

Fostering Sustainability for Horizon and Beyond: Key ESG Factors

We go to incredible lengths at Horizon to impact lives and make the world a better place. We know that everything we do benefits the patients who use our medicines, their caregivers and treating physicians. It also benefits all of us who work at Horizon. For us *it's personal* – we want to make a difference. And that difference contributes to our long-term success and sustainability as well. The key areas we believe strongly support Horizon’s long-term sustainability include:

<p>Our Governance</p>	<p>We employ strong corporate governance principles and practices.</p> <ul style="list-style-type: none"> • Our Board of Directors is predominantly independent with a balance of skills and experience. • Our Board is diverse in experience, education, talents, gender and race, and has an established diversity policy. • Horizon is committed to frequent and active shareholder engagement with an established outreach program. Investor feedback has influenced improvements to our governance.
<p>Our Purpose and Our Focus on Ethics and Integrity</p>	<p>Our purpose is to build healthier communities, urgently and responsibly.</p> <ul style="list-style-type: none"> • Underscoring all we do is our dedication to making the world a better place, one patient, one medicine, one community at a time. • Integrity, honesty and doing the right thing are a part of the core values that define Horizon as a company. • We value the trust and reputation behind Horizon’s name and promote high standards of integrity, conducting our affairs in an honest and ethical manner, supported by our strong ethics and compliance leadership. • Horizon is a proud member of Pledge 1%, a movement empowering companies to donate 1% of product, 1% of equity, 1% of profit or 1% of employee time to improve communities around the world.
<p>Access to Medicines and Our Patient-Centric Focus</p>	<p>We make health a priority, not a privilege.</p> <ul style="list-style-type: none"> • We work to ensure that patients have access to our medicines, regardless of their ability to pay. We supported patients in 2019 with more than \$1.5 billion in assistance, representing 39 percent of our gross sales. • Patients are at the heart of everything we do. We’re committed to improving lives by identifying and bringing innovative medicines to market that address unmet medical needs. And we support patients through the entire patient journey. • We actively partner with 60-plus patient advocacy groups to raise awareness for many underrepresented diseases and advocate for patients and their communities.
<p>Our Engaged, Diverse Award-Winning Corporate Culture</p>	<p>For us <i>it's personal</i> – we want to make a difference and are consistently recognized for our engagement.</p> <ul style="list-style-type: none"> • We are consistently recognized as a best workplace in multiple categories, demonstrating a high level of employee engagement. • We significantly outscore average biopharma companies in employee loyalty and engagement when comparing to benchmarks of a leading consultant firm. • We believe in diversity, that people with different backgrounds and life experiences fuel innovation and success. • At all levels of our employee population the percentage of women is above industry standards. • We demonstrate gender and ethnicity pay equality, as per a 2019 Aon study. • Horizon chairman, president and CEO Timothy Walbert is a signatory of the CEOAction for Diversity and Inclusion pledge. • Ours is a culture of inclusion and commitment to developing and marketing medicines, supporting patient advocacy efforts and giving back to the community.

Consistently Recognized as One of the Best Places to Work

