



**ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG)
DATA SUMMARY TABLE**

As of December 31 of applicable year

	2021	2022	2023
Business Overview			
Total Revenue (USD, millions)	810	587	788
Total Number of FDA-Approved Medicines	3	3	5
Research & Development Spend (USD, millions)	644	833	900
SOCIAL			
WORKFORCE			
Total Employees (Global)	640	759	897
U.S. Workforce by Gender (%)			
Women	52%	53.5	54.5%
Men	48%	46.5	43.5%
Non-binary	<1%	<1%	<1%
Global Workforce by Age (%)			
Under 30 years old	--	--	10%
30-50 years old	--	--	55%
Over 50 years old	--	--	35%
Diversity of U.S. Workforce (%)			
Asian	25%	25%	24.5%
Black or African American	3%	3%	3%
Hispanic	10%	10%	11%
Other ¹	4%	4%	3.5%
White	58%	58%	58%
Women or People of Color in Leadership Positions (U.S. Workforce) (%)			
Director Level or Above			
Women	37%	44%	46%
People of Color (POC)	30%	30%	31%
VP Level or Above			
Women	26%	29%	35%
People of Color (POC)	26%	22%	25%
Retention Rate (%)	84%	87%	93%
Turnover Rate	16%	13%	7%
Voluntary Turnover Rate	13.3%	11.8%	5.2%
Employee Engagement Rate (%)	49%	--	73%
Workplace Health and Safety			
Recordable Injury Rate (RIR) (per 200,000 hours worked)	0.94	1.58	0.89
Lost Time Injury Rate (LTIR) (per 200,000 hours worked)	0.47	0.92	0.45
Days away, restricted or transferred (DART) (per 100 full-time employees)	--	1.19	0.56
Fatalities	--	0	0

¹ Includes Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races

SOCIAL IMPACT

Corporate Contributions ² (USD, millions)	2.0	2.7	3.0
Employee Volunteer Hours (estimate)	--	1,300	1,400

2021 2022 2023

ENVIRONMENT

Greenhouse Gas (GHG) Emissions (Metric tons CO₂e)

Scope 1 (fuels, natural gas, refrigerants)	2,566	2,456	2,695
Scope 2 (electricity use) (Market-based)	2,052	1,841	2,788
Total Scope 1 & 2 (Market-based)	4,618	4,297	5,483
Emissions Intensity (Scope 1 & 2) (tCO ₂ e/employee)	7.22	5.66	6.11

Energy Use (MWh) (by source)

Total electricity use from non-renewable sources	6,466	6,760	6,470
Total electricity use from renewable sources	6,017	6,387	6,691
Energy generation onsite	1,535	1,211	1,129
Total Energy Use (MWh)	12,483	13,147	13,161

Total Water Consumption (Million Gallons)

16.84 17.61 12.85

Total Waste Generated (Tons)³

679 635 634

Non-hazardous Waste Disposal (Tons)

402 370 387

 Landfilled 254 216 223

 Recycled 148 154 164

Hazardous Waste Disposal (Tons)

277 265 247

As of February 8 of applicable year (per Ionis' proxy filing)

2022 2023 2024

GOVERNANCE

Board Composition⁴

Board Size	10	9	10
Number of Independent Directors	8	7	8
Independent Directors on the Board (%)	80%	78%	80%
Number of Women on the Board	3	3	3
Women on Board (%)	30%	33%	30%
Number of Diverse Board Members	1	1	2
Diverse Board Members (%)	10%	11%	20%
LGBTQIA+	1	1	1

² Includes grants, sponsorships, and philanthropic donations

³ Waste figures exclude construction and demolition waste

⁴ Demographic self-identification. For board diversity, includes Asian, Black/African American, Hispanic or Latinx, Native Hawaiian or Pacific Islander, American Indian or Alaskan Native, Two or more races