

# IONIS™

Is Ionis for you?

IONIS PHARMACEUTICALS



# Introduction

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- 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.***

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## 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 one's 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



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## 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”



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## 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



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## HAVE A BIAS TO ACT and SAY YES:

- 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



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## 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

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



**IONIS™**

**Is Ionis For You?**