

Q: *Who is Horizon?*

A: At Horizon, we believe science and compassion must work together to transform lives. Our mission to deliver medicines for rare, autoimmune and severe inflammatory diseases and provide compassionate support comes from our strong and simple philosophy to make a meaningful difference for patients and communities in need.

Quick Facts**Q: *How many products in Horizon's portfolio?***

A: 11 that treat rare, autoimmune and severe inflammatory diseases

Q: *What year was Horizon founded?*

A: 2008

Q: *How many employees work for Horizon?*

A: 2000+ globally

Q: *What is the company's *net sales (Full-Year 2021 Results)?*

A: \$3.23B

Q: *What is your culture like?*

A: Working at Horizon is more than a job—it's a passion.

Our employees consistently provide positive feedback about our culture. At the center of our culture is our focus on the core values that drive the work we do: Transparency, Accountability and Growth. Through the application of these values Horizon has built a culture that has been described by many as inclusive, familial, development-focused, and most of all - personal.

Q: *What makes Horizon unique?*

A: The exceptional support we provide patients and communities equally extends to our employees. We offer industry-leading and award-winning benefits, compensation and rewards programs that positively impact all areas of our employees' personal and professional lives.

Each employee at Horizon has a stake in the success of our company and knows their contributions are valued and rewarded. That's why our employees consistently rate our culture as best-in-class, earning us several top global, national and local workplace awards.

Horizon has won 45+ Top Company Awards since 2017 including Fortune, Newsweek's Most Loved Workplaces, Great Place to Work Best Workplaces®, Crain's Chicago Business, Chicago Tribune's Top Workplaces and PEOPLE Companies that Care.®

Q: *Where are your offices located?*

A: Horizon's global headquarters is in Dublin, Ireland and its U.S. headquarters is in Deerfield, IL. The Company also has offices in Chicago; South San Francisco; Washington, D.C.; Gaithersburg and Rockville, MD; Vaughan, ON; Mannheim, Germany; as well as a growing presence in Japan.

Q: What do you look for in a candidate?

A: We look for candidates who want to make an impact on our organization and join a team of agile, out-of-the-box thinkers who are inspired to do more because they know they're a part of something bigger.

We also look for candidates who exemplify our core values:

- **Transparency** – We value honesty, integrity and authenticity. Only through these behaviors can we trust one another and collaborate effectively to impact our business and the patients we serve.
- **Accountability** – We drive our business forward by holding ourselves and other accountable to sound decision-making and commitments.
- **Growth** – We value innovation and the power of possibilities. We continuously look to transform ourselves, our company and the communities in which we live and work.

Q: How do Horizon employees give back to the communities in which they work and live?

A: More than a company, we're community builders and changers who believe it is our fundamental responsibility to support the communities where we live and work, as well as our global community. It is why we are committed to organizations that share our common purpose: to transform and better the lives of those who need it most.

Horizon focuses on 4 main pillars of giving:

- Healthcare
- STEAM (science, technology, engineering, arts and mathematics)
- Environmental Sustainability
- Innovation

Within these areas, we engage in purposeful giving through employee service, corporate sponsorships, events, grants and other forms of critical support.

Q: What benefits do you offer?Unique Benefits

- Make It Personal Account
- Year-end shutdown
- Education benefits
- Parental leave
- Adoption Assistance
- Pet Insurance

Time Off

- Generous paid time off program
- Company paid holidays
- Make It Personal Day
- Year-end shutdown

Health Benefits

- Medical, Dental and Vision Insurance
- Accident Insurance
- Critical Illness Insurance
- Flexible Spending Accounts (FSAs)

Educational Benefits

- Tuition Reimbursement
- Executive Scholarship Awards for Graduate School
- Inspiring Minds Scholarship

Financial Benefits

- Retirement Savings 401(k) with company match
- New Hire & Annual Equity
- Health Savings Accounts
- Employee Share Purchase Program
- Income Protection
- Legal and ID Theft Protection

Q: What is Horizon's commitment to diversity?

A: Horizon has an internal inclusion network of employees called RiSE. RiSE, is committed to putting our company values into action by advancing inclusion, diversity, equity and Allyship in the workplace. At Horizon, we know disease does not discriminate. We attract and develop diverse talent to unlock the power of innovation and create unique solutions that meet the needs of the patients, caregivers and medical professions we support.

Through RiSE we bring different perspectives together to accomplish unified goals. We believe that when people from different backgrounds and lived experiences come together, we make lives better.

The 9 employee communities represented in RiSE are: African American/Black, Asian, Hispanic/LatinX, LGBTQ+, Early Career, Women Professionals, Military+, Different Abilities, and Caregivers. These teams share a commonality and are brought together to give support and feedback on organizational initiatives.

Q: What are the different ways new employees can contribute to and get involved in Horizon's Inclusion efforts?

A: Join the conversation and share your story! Employees interested in learning more about RiSE, joining our leadership team, curious how to be an ally or just want to get involved are encouraged to reach out to the RiSE Leadership team. The 4 pillars of our efforts are: culture, talent attraction, development and community involvement.