





“Our ability to really understand patients and bring forward solutions for them is the most critical thing we can do.”

Tim Walbert

Chairman, President and CEO





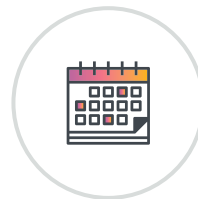
A Company That Goes to **Incredible** **Lengths**

Our mission is to deliver therapies and provide compassionate support to those living with rare and rheumatic diseases. This focus comes from a strong, yet simple philosophy to make a powerful difference for patients and communities in need. We will continue to foster this commitment and go to incredible lengths to achieve it.

How we make a difference in our communities



60+
community
partners



125+
events
sponsored



60+
advocacy
organizations
supported



Values that define us



Transparency

We value collaboration. Trusting each other and tackling tough challenges can make a powerful difference.



Accountability

We do what's right for our patient communities through quality decisions and owning our successes and failures.



Growth

We fiercely innovate and evolve to better ourselves, our communities and our patients.



“Lindsay, my Horizon patient access manager, was always there to listen and help me navigate one of the most difficult times of my life.”

Daniel

Lives with uncontrolled gout

A Pipeline Built with Purpose

Of the 7,000 known rare diseases in the world, only five percent have medicines. We are changing those odds. Our research and development (R&D) mission is clear—to apply scientific expertise and courage towards addressing the most challenging needs in rare and rheumatic diseases.



Patient focused

Our R&D team is driven by science and compassion. With a holistic, life cycle approach, we evaluate potential new therapies and maximize our current medicines so patients can live longer, healthier and productive lives.

Developing medicines

We focus on solutions for patients with rare and rheumatic diseases. It motivates us to explore every possibility, take calculated risks and challenge standard conventions to identify and efficiently develop new medicines and indications.

What we do

We focus on truly impactful treatments that improve quality of life and provide new hope to the patients that we serve.

Develop novel medicines.

Innovate to maximize the potential of medicines under our care.

Engage with patients, physicians and advocacy groups to incorporate critical voices into our approach for developing new medicines.



“Our team of skilled **industry professionals** is united by the mission to solve pressing health challenges.”

Elizabeth H.Z. Thompson

Group vice president, development and external search

Details that go a long way

We embody an entrepreneurial mindset that combines collaboration and innovation. A united culture is core to who we are. Our R&D, technical operations, medical affairs and commercial departments work as a single, cohesive team for swift decision-making across all stages of development.



Our South San Francisco facility is **20,000 square feet, including laboratory space** that is equipped for pre-manufacturing formulation and process development. It also enables us to carry out bioanalytical method development and other important R&D functions.

Shaped by Experience

Many of us at Horizon know what it's like to be a caregiver or a patient who faces a disease that isn't widely known or understood. This gives us deeper insight and perspective about decisions that affect the communities we serve.



“I love working with this fantastic group of unselfish individuals who want to **make a difference.”**

B.J. Viau is director of patient advocacy. His mother's battle with Huntington's disease motivated him to run a “Hoopathon” fundraiser for over 15 years, where he raised over \$1 million. B.J.'s mom passed away in 2011, but her legacy lives on through his work.

“For me, working at Horizon is **personal. I feel like I have a really unique connection with caregivers. I’ve been there.”**

Dorelia Rivera, patient access manager, has a daughter with neonatal onset multisystem inflammatory disease (NOMID), an extremely rare disease that causes persistent inflammation and tissue damage.

Our Differences

Propel Us

Real change comes from bringing people from different backgrounds and life experiences together. Embracing bold ideas, fostering a sense of belonging and valuing diverse perspectives push us to achieve life-changing solutions.



Our people

We welcome and promote diverse people, thoughts and experience.

Our culture

We create an environment where all employees feel valued.

Our communities

We advocate on behalf of patients and invest in communities in need.

We provide financial support so eligible patients can receive our medicines.

We stand by our commitment

Action for Diversity & Inclusion™ Pledge

A business commitment driven by CEOs to advance diversity and inclusion within the workplace.

TIME'S UP Healthcare

A movement designed to develop safe, fair and dignified workplaces for female employees.

RiSE: Horizon's Inclusion, Diversity, Equity and Allyship Program

We give voice to different backgrounds, viewpoints and ideas that create bold solutions, promote change and transform lives.



Inclusion at Horizon

We aren't just a company. We are community builders and community changers. We strive to create a diverse environment because only through difference can we unlock the insight and creativity needed to better serve the patients, caregivers and medical professionals we support.

Our employees are changemakers

While we've grown at a rapid pace, our culture remains rooted in a personal, small-company feel. Our employee development program, industry-leading benefits and rewards, as well as award-winning workplace perks make us one of the best places to work in the world.

Explore current job opportunities at www.horizontherapeutics.com

Consistent recognition

PEOPLE Companies That Care®

Fortune Best Workplaces
in Health Care & Biopharma™

The International CSR Excellence Awards

Crain's Chicago Business Best Places to Work

Fortune Best Small & Medium Workplaces™

Chicago Tribune Top Workplaces

Great Place to Work Best Workplaces
in Chicago™ (No. 1)



Health Is About Community

We know health means much more than clinical results. It's about building communities and creating an impact that goes beyond our medicines.

“For children with rare diseases, the impact of securing a home with a loving family can be so much greater, not only on their health, but on their overall quality of life. Horizon’s partnership brings much needed support to the rare disease community.”

Pam Devereux

Chief Executive Officer, Gift of Adoption



#RAREis™

We are deeply invested in the lives of those our medicines help. That means collaborating with patients to design personalized services and programs to support them at every stage. In 2017, we launched #RAREis, a program that gives voice to people living with rare diseases, while also offering resources to help them navigate throughout their journey.

See how #RAREis helps impact incredible lives. Visit www.rareiscommunity.com.



Elevating the faces of the rare disease community

#RAREis is anchored by an Instagram page and website that elevates the stories of people living with rare disease.



Helping children with rare diseases find a loving home

In partnership with Gift of Adoption, we created the #RAREis Adoption Fund, which helps families complete adoptions of children living with rare diseases.



Giving rare disease a voice

Our partnership with the Sing Me a Story Foundation™ and Global Genes inspired the #RAREis Playlist, which is a collection of songs created by children living with rare diseases, with a little help from professional musicians.

Giving Back

We're proud to engage with the communities where we work and live. By partnering with organizations that share our core values, we strive to transform and better the lives of those who need it most.



Pledge 1%

Horizon is part of the corporate philanthropy movement that empowers companies to donate 1% of product, equity, profit and time to improve communities around the world. Here are some of the ways we work to achieve this goal:

Product Through our partnership with **Americares**, we donate medicine, support their network of health clinics and provide emergency relief support; which improves the health of people affected by poverty and disaster.

Time and Profit Our deep, long-term partnership with **Perspectives/IIT Math & Science Academy (MSA)** supports programming, infrastructure and employee engagement. Projects include a new tech lab, a peace and meditation room, and lead-free water stations, among many others.

We also customize **volunteer opportunities** so employees can bond through giving back. Projects include mock interviewing at MSA and constructing STEM labs at local elementary schools in Washington, D.C. and San Francisco.

Impact across the globe

As we expand our efforts across various communities, we continue to track our global impact against 11 of the 17 United Nations Sustainable Development Goals:



Good health and well-being



Quality education



Gender equality



Decent work and economic growth



Reduced inequalities



Partnerships for the goals



No poverty



Industry, innovation and infrastructure



Clean water and sanitation



Affordable and clean energy



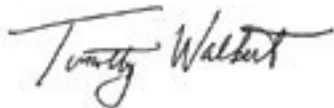
Responsible consumption and production

Coffee and **a Mission**

Before we had enough employees to warrant an office space, we were a handful of smart, dedicated people working out of a coffee shop. All of us wanted to start a company successful enough to bring real change to the lives of people with overlooked illnesses. As someone living with a rare disease, I could relate to the struggle. I still can.

Over a decade and more than 1,200 employees later, my focus remains on each and every patient whose life we can improve. It's these resilient patients who fuel our scientific courage in addressing diseases that others won't. And it's why we're proud to go to incredible lengths so that people can ultimately live productive, healthier lives.

Sincerely,

A handwritten signature in black ink that reads "Tim Walbert". The signature is written in a cursive, flowing style.

Tim Walbert

Chairman, President and CEO



HORIZON

