phase 3
ION582 (UBE3A-ATS)	Angelman Syndrome	Ionis Owned	Phase 2
ION269 (APP)	Alzheimer’s Disease	Ionis Owned	Phase 2
ION717 (PRNP)	Prion Disease	Ionis Owned	Phase 2
ION356 (PLP1)	Pelizaeus-Merzbacher Disease	Ionis Owned	Phase 2
ION859 (LRRK2)	Parkinson’s Disease	Ionis Owned	Phase 2
ION464 (SNCA)	Multiple System Atrophy & Parkinson’s Disease	Ionis Owned	Phase 2
ION440 (MECP2)	MECP2 Duplication Syndrome	Ionis Owned	Phase 2
Cardiology			
Olezarsen (ApoC-III)	Severe Hypertriglyceridemia	Ionis Owned	Phase 3
Specialty/Rare			
Donidalorsen (PKK)	Hereditary Angioedema	Ionis Owned	Phase 3

Key

Phase 2 Phase 3

PARTNERED PIPELINE

	INDICATION	PARTNER	PHASE
Neurology			
Ulefnersen (FUS)	Amyotrophic Lateral Sclerosis	Otsuka	Phase 3
Tofersen (SOD1)	Amyotrophic Lateral Sclerosis (Presymptomatic SOD1)	Biogen	Phase 3
IONIS-MAPT _{Rx} (TAU)	Alzheimer’s Disease	Biogen	Phase 2
Tominersen (HTT)	Huntington’s Disease	Roche	Phase 2
ION306 (SMN2)	Spinal Muscular Atrophy	Biogen	Phase 2
Cardiology			
Eplontersen (TTR)	Transthyretin-Mediated Amyloid Cardiomyopathy	AstraZeneca	Phase 3
Pelacarsen (Apo(a))	Cardiovascular Disease	Novartis	Phase 3
Tonlamarsen (Angiotensinogen)	Treatment-Resistant Hypertension	Kardigan	Phase 2
Other Medicines			
Bepirovirsen (Hepatitis B Virus)	Hepatitis B Virus Infection	GSK	Phase 3
Sefaxersen (Complement Factor B)	IgA Nephropathy	Roche	Phase 3
Sapablursen (TMPRSS6)	Polycythemia Vera	Ono	Phase 2
ION839 (PNPLA3)	Metabolic Dysfunction-Associated Steatohepatitis	AstraZeneca	Phase 2
ION532 (APOL1)	Chronic Kidney Disease	AstraZeneca	Phase 2

⁵ Ionis pipeline information updated as of March 11, 2025.

Partnerships

In addition to our [wholly owned pipeline](#) of potentially life-changing RNA-targeted medicines, we continue to work with other biopharmaceutical companies to advance investigational medicines for patients who need them. AstraZeneca and Ionis are jointly developing and commercializing WAINUA in the U.S. The companies are seeking regulatory approval in other parts of the world where AstraZeneca has exclusive rest of world commercialization and development rights. In 2024, we expanded our Otsuka partnership with a new Asia Pacific licensing agreement for donidalorsen and a new worldwide agreement for ulefnersen. We also entered into an agreement with Theratechnologies for olezarsen and donidalorsen in Canada. In early 2025, we announced a new license agreement with Sobi to commercialize olezarsen in countries outside the U.S., Canada and China.

Supporting Leading Edge Research

Driven by a passion to translate innovative ideas into new medicines for tomorrow, we support groundbreaking research and early career investigators shaping the future of the field. Our [Young Investigator Grant Program](#) funds clinicians and scientists at eligible academic or non-profit institutions researching severe hypertriglyceridemia, HAE and Alexander Disease, while our [Ion-ARPA Initiative](#) supports researchers exploring breakthrough scientific concepts, including novel delivery strategies for treating central nervous system diseases and epigenome regulation for therapeutics.

Safe and Ethical Clinical Trials

At Ionis, we ensure the safe and ethical conduct of clinical trials through rigorous policies and adherence to 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 manage every aspect of the clinical trial process, prioritizing participant safety and well-being by adhering to 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. To safeguard patient privacy, data are de-identified and processed in validated systems that meet stringent regulatory requirements.

Our Protocol Review Committee (PRC) provides expert feedback on trial protocols, while Institutional Review Boards (IRBs) and independent ethics committees ensure the ethical conduct of studies, approving critical documents like protocols and informed consent forms. Safety oversight is maintained

by our Safety Oversight Committee and, for certain studies, independent Data and Safety Monitoring Boards (DSMBs). All Clinical Development, Clinical Operations and Data Management employees receive comprehensive training in standard operating procedures, with specialized training for those supporting clinical trials.

Clinical Trial Transparency

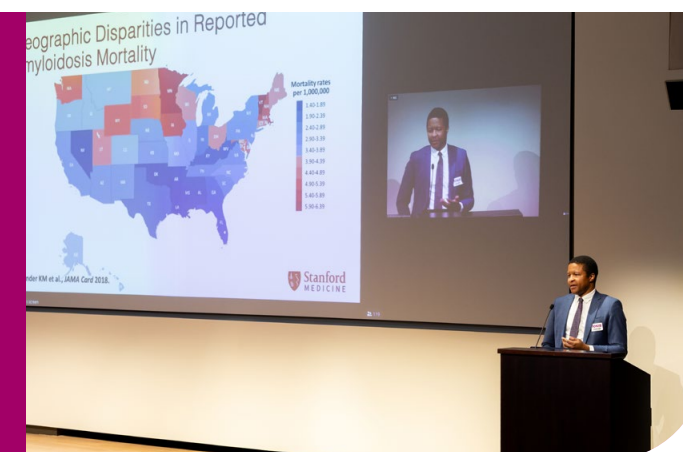
At Ionis, we are committed to sharing data from our clinical research and clinical trials in a transparent and responsible manner. We uphold the principles of clinical trial transparency, sharing research findings ethically and accurately to advance science and improve patient care. We disclose the results of company-sponsored trials in compliance with laws, regulations and industry standards, ensuring all trials are listed in public databases like [ClinicalTrials.gov](#) and the European Union's Clinical Trials Information System (CTIS). Safety risks are documented in annual summary reports and post-approval safety surveillance reports are shared with health authorities, while de-identified patient-level data are made available to qualified researchers.

To enhance accessibility, we also provide plain language summaries (PLS) of trial results for patients and the public. Learn more in our [Clinical Trial Transparency Statement](#).

Inclusion in Clinical Trials

We are committed to ethical, responsible and inclusive clinical research, recognizing that people and populations may experience diseases differently or respond uniquely to treatments. To deepen our understanding, we are advancing initiatives to better represent the breadth of patient populations who may benefit from our medicines, while formalizing strategies and processes to foster better representation across clinical development. The PRC evaluates clinical trials through a lens of accessibility and equity, working to identify and address barriers to participation. We partner with advocacy groups to expand outreach to underrepresented communities to increase awareness. Additionally, we collaborate with partners to expand the accessibility of our trials, such as with our Phase 3 CARDIO-TTTransform study for transthyretin-mediated amyloid cardiomyopathy (ATTR-CM).

Dr. Kevin M. Alexander, a heart failure and transplant cardiologist at Stanford University, joined us in February 2024 for a conversation on the importance of inclusivity in drug development. To promote disease awareness and support early detection to enhance diagnosis and treatment, Dr. Alexander discussed opportunities to reduce disparities for historically underrepresented patients, including remote participation and travel support for clinical trials and partnerships with underserved healthcare institutions to expand access.



Product Quality and Patient Safety

At Ionis, we ensure the quality and safety of our products throughout their lifecycle by adhering to laws, regulations, global standards and good practice (GxP) guidelines. We maintain robust safety monitoring and pharmacovigilance systems and processes to capture, document, evaluate, and report adverse events and safety information to patients, prescribers and applicable regulatory authorities. We ensure the safety and quality of our clinical and commercial products from drug substance to finished drug product and on to our patients through rigorous adherence to all applicable global regulations.

We are committed to integrating quality across our operations, with our Quality Assurance (QA) organization ensuring we uphold integrity and drive sustainable efficiency in research, development and commercial execution. In 2024, our QA team was instrumental in effectively managing an increasing number of health authority inspections to ensure our commercial readiness.

All employees receive annual training on adverse events and training on product quality complaints and GxP guidelines applicable to their role, and we collaborate with partners and contract manufacturing organizations (CMOs) to uphold quality standards. Additionally, our product serialization system ensures traceability in authorized markets, protecting patients from counterfeit, falsified or tampered products.

Quality Management System

Our integrated Quality Management System (QMS), outlined in our Quality Manual, ensures GxP compliance and the integrity of investigational medicines across all development stages and commercial supply. Our QMS continues to evolve to align with business needs, growth, and quality requirements. With a focus on automation, we continue to update key elements of our QMS. Quality risk management (QRM) is an integral part of our QMS and extends beyond ICH Q9 guidelines. We employ proactive risk management strategies that include systematic processes for identifying, assessing, controlling and monitoring risks that are collaboratively managed by functional area managers, QA and Quality Control. Key practices include quality surveillance, safety monitoring, issue escalation and metrics tracking. Ionis upholds rigorous quality standards for CMOs and vendors, supported by a risk-based external audit program and senior management oversight of supplier selection, monitoring and auditing.

In 2024, we received 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.



QUALITY CHAMPIONS

In late 2023, we launched the Quality Champions program, reaffirming our commitment to integrating quality across all aspects of our clinical operations and promoting shared ownership at Ionis. Quality Champions play a key role in overseeing critical quality activities, ensuring regulatory compliance,

and maintaining inspection readiness. Their responsibilities include upholding adherence to applicable policies, procedures, tools and documentation, as well as supporting the evaluation and implementation of new or updated regulatory guidelines.



Our goal with the Quality Champions program is to foster a strong quality culture across the company with everyone coming together and working in a state of readiness to support our commitment to deliver transformational medicines to people in need."

Marci Macpherson

Vice President, Development Quality Assurance



ACCESS AND AFFORDABILITY

At Ionis, we prioritize making our medicines accessible and affordable for all patients. We take a holistic approach, from designing trials that support patient access and enrollment to offering expanded access to investigational therapies, when appropriate. We are committed to ensuring equitable access to our commercialized independent medicines, regardless of patients' racial, ethnic or socioeconomic background or ability to pay. To achieve this, we have patient services and access programs that remove barriers and ensure timely access to our medicines once commercially available.

Ionis-Sponsored Genetic Testing, Genetic Counseling and Diagnostic Programs

Rare genetic conditions often go undiagnosed for years or decades, which can mean missed opportunities to increase understanding of a condition, receive appropriate medical care and interventions for patients or gain access to clinical trials when available. To help address this, Ionis sponsors genetic testing and diagnostic programs with the aim to improve access for patients. Additionally, we offer confidential third-party genetic counseling for patients and their family members who may also be at risk.

Ionis Patient Education Managers

Our Patient Education Managers (PEMs), part of our Patient Services organization, are dedicated points of contact and support for patients and caregivers throughout their treatment journey once they are prescribed one of our medicines. PEMs play a key role in educating patients and caregivers about available service programs, engaging them with tailored content based on their needs, and delivering disease state and product education. They provide training on injection techniques and proper product use, share nutrition resources, guide patients through the access process and respond to inquiries while directing them to relevant resources. PEMs also liaise with access teams on individual patient cases, share insights to improve patient education and contribute to refining our overall patient engagement strategy.

Ionis Expanded Access Policy

Our [Expanded Access Policy](#) defines the circumstances under which we may provide investigational medicines to individual patients outside of clinical trials. Requests are reviewed regularly and evaluated fairly, considering new insights from ongoing clinical trials. While such reviews may not result in an expanded access program, our commitment to patients ensures these decisions are continuously evaluated.



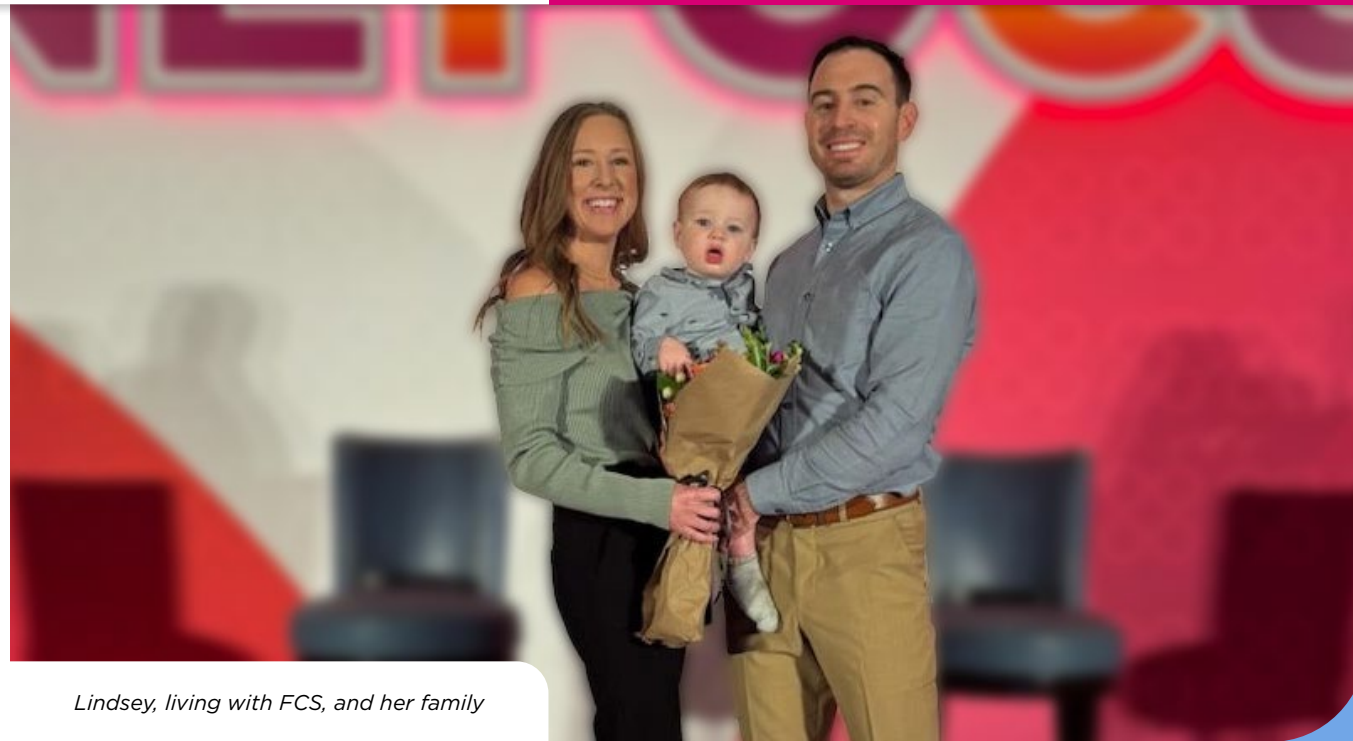
Rick, living with FCS, and his wife, Kim, with their horses

From a young age, [Rick](#) has had the relentless and often unpredictable symptoms of familial chylomicronemia syndrome (FCS), including severe stomach and back pain, nausea and exhaustion. After decades of doctor visits and tests, Rick was diagnosed with FCS at the age of 45. While living with FCS has been a challenge, Rick remains positive, saying “You’re not alone. There are others out there with FCS. There’s a whole family of us out here. There is hope.”

COMMITMENT TO RESPONSIBLE PRICING

As outlined in our [Commitment to Responsible Pricing](#), we price medicines based on their value to patients and the healthcare system, ensuring transparency.

We prioritize equitable access and collaborate with stakeholders to address financial burdens, while also supporting investment in innovation for unmet patient needs.



Lindsey, living with FCS, and her family

IONIS IMPACT

In December 2024, Ionis was proud to announce FDA approval of TRYNGOLZA™ (olezarsen), the first-ever treatment for adults with FCS in the U.S., as an adjunct to diet — a transformational moment for patients and their families.

“

Until now, our treatment options have been limited, relying on diet alone to try to manage triglyceride levels and keep acute pancreatitis attacks at bay. For the first time, adults with FCS have seen their hope for a treatment become a reality.”

Lindsey Sutton Bryan

Co-founder and Co-president of the FCS Foundation



IONIS EVERY STEP PATIENT AND HEALTHCARE PROVIDER SUPPORT PROGRAM

With the launch of TRYNGOLZA, we have introduced a comprehensive suite of services designed to meet the unique needs of the FCS community through Ionis Every Step™ — our patient and healthcare providers (HCP) support program designed to provide comprehensive assistance throughout the treatment journey. Patients have access to services provided by Patient Education Managers (PEMs) and Ionis Every Step Case Managers, including:



Disease and nutrition education, injection training, and other resources, such as community connections and mental health and well-being support, through our dedicated PEMs



Authorization and reauthorization assistance, delivery coordination and refill reminders to support adherence



Guidance in achieving reimbursement and assessing eligibility for affordability programs, such as free drug or copay support for eligible patients



Members of our Patient Education Manager teams

PATIENT ADVOCACY

At Ionis, patients, caregivers and their families inspire and guide us in discovering, developing and delivering new medicines. Our Patient Advocacy team collaborates with advocacy organizations to build meaningful partnerships throughout drug development, gathering diverse perspectives that guide and inform our mission and research. By engaging early and often, we better understand the unique challenges faced by patients and caregivers to create impactful programs, which address unmet needs and improve lives.

In 2024, we engaged with more than 100 patient and caregiver advocacy organizations in the U.S. and globally, enabling the patient perspective to guide more than 15 research and development programs across our therapeutic areas. As our pipeline grows, we continue to evolve our advocacy efforts, partnering with communities and individuals to ensure these perspectives remain integral to our work.

Learn more about how we are educating and advocating for patients on our [website](#).

Engaging with Patient Communities

We focus on listening to and learning about the experiences and perspectives of patients and caregivers to help us better understand their challenges and unmet needs as we advance our work. In 2024, Ionis collaborated with patients, caregivers, families and advocacy organizations through various initiatives, including:

Familial Chylomicronemia Syndrome (FCS) and Severe Hypertriglyceridemia (sHTG)

Throughout 2024, Ionis held multiple FCS Community Advisor meetings across the U.S. and conducted in-depth interviews with people living with FCS and their caregivers. We attended the FCS Foundation's Family and Caregiver Summit as well. These gatherings provided opportunities to deepen our understanding of individual and community needs and helped to pave the way for educational resources under development for FCS and sHTG communities.

Click to watch ▶

Learn more about Nicole's journey living with FCS.

Hereditary Angioedema (HAE)

In addition to attending key advocacy meetings, we hosted HAE Community Advisor meetings and convened a series of innovation labs with HAE community ambassadors to help us gain deeper insights into their experiences and identify areas where support is needed. Patient insights gathered through this process informed the development of new resources aimed at supporting mental health, well-being, and social connectedness among individuals living with HAE and their caregivers. Informed by these efforts, we developed HAEVN, a resource created in partnership with people living with HAE offering support, connection and inspiration that launched in early 2025.

Click to watch ▶

Learn more about Jamie's journey living with HAE.

Angelman Syndrome (AS)

Ionis continues to work closely with the AS community across the world, actively listening to and gathering insights from families and caregivers on their experiences with AS. In 2024, we engaged with the AS Global Community Advisory Board (CAB) and convened a group of caregiver advisors in the U.S. to inform on our planned pivotal Phase 3 REVEAL trial. In addition, we continue to support broader AS research as a member of a consortium to identify and advance biomarkers and outcome measures for AS (A-BOM) and support LADDER, a central repository of natural history data accessible for research.



In early 2025, as part of the HAEVN initiative, we launched HAEVN Voices, a new interview series that features conversations about the unique challenges of life with HAE, including personal experiences from people living with HAE, expert insights, and practical coping strategies to support well-being. The series is hosted by two people living with HAE, Summer and Coli.



ENGAGING CAREGIVERS IN EARLY RESEARCH

ALEXANDER DISEASE (AXD)

We continued to partner with AxD families to gain deeper insights into their experiences with Alexander disease and integrate their perspectives into advancing clinical care and research. This includes our pivotal Phase 1-3 study of zilganersen in adults and children with AxD, which completed enrollment in 2024.

Click to watch ▶

Learn more about Jenny's advocacy journey with AxD.



Jenny with her daughters Elise, living with AxD, and Emmersyn

PRION DISEASE (PRD)

We hosted a PrD Caregiver Advisory meeting to gain valuable insights from their experiences supporting loved ones with PrD. These perspectives help shape our patient-centered programs, including clinical development efforts associated with ION717, which is being studied in a Phase 1/2a global, multi-center, early-phase clinical trial (PrProfile) for individuals with symptomatic prion disease and completed enrollment as planned in late 2024.

Click to watch ▶

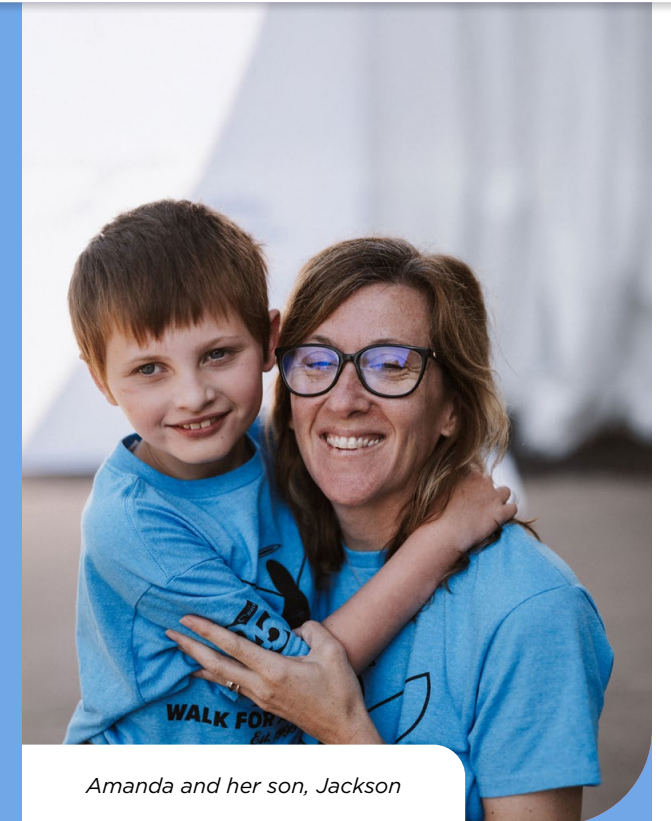
Learn more about Debbie's caregiver and advocacy journey with PrD.



PrD caregiver and advocate, Debbie

IONIS IMPACT

Receiving a rare disease diagnosis is never easy, and Amanda Moore knows this first-hand. Her son, Jackson, was diagnosed with Angelman syndrome when he was two years old, inspiring her to become a passionate advocate for the AS community. Now, as CEO of the Angelman Syndrome Foundation (ASF), Amanda collaborates with organizations like the Foundation for Angelman Syndrome Therapeutics (FAST) and National Organization for Rare Diseases (NORD) to help drive research and expand treatment options. Reflecting on her experience, Amanda shares:



Amanda and her son, Jackson

“

For rare disease communities, we know conducting clinical trials can be challenging for companies and partnering with advocacy organizations like ASF, FAST and NORD, from the start is vital. These collaborations help companies understand the patient and caregiver perspective early, offering hope and increasing the potential for new treatments that could truly make a difference for families like mine and help people like Jackson.”

Amanda Moore

CEO of the Angelman Syndrome Foundation



Click to watch ▶

Learn more about Amanda's advocacy journey with AS



Empower Our People and Communities

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

OUR PROGRESS



78% employee engagement
in 2025 survey

1,500+ hours of
employee volunteering

IN THIS SECTION

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Talent Attraction, Development and Retention	21
Fairness and Inclusion	24
Workplace Health and Safety	27
Social Impact and Community Engagement	28

Our Approach with Employees and Communities

From groundbreaking scientific discovery in our labs, to strategic business planning for our future, to support for local and patient communities, our diverse team works together to drive innovation and achieve excellence in everything we do. We strive to create a safe and inclusive environment that inspires positive impact through collaboration, innovation and shared purpose.



CONNECTING TO OUR WHY

In May 2024, we celebrated our first-ever **Why Week** to connect employees with our purpose and hear directly from the patients and communities we serve. Throughout the week, we led activities and events to elevate the “why” behind what we do every day. This included:

- Panel discussions, including sessions featuring patients and caregivers, and how industry, nonprofit and clinical researchers incorporate patient perspectives into their work.
- Videos and interactive opportunities to learn about patient communities and hear directly from people impacted by Ionis’ work.
- Employees sharing their “Why” — the reasons powering the work they do at Ionis. Learn more about Ions’ ‘Why’

[Click to watch ▶](#)

“

Everyone has a story worth telling and, in my work, I hope we will make it possible for more people’s stories to have more chapters. I have seen it happen before, so I know it is possible. That is my why.”

Rob Goldstein-Mahon
Director, Patient Advocacy



WORKPLACE CULTURE

At Ionis, we strive to create an environment that is challenging, motivating, rewarding, inclusive and designed to foster innovation and excellence. With over 1,000 employees globally, we are guided by our Culture Statement and Core Principles as we work together to enable better futures for people living with serious diseases.

78% employee engagement

25% above U.S. Pharmaceutical Industry Average (2025 Employee Engagement Survey)

INSIGHTS INTO ACTION

We conducted our third employee engagement survey in early 2025, which focused on key dimensions of the Ionis employee experience, including work environment, career development, communications and work-life balance. From the 82% of employees who participated, 78% were highly or moderately engaged, a 5% increase compared to our prior survey results, which put Ionis well above the U.S. Pharmaceutical Industry Average.

Following our last survey in 2023, we launched the *Insights Into Action* initiative, forming committees to analyze feedback and develop recommendations aimed at making Ionis an even better place to work. Throughout 2024, we continued this initiative, hosting targeted focus groups to address their specific needs while continuing to roll out new and enhanced resources to support career development and organizational effectiveness. As we review the results of our 2025 survey, we will continue to engage employees in our *Insights Into Action* initiative to further foster a dynamic and inclusive workplace.



Employees in Boston during 2024 Holiday Hope

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



We launched the Ionis VisiON Awards in 2023 to recognize and celebrate employees who have made a positive impact on Ionis, our patients and the broader community. Six employees received awards in 2024, in each of the following categories:

HumanitarION

Recognizes Ions who made a transformational difference to patients or the community through significant volunteerism or service. Our 2024 HumanitarION recipients were honored for their commitment to supporting Ionis patients through community events and for their dedication to mentoring and empowering underprivileged and underrepresented students pursuing or advancing careers in STEM.



InnovatION

Recognizes Ions for creativity and innovation to achieve breakthrough results for our business. One of our 2024 InnovatION recipients included an individual who was recognized for engineering ingenuity that has enhanced lab efficiency, cost savings and community outreach. The other recipient is a leader whose groundbreaking contributions to RNA therapeutics have advanced drug discovery and Ionis' core technologies, exemplifying creativity, courage and impactful innovation.



Culture ChampION

Celebrates Ions who model our Culture and Core Principles through their behaviors and actions. Our 2024 Culture ChampION recipients included a scientific leader and mentor driving drug discovery programs with rigor, support and generosity, and a human resources leader who champions diversity, and inclusion, and fosters a culture of belonging and thoughtful leadership across the organization.



Equal Opportunity Employer

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



Recipients of the 2024 VisiON Awards with their department leads

TALENT ATTRACTION, DEVELOPMENT AND RETENTION

Our mission at Ionis is powered by a team of extraordinary individuals united by a shared passion for transforming patients' lives. We are committed to fostering a workplace where every employee feels appreciated, supported and inspired to thrive throughout their career with us.

Talent Recruitment

Whether we are hiring college interns, entry-level or skilled professionals, mid-career or executive-level candidates, we look to identify valuable experience and skills that we believe will add to our culture and organizational capabilities. We also encourage our employees to spread the word about working at Ionis, with over 25% of our new hires coming from employee referrals in 2024.

Ionis positions are posted to a wide range of job boards, including LinkedIn, to help ensure a diverse candidate pool; and we have a talent recruitment strategy and processes in place to support recruitment of the best and most qualified candidates.

Early Career Opportunities

Ionis has several early career programs that help expand our talent pipeline. These fellowships and internships offer participants the opportunity to support our overall business and contribute to the advancement of RNA-targeted medicines and drug development technologies.



In 2024, Ionis established a strategic local partnership with California State University San Marcos to expand outreach activities to first-generation college students and those from underserved communities for our internship program and early career opportunities at Ionis.

Postdoctoral and Clinical Fellowships

Fellowships at Ionis typically span two years, with the possibility of a one-year extension and the potential to transition into a full-time role. Postdoctoral researchers collaborate with world-class scientists and academic partners to drive the discovery and development of innovative therapeutics in areas such as chemistry, cell biology, biochemistry, toxicology, pharmacology, pharmaceutical development and clinical development.

IONIS IMPACT

Ian Huggins, a Research Fellow in the Medicinal Chemistry department, spends his days at Ionis focused on ligand engineering, which helps medicines become more targeted in the body.

Working alongside his team in receptor biology, Ian's latest work is investigating how to successfully engineer medicines to cross from the bloodstream to the brain — known as the blood-brain barrier.



At its core, science is like a microcosm of life. It's emotional, there are lots of trials and tribulations. You have to be prepared to grow and evolve on a personal level alongside your research. But really, it's the desire to help people who still don't have their needs met that drives us. There's nothing like having a successful experiment and seeing the fruits of your labor. We totally high five in those moments."

Ian Huggins

Research Fellow, Medicinal Chemistry



Internships

Ionis internships offer undergraduate and graduate students the chance to grow professionally by collaborating with research and business experts on projects aligned with departmental goals. Each intern works under the guidance of an experienced professional who provides mentorship and support. Our internships focus on 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.

Career Development

Driven by a culture that encourages personal and professional growth, we empower our employees to build rewarding careers at Ionis. We offer robust training opportunities with course offerings, mentorship programs, and events available to every employee regardless of level or function.

The Learning Continuum

Our comprehensive training and development program, the Learning Continuum, supports each employee on their career journey, from onboarding to leadership. Through this program, we offer virtual, hybrid and in-person instructor-led training and development opportunities to support employees at every stage in their development. We added two new offerings in 2024 including the Power of Feedback and Inclusive Leadership. Additionally, employees have access to the Ionis Learning and Development Library, a collection of leadership and management resources, our Talent Development Toolkit for both individual contributors and managers and LinkedIn Learning for on-demand development courses. In 2024, we offered more than 75 well-attended and highly rated live training sessions facilitated by Human Resources team members and functional area leaders from around the organization.

IONIS LEARNING CONTINUUM

New Employees (Integration Programs)

- New Hire Orientation
- Ionis Buddy Program
- 3-Week and 5-Month Check-Ins
- "Working the Ionis Way" Series
- Culture Video Series
- Antisense 101
- History of Ionis

Managing Others (Supervisory Programs)

- 2-Day Supervising at Ionis Program
- Performance Management
- Prevention of Sexual Harassment (mandatory)

New Employees

Developing Employees

Managing

Leading

Open Training Programs

- Conflict Resolution
- Influencing at Ionis
- Interpersonal Effectiveness
- Interviewing and Hiring
- Setting Objectives
- Effective Teams
- Innovative Teams
- Time Management and Effective Meetings
- Ionis Science for Non-Scientists
- Power of Feedback
- Emotional Intelligence; Unconscious Bias; Inclusion & Belonging; Allyship & Advocacy; Cultural Competency; Inclusive Leadership

Leading the Organization (Ionis Leadership)

- 2-Day Introduction to Ionis Leadership Program
- 1-Day Leadership Conference



Ion Mentor Program

Launched in 2023, the Ion Mentor program is designed to support employees' continued growth and development. Matching mentees and mentors based on aligned professional and personal development goals and expertise, employees enroll for a six-month period and have access to resources and training to support productive partnerships. The 2024 program included two cohorts of over 50 mentor-mentee pairs. Additionally, Ionis hosts interactive Career Development Spotlight sessions, which highlight the career journeys of Ionis leaders, allowing employees to learn and ask questions about their career path, professional experience and time at Ionis.

Annual Performance Reviews

At Ionis, employees engage in an annual performance appraisal process that includes a self-assessment and input from 360 feedback, followed by a formal review with their manager. As part of this process, employees set individual objectives and development plans each year. Managers are also encouraged to maintain regular check-ins throughout the year to review strengths, performance contributions and career development goals, ensuring continuous feedback and growth opportunities. As an outcome of our [Insights Into Action](#) initiative, we enhanced our performance ratings guidelines for managers in 2024.

Compensation, Benefits and Well-Being

At Ionis, we pride ourselves on fostering a supportive and inclusive culture while providing employees with meaningful compensation, benefits and well-being programs. Our performance-based compensation system rewards individual and company success through salary increases, equity awards, promotions and performance-based bonuses.

Regular employees working at least 20 hours per week are eligible for our Total Rewards benefits package. This includes paid vacation, holidays and sick time, along with wellness and stress management support. Total Rewards also covers 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 have access to a retirement savings program and employee stock purchase program. Our parental leave allows employees up to eight weeks of 100% paid time off, which does not need to be taken all at once, following the birth or adoption of a child. In 2024, we increased the number of voluntary benefits available to employees to support the overall well-being of our team. For more information about benefits and well-being at Ionis, please visit our [website](#).



In 2024, Ionis launched a new partnership with [WellHub](#), connecting employees to virtual and in-person options for fitness, mindfulness, nutrition and sleep.

Pay Equity

Each year, we assess our pay equity and market competitiveness by conducting a comprehensive pay equity analysis that examines pay differences based on gender, race, ethnicity and age. Our 2024 analysis confirmed that there are no statistically significant pay disparities for the same or similar work across these categories, and therefore no adjustments were needed.



In 2024, **100+** employees participated in the Ion Mentor Program

FAIRNESS AND INCLUSION

At Ionis, our diverse workforce encompasses a wide range of identities, backgrounds, perspectives and experiences. To unlock the full potential of our employees, we are committed to fostering an inclusive culture where everyone is empowered to fully contribute. We believe that valuing and amplifying different perspectives leads to better ideas and greater innovation.

Our **Fairness and Inclusion strategy** focuses on four key principles: Engage, Empower, Evaluate and Evolve. These principles help us measure progress as we implement programs. By continuously evolving our approach, we ensure our fairness and inclusion efforts meet the needs of our employees and communities, driving meaningful change.

FAIRNESS AND INCLUSION ROLES AND RESPONSIBILITIES

To support our purpose and drive the four elements of our strategy, we have defined the following 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



Employees at our annual ERG summit

IONIS IMPACT

Shruti Sasaki leads the Biomarker Scientist team and has been with Ionis for close to a decade, starting as a postdoc in 2016. Joining the Inclusion Action Council in December 2023, she was inspired to represent women and parents, propelled by her involvement in the empowHER and the Parent Network ERGs. As a woman of color in a traditionally male-dominated field, she is passionate about advancing inclusion and diversity, drawing from early mentorship by women scientists and years of advocacy through outreach and career development initiatives. Being part of the Action Council has deepened her understanding of the Ionis culture and strengthened her leadership skills, helping her drive inclusivity across teams.



It's been extremely rewarding to work alongside other passionate and driven individuals who care about developing and growing our diverse community here at Ionis. The most rewarding aspect for me has been seeing our "Advisory council" shift to an "Action council" toward the end of 2024."

Shruti Sasaki
Associate Director,
Biomarkers



Employee Resource Groups

At Ionis, we have established nine employee-led inclusion networks that are open to all employees. The ERGs allow employees to connect around shared backgrounds and common interests, fostering a positive work environment and strong social bonds. Many of these ERGs also engage with local communities, partnering with students, patients, nonprofit organizations and other life science companies to extend their impact beyond the workplace.



Inclusion Pulse Survey

In 2024, we conducted an inclusion pulse survey to help better understand the employee experience and gather feedback around our inclusion programs, training and ERGs. Survey results show that employees feel we're doing well with Employee Resource Groups (ERGs), including regular meetings, events and awareness-building. They also appreciate our inclusion programming, training and efforts to collect feedback for improving the employee experience. Overall, employees recommend Ionis as a great place to work, with responses placing us above the 90th percentile of benchmarked companies.

Our commitment to inclusion was also recognized externally, with talent services firm, [Seramount](#), designating Ionis as a "Promising Performer" on their Inclusion Index.

Inclusion Training

As part of our voluntary inclusion training series, we have five modules to support Ionis employees in growing their inclusion competencies. We continue to expand our inclusion training offerings, adding Inclusive Leadership in 2024. Since 2020, more than 250 employees have taken at least one training and many have completed all five modules, which include:

- Exploring Unconscious Bias
- Inclusion and Belonging
- Allyship and Advocacy
- Cultural Competence
- Inclusive Leadership

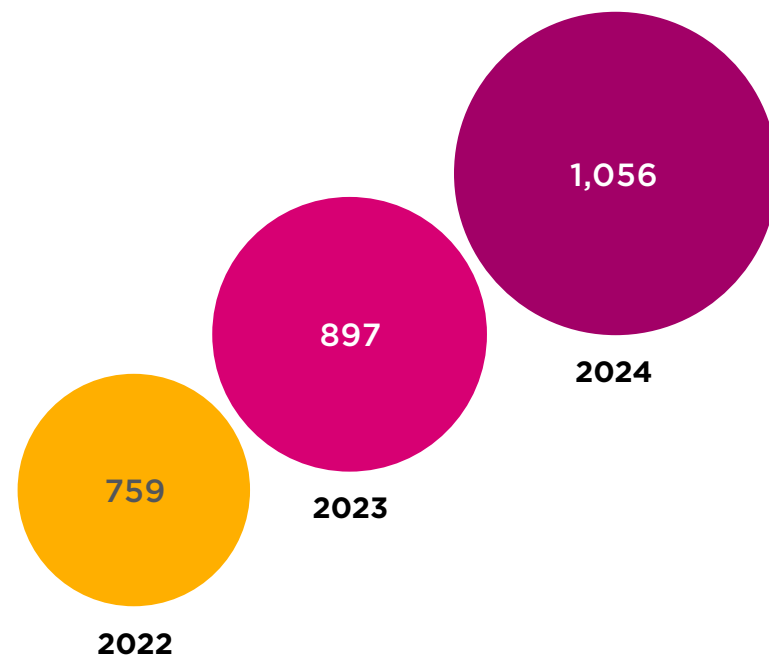
ANNUAL ERG SUMMIT

Over 300 Ionis employees participated in our third annual ERG summit, which took place on November 13. With both virtual and in-person programming, employees learned about ERG programs, resources and experiences and how to get involved. The summit included a lunch at our Carlsbad, California, headquarters celebrating the Indian holiday, Diwali.



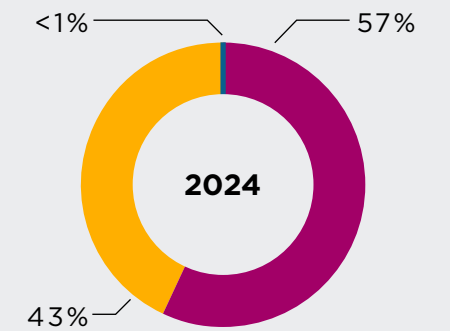
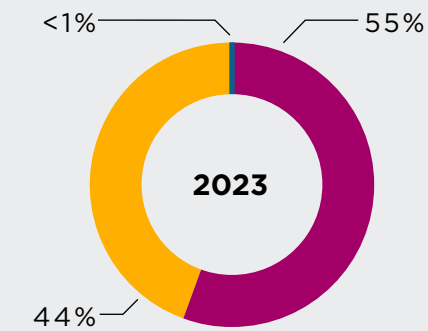
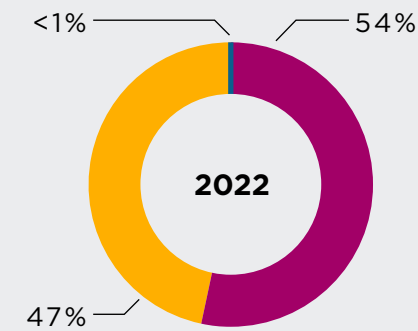
EMPLOYEE DEMOGRAPHICS⁶

TOTAL EMPLOYEES⁷

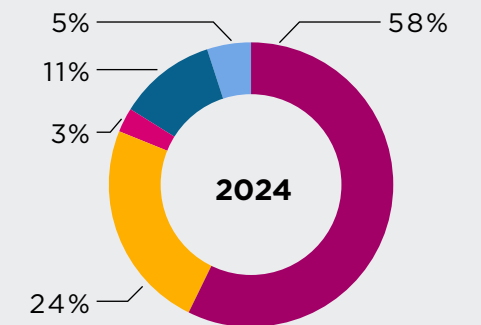
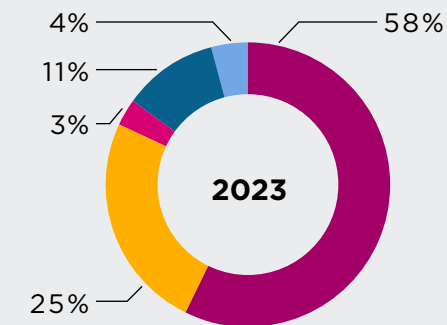
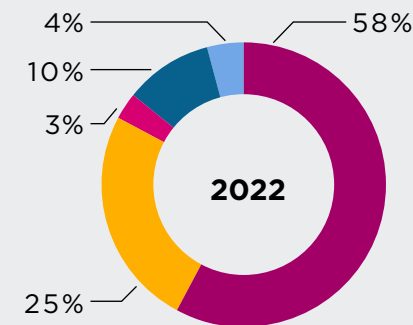


2022-2024 U.S. WORKFORCE SNAPSHOT

- Women
- Men
- Non-binary

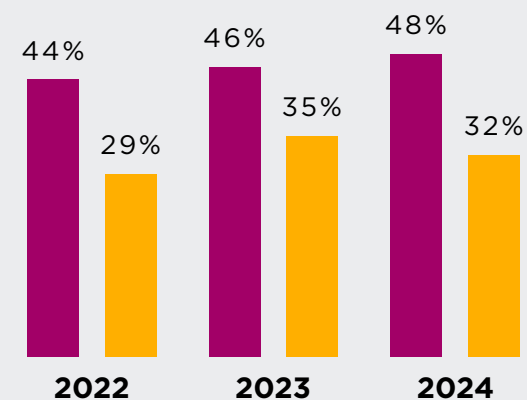


- White
- Asian
- Black or African American
- Hispanic
- Other⁸

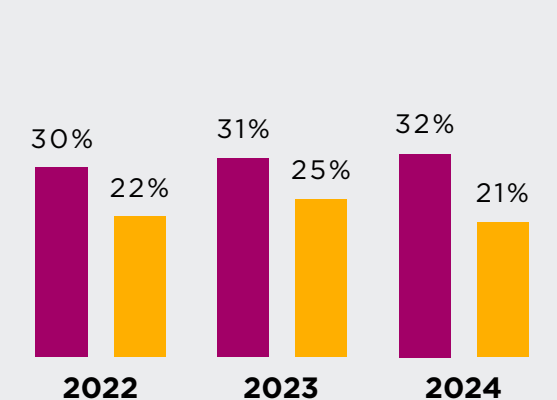


2022-2024 U.S. LEADERSHIP

WOMEN



PEOPLE OF COLOR



- Director Level and Above
- Vice President Level and Above

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

⁶ 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.

⁷ Includes all employees globally.

⁸ Other category includes Native Hawaiian, Pacific Islander, American Indian, Alaskan Native or two or more races.

WORKPLACE HEALTH AND SAFETY

We are dedicated to safeguarding the health and safety of all Ionis employees, contractors and visitors, while maintaining an injury-free workplace. Our [Health, Safety and Environment \(HSE\) Policy](#) underscores this commitment and outlines our goals to:

- Implement a safety management system that uses risk metrics, monitoring, auditing and target setting to continuously enhance 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
- Provide regular training for all employees and conduct routine audits to ensure health and safety compliance
- Foster a strong safety culture that aligns with our corporate values

With a focus on continuously improving our health and safety management system, our HSE team delivers safety reports to leadership and collaborates with them to proactively address issues and minimize the risk of incidents. In 2024, we also rolled out Workplace Violence Prevention training to all employees to further enhance our safety initiatives.



WORKPLACE HEALTH AND SAFETY METRICS⁹

CATEGORY	2022	2023	2024
Recordable Incident Rate (TRIR) (per 200,000 hours worked)	1.58	0.89	0.79
Lost Time Incident Rate (LTIR) (per 200,000 hours worked)	0.92	0.45	0.10
Days Away, Restricted and Transferred (DART) (per 100 full-time employees)	1.19	0.56	0.49
Fatalities	0	0	0

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

⁹ Data as of December 31 of the applicable calendar year.

SOCIAL IMPACT AND COMMUNITY ENGAGEMENT

At Ionis, our mission to advance medicines for people with serious diseases includes patient advocacy as well as our broader social impact initiatives. We are dedicated to making a difference in the communities where we live and work through employee volunteering, community engagement, and charitable giving, focusing on supporting those in need and creating meaningful change.

Our Approach to Social Impact

We are committed to empowering Ionis employees to give back, create positive change and connect with our mission. By partnering with nonprofits, we aim to help communities thrive through community investments aligned with our social impact focus areas. In 2024, we launched our new social impact strategy, focused on three areas: adaptive experiences; science, technology, engineering and math (STEM) education; and support for local communities.

IONIS IMPACT

A dedicated ambassador for our NEXT STEM program, **Tanya Verstak** is passionate about making a positive impact through mentoring and volunteering. Having grown up far from her home country of Belarus and frequently moving, Tanya values volunteering as a way to build meaningful connections and foster a sense of belonging. She is especially committed to inspiring youth to explore science, recognizing its power to nurture curiosity and shape future careers. A pivotal volunteer experience with a lupus patient during her time as a clinical research assistant reinforced her appreciation for health and kindness, motivating her to continue creating opportunities for others to thrive.



In 2024, I had the honor of mentoring three college students through [MANA de San Diego](#), as part of [Project Onramp](#)'s science internship initiative. Volunteering with this program has been an incredibly gratifying experience. I believe it is vital to give back to your community and support the next generation of STEM."

Tanya Verstak

Associate Director,
Drug Safety Surveillance



I AM POSSIBLE

In 2024, the Ionis Quality Assurance and Manufacturing Operations teams came together for a social impact team-building event called "I AM POSSIBLE." Hosted in partnership with the [Adapt Functional Movement Center](#) and athletes from the [Challenged Athletes Foundation](#), this one-day program focused on awareness and teaching of adaptive experiences via demos, hands-on learning and interaction to create a better understanding of the lived experience of patients and caregivers.

2024 SOCIAL IMPACT

20+

Ionis-sponsored and other community events supporting 15+ non-profit partners

\$3.5M

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

1,500+

volunteer hours

300+

employee volunteers

SOCIAL IMPACT FOCUS AREAS



Surfer and volunteers at Surf Away SMA



Adaptive Experiences

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

2024 HIGHLIGHTS

Surf Away SMA

Over 80 volunteers joined together at La Jolla Shores to host our 9th annual adaptive experiences event for members of the SMA and other patient communities and their families. From surfing, to a hands-on tide pool and airbrush body art, the day was a celebration of the diverse abilities across the community.

Hope Scholarship

In collaboration with [Adapt Functional Movement Center](#), this grant program provides fully sponsored care services, rehabilitation programs and education to individuals impacted by amyotrophic lateral sclerosis (ALS). In 2024, 39 grants were awarded to Hope Scholars, contributing to over \$375,000 in total support provided to recipients since 2020.



Students at NEXT STEM onsite event



STEM Education

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

2024 HIGHLIGHTS

NEXT STEM Education Events

Throughout 2024, our NEXT ERG hosted seven STEM education events with local students, including onsite lab visits, virtual and in-person career panels and our STEAM Pi Day celebration with [Mana de San Diego](#). We had more than 150 students and 45 employee volunteers participate throughout the year, supporting six non-profit partners, including [Reality Changers](#), [Project Onramp](#) and [SALK Summer Scholars](#).



Launched in early 2025, our online portal features in-person and virtual employee volunteering and community engagement opportunities.



Volunteers at Holiday Hope in 2024



Local Communities

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

2024 HIGHLIGHTS

Holiday Hope

Over 100 employees supported 13 nonprofit organizations during our 5th annual Holiday Hope event. Across 15 volunteer opportunities, we assembled 275 gift packages for the ALS community, 200 hygiene kits for unhoused youth and families and more than 1,100 STEM education kits for students.

Life Sciences Cares Initiatives

We partner with [Life Science Cares](#) to curate a variety of volunteer and community experiences across our campuses. Throughout the year, employees helped assemble basic learning kits and create STEM building kits for non-profit organizations, including [Mana de San Diego](#) and [West End House in Boston](#).



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.

OUR PROGRESS

6% reduction in Scope 1 and 2 GHG Emissions compared to 2023

Updated policies, guidelines and training aligned with PhRMA Code

Composting program launched at Carlsbad HQ

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Our Approach to Environment and Governance

As we evolve and grow our business and operations, Ionis is committed to responsibly managing our environmental impact and ensuring sound corporate governance. This includes embedding sustainability measures across our organization and always acting with integrity and upholding the highest ethical standards.

ENVIRONMENTAL SUSTAINABILITY

At Ionis, we are dedicated to operating in an environmentally responsible way, prioritizing the well-being of our employees, the environment and the communities we serve. Incorporating environmental considerations into every aspect of our business is a strategic priority for us. We are committed to continuously enhancing our performance and ensuring sustainability is at the core of all we do.

Our Environmental Impact

We manage and work to continuously improve our environmental performance at Ionis through our environmental management system (EMS). Created in accordance with the U.S. Environmental Protection Agency's guidance standard and based on ISO 14001:2015, the EMS establishes policies, procedures and performance standards across our operations. In 2024, we continued to evolve our EMS, ensuring compliance with current local, state and federal mandates.

Included in our EMS manual is our [Health, Safety and Environment \(HSE\) Policy](#), which provides a framework for setting and reviewing environmental objectives and targets. This policy is communicated to relevant employees, with oversight provided by our Executive Director of HSE, who serves as the EMS Officer and reports our HSE Scorecard annually to senior management.

GHG Emissions and Energy Use

We are committed to enhancing the sustainability of our operations by reducing our emissions and optimizing energy use. We recognize the critical importance of energy and materials in our processes and have outlined key initiatives to achieve our goals, including:

- **Technology and infrastructure investments** to lower 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 LEED certification standards.
- **Responsible resource management** monitored at each facility by evaluating the environmental aspects and impacts of operations.

Ionis tracks Scope 1 and 2 greenhouse gas (GHG) emissions and monitors our energy efficiency through a building management system. We generate onsite electricity with solar photovoltaic panel systems, reporting their output annually, and provide 14 electric vehicle (EV) charging stations at our Carlsbad headquarters for employees and visitors. In 2024, our Scope 1 and 2 GHG emissions decreased by 6% compared to 2023. As we grow into a fully integrated biotechnology company, we remain committed to actively managing emissions and energy use.



IONIS IMPACT

Nearly 6 million tons of food waste end up in California landfills each year¹⁰. That's why we started a food waste recycling program at our Carlsbad headquarters. Employees can now dispose of food scraps and food-soiled paper in food waste bins and kitchen countertop caddies located around the office. The organic waste is then collected and composted at an external facility to create nutrient-rich soil additives and mulch for public, private and city use. Reducing food waste is our small way of advancing solutions that minimize our impact on the planet. In 2024, we collected more than three tons of organic food waste.

¹⁰ [California Department of Food and Agriculture.](#)

Waste and Water Management

We prioritize effective waste management and water conservation to protect human health and the environment. At Ionis manufacturing and research facilities, we implement programs to evaluate resource reduction opportunities, minimize waste and prioritize alternatives, such as recycling, composting and water reuse.

Waste

We are focused on setting goals to reduce, reuse and recycle materials, with an emphasis on increasing landfill waste diversion rates. In 2024, we launched a composting program at our Carlsbad headquarters to support this. Additionally, we develop partnerships, implement initiatives and provide educational programs for employees to help improve hazardous waste management and promote sustainable practices.

Water

Ionis actively monitors and evaluates water use at each facility, identifying opportunities for reduction and reuse. We incorporate water-efficient fixtures across our operations and, at our Carlsbad headquarters, utilize recycled water for landscaping.

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.

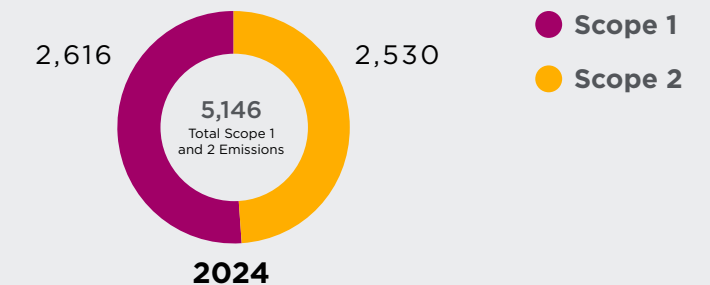
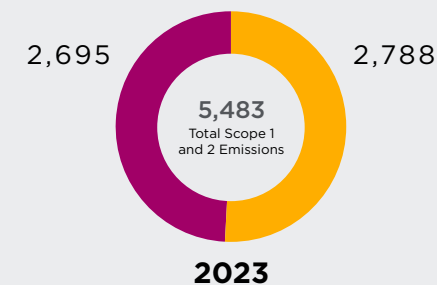
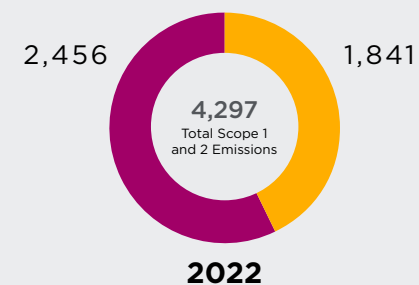


SUSTAINABLE BUILDING

Our new, state-of-the-art research and development facility is currently under construction on our Carlsbad campus, with the developer planning to pursue Leadership in Energy and Environmental Design (LEED) Gold certification. Additionally, our main headquarters building in Carlsbad was designed and constructed to meet energy-efficient LEED Silver standards, a recognized green building rating system. Our conference center was also built in compliance with the U.S. Green Building Council's Green Building Codes and Standards, aligning with LEED requirements.

KEY ENVIRONMENTAL DATA

Scope 1 and 2 GHG Emissions (Metric tons CO₂e)



For additional multi-year environmental data, see the ESG Data Table in the Appendix section of this report.

6% reduction
in Scope 1 and 2 GHG
emissions in 2024 (vs. 2023)

8.5% reduction
in total energy use in 2024
(vs. 2023)

GOVERNANCE AND INTEGRITY

At Ionis, we are dedicated to upholding the highest ethical standards, which are fundamental to our business. Our governance structure ensures integrity in every aspect of our work and guides us as we achieve our objectives. As we enter this chapter as a fully integrated commercial-stage biotechnology company, we have strengthened our systems and frameworks to effectively manage risks and honor our commitment to ethics and integrity.

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 ten directors, eight are independent, three are women, two are racially diverse and one identifies as LGBTQIA+. 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 CR strategy and initiatives are led by our CEO and an executive-level CR Steering Committee (CR Committee), comprising senior leaders from key functions such as Legal, Finance, Investor Relations, Human Resources, Research and Development, Manufacturing, Commercial, Compliance and Corporate Affairs. This committee ensures the development of programs, policies and systems for ethical and sustainable operations. Oversight of our overall CR strategy and ESG risks and opportunities lies with the Board of Directors, specifically the Nominating, Governance and Review Committee, which receives annual updates and engages on specific topics, as needed.

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 and TCFD reporting are included in the [Appendix](#) of this report.



Participants in our 2024 I AM POSSIBLE event

CORPORATE RESPONSIBILITY GOVERNANCE

Oversight

Board of Directors (Nominating, Governance and Review Committee)

Leadership

CEO and Corporate Responsibility Committee

Strategy

Corporate Responsibility (CR) Functional Team

CR Reporting
Working Group

Inclusion
Action Council

Topic-Specific
Working Groups

Ethics and Compliance

Ionis strives to uphold the highest levels of integrity and ethics across our business and within our interactions with stakeholders. As a U.S.-based company, we are governed by and must comply with U.S. federal law, while also ensuring compliance with all relevant international, state, and local laws, regulations, and judicial decrees in every region where we operate. In 2024, we enhanced our work to support commercial compliance, reinforcing our commitment to ethical standards as we continue our evolution to a fully integrated commercial-stage biotechnology company. This included developing a Healthcare Compliance Reference Guide and implementing company-wide training on topics including data privacy, engagement with HCPs and Open Payments and Sunshine Act compliance.

Code of Ethics and Business Conduct

At Ionis, our **Code of Ethics and Business Conduct (Code)** applies to all employees, including executive officers, Board members and staff at our subsidiaries and affiliates

100%
of Ionis employees completed
Code of Ethics and Business
Conduct training in 2024

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. To reinforce compliance, all employees undergo training on the Code and are required to sign an annual acknowledgment. In 2024, 100% of employees completed this training.

Anti-bribery and Anti-corruption

We maintain a comprehensive and 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 biannually.

Ethics and Compliance Helpline

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

IONIS IMPACT

In 2024, as we prepared for independent commercialization, we reinforced compliance and governance by implementing or updating key policies, standard operating procedures, and training. This included revised guidelines

on healthcare professional and patient interactions, external funding support, and guidelines and resources for U.S. field-facing roles — all accessible to employees on our intranet site.



In preparation for Tryngolza’s approval, our compliance organization has worked diligently across Ionis to ensure we’re in a state of readiness and aligned with regulations, laws and expectations — reinforcing our commitment to uphold the highest standards of compliance and to put patients first.”

Tracy Palmer Berns

Senior Vice President and Chief Compliance & Quality Assurance Officer



Cybersecurity and Data Privacy

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

Our privacy program includes privacy-related policies and standard operating procedures and controls that guide our practices, all supported by a newly implemented privacy technology platform. In 2024, we introduced a Privacy Handbook and an updated privacy training module to ensure everyone understands our responsibilities and obligations in managing risks related to collecting and using personal information. Privacy training is required for all new employees and must be completed annually by current employees. We also conduct in-person training on an as-needed basis with teams and departments across the company.

Ionis' cybersecurity program is built on robust policies and procedures designed to guide our information security efforts and effectively detect, respond to and manage cybersecurity threats. We monitor and evaluate our threat environment using a combination of manual and automated tools, such as a security operations center, email monitoring, endpoint monitoring and an audit program to assess vendor security profiles. These efforts are fully integrated into Ionis' overall risk management framework, ensuring a comprehensive approach to addressing material risks from cybersecurity threats. To enhance employee knowledge and awareness of cybersecurity, we run ongoing awareness campaigns and provide incident-specific training to ensure all employees understand their role in safeguarding Ionis' technology ecosystem.

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

Patients are the central focus of everything we do at Ionis. We are committed to maintaining responsible and compliant interactions with patients, caregivers, healthcare professionals and healthcare organizations. These interactions are guided by applicable laws, regulations, industry standards and our [Code of Ethics and Business Conduct](#). With patients in mind, we strive to develop ethical and responsible marketing strategies. Oversight of all promotional materials is managed by our cross-functional Promotional Review Committee (PRC), which ensures materials and

activities are reviewed from regulatory, legal and medical perspectives, upholding accuracy, compliance and ethical standards.

As we prepared for our first independent commercial launch, we continued to refine and adopt policies and practices aligned with the Pharmaceutical Research and Manufacturers of America (PhRMA) Code and other industry standards. We enhanced internal education on healthcare compliance for our commercial team, implemented an intensive training program for field-facing roles and launched PhRMA Code training for all employees in early 2025. Additionally, we remain fully committed to meeting all U.S. state and federal reporting requirements, including the Open Payments program (Sunshine Act).



Employees at 2024 Surf Away SMA

Supplier Responsibility

At Ionis, developing strategic, long-lasting and mutually beneficial relationships with suppliers is critical to our long-term success. Our teams across the business engage with a diverse mix of suppliers to drive innovation, leverage capabilities, mitigate risk and ensure we remain agile as we navigate the complexities of scaling our growing organization. We work to implement responsible, ethical purchasing practices that comply with applicable laws, industry standards and global regulatory requirements. In addition, we seek to partner with suppliers who share our values and our commitment to ethics, compliance and sustainable business practices.

In late 2024, we initiated an assessment across our current supplier base for key service areas. This initiative will serve as a foundation for optimizing our future sourcing strategies and refining our supplier practices to ensure alignment with our corporate goals and objectives.

Ethical Treatment of Animals

At Ionis, we are committed to avoiding animal testing whenever possible and only doing so when absolutely required. As an accredited organization with the Association for Assessment and Accreditation of Laboratory Animal Care, International (AAALAC), we strive to avoid using animals where possible or replace the number of animals used in drug discovery. We strictly follow the principles of Reduce, Refine and Replace (the 3 R's).

Our Institutional Official and Vice President, Drug Discovery and our Institutional Animal Care and Use (IACUC) Committee provide oversight of our animal care and use program. The IACUC Committee is also responsible for assessing the ethics of proposed animal research projects. All animal use protocols address the 3 R's and have a mandatory annual review and a three-year expiration. Our IACUC Committee includes a licensed veterinarian who reviews all protocols to ensure the most ethical use of research animals. Our facility and program are inspected semi-annually by the IACUC committee, and as an AAALAC-accredited organization, we submit an annual report and hold a site visit every three years. In the event that an animal testing-related issue arises, Ionis follows our adverse events reporting policy and promptly reports the issue to the AAALAC.

Public Policy Participation

Ionis established a formal government affairs and public policy function in 2024 to support the needs of our patients and operations. We engage with government officials and other stakeholders in a constructive, responsible and transparent manner. Our active participation in this process enables us to contribute to the development of sound public policy that supports innovation, patient needs and the communities we serve.

Our activities in public policy are guided by our [Corporate Political Engagement Policy](#).

In compliance with applicable federal law, we disclose our federal lobbying activities and expenditures on a quarterly basis. Our federal lobbying reports are publicly available

on the [U.S. House of Representatives](#) and the [U.S. Senate](#) lobbying disclosure databases. Additionally, Ionis is a member of external industry trade associations. These organizations may use a portion of our dues to lobby.

Ionis does not use corporate resources, either directly or indirectly, to contribute to or support election-related activity, including contributions to candidates, political parties or committees, ballot initiatives or measures, or other political entities. Ionis does not currently maintain a voluntary, employee-funded political action committee (PAC).



Appendix

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) DATA TABLE

As of December 31 of applicable year

	2022	2023	2024
BUSINESS OVERVIEW			
Total Revenue (USD, millions) ¹¹	587	788	705
Total Number of Marketed Medicines	3	5	6
Research & Development Spend (USD, millions) ¹¹	833	900	902
SOCIAL			
Workforce			
Total Employees (Global)	759	897	1,056
U.S. Workforce by Gender (%)			
Women	53.5%	54.5%	56.7%
Men	46.5%	43.5%	43.1%
Non-binary	<1%	<1%	<1%
Global Workforce by Age (%)			
Under 30 years old	N/R	10%	7.7%
30-50 years old	N/R	55%	56.7%
Over 50 years old	N/R	35%	35.6%

⁸ Other category includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races.
¹¹ Per annual Form 10-K.
N/R = Not reported

	2022	2023	2024
Diversity of U.S. Workforce (%)			
Asian	25%	24.5%	23.9%
Black or African American	3%	3%	2.8%
Hispanic	10%	11%	10.8%
Other ⁸	4%	3.5%	4.7%
White	58%	58%	57.8%
Women or People of Color in Leadership Positions (U.S. Workforce) (%)			
Director Level or Above			
Women	44%	46%	48.1%
People of Color (POC)	30%	31%	31.6%
VP Level or Above			
Women	29%	35%	31.8%
People of Color (POC)	22%	25%	21.2%
Retention Rate (%)	87%	93%	94.3%
Turnover Rate	13%	7%	5.7%
Voluntary Turnover Rate	11.8%	5.2%	3.8%

As of December 31 of applicable year

	2022	2023	2024
Employee Engagement Rate (%)	--	73%	78% ¹²
Workplace Health and Safety			
Recordable Injury Rate (RIR) (per 200,000 hours worked)	1.58	0.89	0.79
Lost Time Injury Rate (LTIR) (per 200,000 hours worked)	0.92	0.45	0.10
Days away, restricted or transferred (DART) (per 100 full-time employees)	1.19	0.56	0.49
Fatalities	0	0	0
Social Impact			
Corporate Contributions ¹³ (USD, millions)	2.7	3.0	3.5
Employee Volunteer Hours (estimate)	1,300	1,400	1,500
ENVIRONMENT			
Greenhouse Gas (GHG) Emissions (Metric tons CO₂e)			
Scope 1 (fuels, natural gas, refrigerants)	2,456	2,695	2,616
Scope 2 (electricity use) (Market-based)	1,841	2,788	2,530
Total Scope 1 & 2 (Market-based)	4,297	5,483	5,146
Emissions Intensity (Scope 1 & 2) (tCO ₂ e/employee)	5.66	6.11	4.87
Energy Use (MWh) (by source)			
Total electricity purchased from non-renewable sources	6,760	6,470	7,163
Total electricity used/purchased from renewable sources	6,387	6,691	4,875
Energy generation onsite	1,211	1,129	1,165

¹² Data from 2025 employee engagement survey.

¹³ Includes grants, sponsorships, and philanthropic donations.

¹⁴ Waste figures exclude construction and demolition waste.

¹⁵ Transitioned to new vendor with more accurate accounting method in 2024.

¹⁶ 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.

202220232024

Total Energy Use (MWh)	13,147	13,161	12,038
Total Water Consumption (Million Gallons)	17.61	12.85	18.04
Total Waste Generated (Tons)¹⁴	674	738	590
Non-hazardous Waste Disposal (Tons)	370	387	293
Landfilled	216	223	230
Recycled ¹⁵	154	164	60
Composted	--	--	3
Hazardous Waste Disposal (Tons)	265	247	297

As of February 8 of the applicable year (per proxy filing)

202320242025

GOVERNANCE

Board Composition¹⁶			
Board Size	9	10	10
Number of Independent Directors	7	8	8
Number of Women on the Board	3	3	3
Number of Diverse Board Members	1	2	2
LGBTQIA+	1	1	1

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 2024 (January 1, 2024 through December 31, 2024) 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 2024 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 2024.
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 2024 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.

CATEGORY	CODE	ACCOUNTING METRIC	RESPONSE
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	Not applicable.
	HC-BP-240b.2	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not applicable.
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 2024.
	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 2024 in response to violations of current Good Manufacturing Practices (cGMP).

CATEGORY	CODE	ACCOUNTING METRIC	RESPONSE
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 2024 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 2024 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 2024.
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 2024.
	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 2024 Corporate Responsibility Report. Ionis Code of Ethics and Business Conduct

CATEGORY	CODE	ACCOUNTING METRIC	RESPONSE
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 2024 Corporate Responsibility Report.
			(1) Voluntary turnover rate for 2024:
			(a) executives/senior managers 4.5%
			(b) midlevel managers 4.3%
			(c) professionals 2.5%
			(d) all others 9.1%
	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	(2) Involuntary turnover rate for 2024:
			(a) executives/senior managers 3.0%
			(b) midlevel managers 1.3%
			(c) professionals 2.0%
			(d) all others 1.9%
			Average employee turnover rate in 2024 was 5.7% and the voluntary turnover rate was 3.8%.

CATEGORY	CODE	ACCOUNTING METRIC	RESPONSE
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 2024 Corporate Responsibility Report.
	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.
Business Ethics	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	<u>Ionis Code of Ethics and Business Conduct</u>
	HC-BP-000.A	Number of patients treated	To date, 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.
Activity Metrics	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	See the <u>Innovation and Drug Discovery</u> section of our 2024 Corporate Responsibility Report. <u>Ionis Pipeline</u>

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Information presented in this Index references the Task Force on Climate-Related Financial Disclosures (TCFD) voluntary recommended disclosures on climate-related financial risk management. As of 2023, TCFD monitoring is fully incorporated under the IFRS Foundation. Relevant information included below covers fiscal year 2024 (January 1, 2024 through December 31, 2024) unless otherwise indicated in specific disclosures.

METRICS	RESPONSE
Governance	
Describe the board’s oversight of climate-related risks and opportunities.	<p>The Board of Directors has oversight of material risks and opportunities to the Company, including environmental and climate-related risks and opportunities. The Nominating, Governance and Review Committee, as reflected in the Committee charter, has primary oversight of our corporate responsibility strategy and material ESG risks and opportunities related to environmental sustainability and climate-related issues.</p> <p>The Nominating, Governance, and Review Committee and the full Board receives updates at least once annually and are engaged on specific topics as needed throughout the year to ensure effective oversight and management of climate and other corporate responsibility-related risks and opportunities.</p>
Describe management’s role in assessing and managing climate-related risks and opportunities.	<p>Our corporate responsibility initiatives, including those addressing climate-related risks and opportunities, are led by our Chief Executive Officer (CEO) and the executive-level Corporate Responsibility Steering Committee (CR Committee). The CR Committee, which includes the Senior Vice President (SVP) of Manufacturing and the SVP who oversees Facilities, convenes regularly to discuss CR issues, including environmental and climate-related issues, and to determine appropriate strategies and policies to address risks and opportunities across the business.</p> <p>In addition, corporate responsibility objectives are integrated into our annual corporate objectives and incorporated into the overall compensation structure for management.</p>

METRICS

RESPONSE

Strategy

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Climate change poses a potential risk for Ionis and we are in the process of further analyzing climate-related risks and opportunities for the company. At this stage, we have identified potential climate-related risks that may impact our business over the short-, medium- and long-term related to potential impacts from extreme weather events and changing weather patterns and potential future regulatory requirements, which include the following:

Physical Risks

Extreme weather events

As a biopharmaceutical company, we face minimal climate-related physical risks with limited potential for material financial impact. However, the increasing frequency of extreme weather events, such as fires, hurricanes, tornadoes, earthquakes, droughts, floods or other events may expose us to operational and manufacturing challenges. The potential impacts of climate change on the environment could lead to higher operating costs due to additional investments required to reduce energy use, water use and greenhouse gas (GHG) emissions.

Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning.

Our primary manufacturing facility for research and clinical supplies is located in Carlsbad, California while drug substances and finished drug products for commercial products are manufactured at sites of third-party contract manufacturers. The facilities and the equipment we, our partners and contract manufacturers use to research, develop and manufacture our medicines would be costly to replace and could require substantial lead time to repair or replace, if impacted by extreme weather events.

Transition Risks

Regulatory risks

Climate change may pose regulatory risks, including potential future requirements for new regulations and disclosure obligations leading to additional compliance costs and changes in business operations. There are additional potential reputational risks associated with stakeholder perception of our level of proactive measures to address climate-related concerns. However, as of the date of report publication, we do not anticipate these factors having a significant impact on our business or financial performance.

2024 Form 10-K

Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

We have not conducted a scenario analysis; however, we plan to conduct our first scenario analysis in 2025 to evaluate the resilience of our strategy to different climate-related scenarios. We intend to share information on this process in a future report.

METRICS

RESPONSE

Risk Management

Describe the organization’s processes for identifying and assessing climate-related risks.

In 2023, Ionis completed our first CR materiality assessment that leveraged internal and external insights to identify and prioritize material topics, including climate-related risks and opportunities. Please see the [Materiality](#) section of our 2024 Corporate Responsibility Report for more information on the process and results of our materiality assessment. In addition, Ionis has an Enterprise Risk Management (ERM) process for identifying material risks to our business. Our ERM includes strategic, financial, operational, reputational and corporate responsibility-related risks, including potential environmental and climate-related risks.

Describe the organization’s processes for managing climate-related risks.

Based on the results of our CR materiality assessment, Ionis reviewed material risks and opportunities, including those related to climate and the environment. We developed goals and supporting action plans to address strategic priorities and ensure effective management of material issues. Please see the [Our Approach to Corporate Responsibility](#) and [Environmental Sustainability](#) sections of this report for additional details.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

We have a structured process for identifying, evaluating, and addressing ESG risks and opportunities on a regular basis. Effective management requires engagement across departments, business units and external stakeholders to ensure a comprehensive approach. Senior management and the Board of Directors are actively engaged in overseeing and mitigating risks, including those associated with climate change, to ensure business continuity.

[2024 Form 10-K](#)

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Ionis measures and discloses metrics on climate-related risks associated with GHG emissions, energy, water and waste in our annual Corporate Responsibility Report. These metrics include Scope 1 and Scope 2 emissions (MtCO₂e), total energy use (MWh), renewable energy use (MWh) and electricity generated onsite (MWh).

For additional information, please see the [Environmental Sustainability](#) section of our 2024 Corporate Responsibility Report. We intend to continue reporting on our metrics and progress annually.

Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Please see the [Environmental Sustainability](#) section of our 2024 Corporate Responsibility Report.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

We set a goal in 2023 to responsibly manage our environmental impact as we grow our operations. More information about our corporate responsibility pillars and actionable goals can be found in the [Our Approach to Corporate Responsibility](#) section of this report.



FORWARD LOOKING STATEMENTS

This report and the information incorporated herein by reference includes forward-looking statements regarding Ionis' business, and the therapeutic and commercial potential of Ionis' commercial medicines, additional medicines in development and technologies. Any statement describing Ionis' goals, expectations, financial or other projections, 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 Dec. 31, 2024, 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.

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