Is Ionis for you?
Introduction

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

Is Ionis the place for you?
Do you have what it takes to be an “Ion”?
The following will assist in your determination.
HAVE A PASSION FOR PATIENTS:

- Know sick people depend on us
- Understand the impact of their work on patients’ lives
- Display a passion for science and helping patients
- Work intensely
  - Time is of the essence and delays mean continued patient suffering
- Always ask first, “What is best for the patient?”
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ARE COURAGEOUS:

• Speak up and act with confidence, even when doing so may be uncomfortable
• Challenge the “status quo” and offer a differing opinion if they have one
• Take appropriate risks
• Tackle tough problems with determination and humor
• Communicate in a direct, respectful manner
• Change ones opinion when convincing data is presented
• Propose solutions for problems
• Take ownership of mistakes and learn from them
• Interrogate concepts and challenge hypotheses
• Do not compromise on the best solution or their morals
SET HIGH STANDARDS FOR SELF AND OTHERS:

- Dream big
- Strive for excellence
- Commit to individual accountability
- Set clear performance expectations
- Share positive feedback openly and often
- Share constructive feedback
  - Directly, timely and privately
- Make tough decisions when performance does not meet expectations
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DO REAL WORK:

• Deliver high quality results, meeting aggressive timelines
• Produce high output
• Lead by example
• Roll up their sleeves and do whatever it takes to get the job done
• Gladly take on shifting responsibilities
• Innovate
• Never think or say “that’s not my job”
Ions

ARE TRANSPARENT:

• Openly interrogate ideas
• Communicate clearly and continuously
• Explain the “why”
• Readily share information without being asked
• Are honest and direct
• Maintain an “open door” policy
HAVE A BIAS TO ACT:

• Eliminate unnecessary rules/procedures
• Are solution-oriented, proactive and take initiative
• Make thoughtful decisions in the face of insufficient data, using good judgement, in a collaborative and timely manner
• Act on decisions once made
• Recognize gaps/opportunities and fill them
HAVE FUN!:

• Establish personal relationships leading to:
  • Giving others the benefit of the doubt
  • Better and stronger working relationships
• Infuse fun into everyday work
• Show appreciation, care and recognition for others’ contributions
## Our Culture Statement and Core Principles

<table>
<thead>
<tr>
<th>THE CULTURE WE DESIRE</th>
<th>CORE PRINCIPLES</th>
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<tbody>
<tr>
<td>We know that sick people depend on us.</td>
<td>Dream big</td>
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<tr>
<td>We are responsible for helping to create the future.</td>
<td>Stay small</td>
</tr>
<tr>
<td>We believe that the future will be defined by outstanding people and we are committed to recruiting, developing, motivating and rewarding them.</td>
<td>Innovate</td>
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<td>We are committed to planned and well-managed change.</td>
<td>Commit to science and the scientific process</td>
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<td>We have the courage to tackle tough problems with determination and humor.</td>
<td>Demand intensity, productivity and accountability</td>
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<tr>
<td>We know that we depend on each other. We treat one another fairly and are committed to the personal and professional growth of every person in the organization.</td>
<td>Have a bias to act</td>
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<td>We strive for excellence. Mistakes made in the pursuit of challenging objectives are accepted.</td>
<td>Find a way to say yes</td>
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<td>We encourage diversity in our work force. Prejudicial barriers to human potential and productivity are foreign to our values.</td>
<td>Establish the fewest possible rules</td>
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<td>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.</td>
<td>Decentralize decision making</td>
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<td>We are committed to getting the job done efficiently, on time and with the resources available.</td>
<td>Be transparent</td>
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<tr>
<td>We have a passion to learn, to build, to grow, to create, to develop and to market new drugs.</td>
<td>Have fun</td>
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