

HORIZON THERAPEUTICS PLC BOARD OF DIRECTORS DIVERSITY POLICY

The Board of Directors of Horizon Therapeutics believes that maintaining a diverse membership enhances the Board's deliberations and enables the Board to better represent all of the Company's constituents.

The Nominating and Corporate Governance Committee annually reviews the tenure, performance, and contributions of existing Board members to the extent they are candidates for re-election, and considers all aspects of each candidate's qualifications and skills with the goal of ensuring the Board has diversity of experience and perspectives as well as race, gender, geography, and areas of expertise.

To further this goal, the Board is committed to including in each search highly qualified candidates who reflect diverse experiences and backgrounds, including diversity of gender and race.