



## On Being a Destination Employer: The Culture and People of United Therapeutics

At United Therapeutics (**UT**), we strive to hire exceptionally smart people who are passionately committed to our goals and who will thrive in our dynamic culture, which is why one of our objectives as a public benefit corporation (**PBC**) is to **Be a Destination Employer**.

We provide our employees, whom we call *Unitherians*, with the opportunity to work on innovative, revolutionary projects with significant autonomy to determine how to approach their work. More than that, we believe that where we work affects our disposition, drive, mental health, and performance. That is why we seek to provide market leading benefits and are committed to creating inspiring surroundings and state-of-the-art environmentally-responsible buildings – both to mitigate our own environmental footprint and to provide positive and healthy workspaces for our employees to connect with one another. We believe that the combination of our culture, the work we do, our total rewards programs, and inspiring surroundings and amenities contribute to why we have consistently low voluntary turnover rates – about half that of industry peers in the life sciences, biotechnology, and pharmaceutical industries – and high levels of agreement that UT is a “Great Place to Work.”

This document is intended to provide an overview of our strategies to make progress toward our PBC objective to “Be a Destination Employer.”

### The *Unither Pact*

The *Unither Pact* expresses our commitment to and expectations of *Unitherians*. This Pact captures our intention to cultivate an entrepreneurial, inclusive, and high-performance culture that instills in our workforce a strong sense of ownership, meaning, and commitment. We believe this approach gives us a competitive advantage in attracting and retaining our talented *Unitherians*.

For the past eight years, more than **90 percent of employees agree that UT is a Great Place to Work.**



#### OUR COMMITMENT TO UNITHERIANS

#### UNITHERIAN RESPONSIBILITIES

Challenging, innovative work

Opportunity for career advancement

Autonomy to do their best work

Inspiring work environment allowing for work/life integration

Competitive pay and benefits

Be efficient and use resources wisely

Act like an owner, because you are

Work hard

UNITED THERAPEUTICS MEDICINES FOR LIFE



## Inclusion and Belonging Programs

We believe that being a great place to work means being an inclusive place to work.

We recognize and value the array of differences represented by our current and future *Unitherians*. We believe we are more innovative, more creative, and make better decisions to serve our patients because of our different perspectives.

Inclusion and belonging have been core principles at UT since our founding. In 2022, we formalized this commitment by establishing Inclusion as one of our five Core Values, clearly defining the expectations for all *Unitherians*:

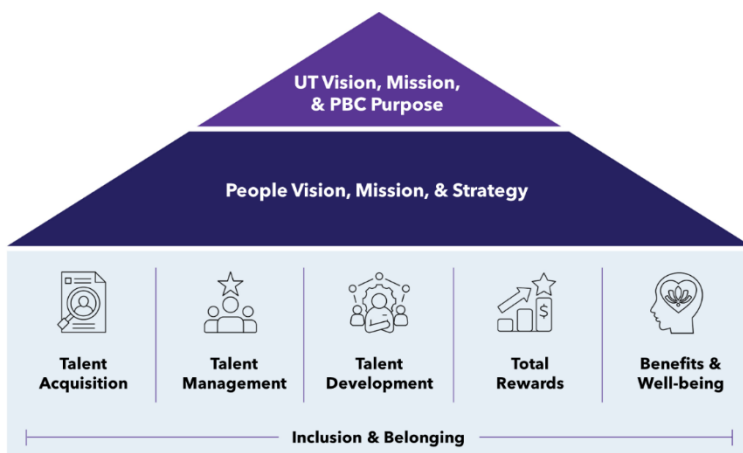
- We treat others with respect
- We seek varying perspectives and viewpoints and listen with the intent to understand
- We value and leverage our rich and diverse experience and talents
- We share information and expertise to partner and work together to achieve goals

"UT's culture emphasizes respect, collaboration, and recognition. I genuinely feel heard and supported by my team and leadership, and there's a shared commitment to our mission that creates a strong sense of purpose. Whether it's through open communication, flexible work-life balance, or the encouragement to grow professionally, I always feel like a valued and trusted part of the team."

~A *Unitherian*

In 2024, we began to emphasize our focus on *Inclusion and Belonging* to reflect our ongoing commitment to equal employment opportunity, and to create a workplace where every employee feels valued, respected, and connected. With this, our intention is to continue our commitment to be a workplace that values diverse perspectives and fosters a culture where every *Unitherian* can be their authentic self and thrive.

This model and the narrative that follows provide some details about these programs. See our [Career](#) and [Benefits](#) pages for more information.



### 2025 Great Place to Work® survey responses

**94% of *Unitherians*** say UT is a great place to work

**97% are proud** to tell others they work for UT





## Talent Acquisition, Management, and Development

We believe that employee engagement—a person’s sense of commitment to their job, their colleagues, and our company—starts with first contact. We intentionally seek to recruit qualified candidates by posting positions where those unique, out-of-the-box thinkers will find us.

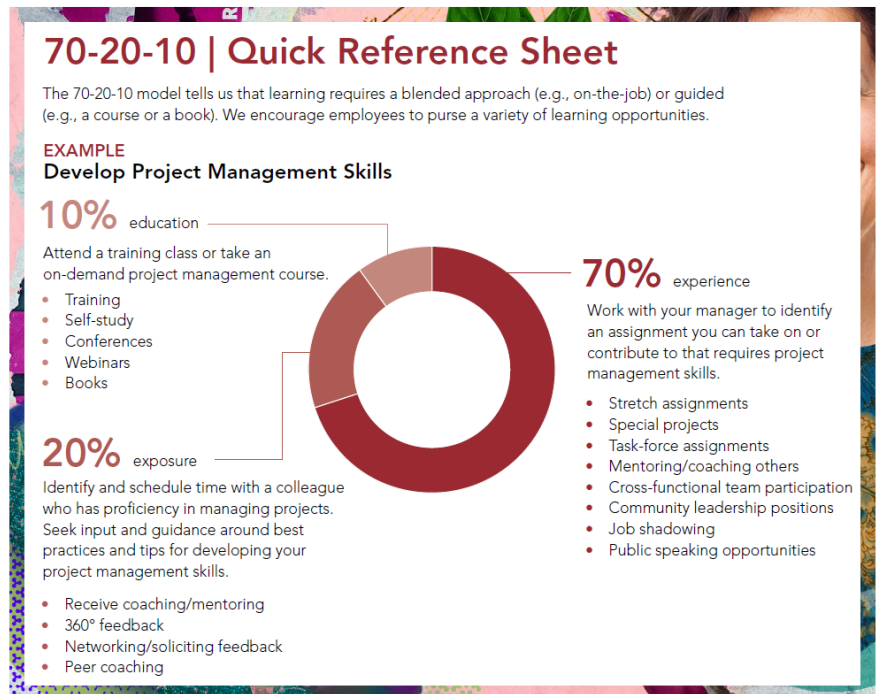
When a new *Unitherian* joins the team, we seek to prepare them for long-term success. We believe learning should be continuous, employee-driven, manager-supported, customized to the individual based on strengths and development needs, and blended using different modalities. We align with a **70/20/10 training model** which holds that individuals gain 70 percent of their knowledge from on-the-job experiences, 20 percent from interactions with others such as through mentoring, and 10 percent from formal educational events.

We shape our training plans, learning journeys, and course offerings with input collected from people leaders, surveys, trends, and areas we have identified that require focus. We also customize courses to address specific team needs, covering topics such as team dynamics, communication, influencing without authority, and inclusion.

We provide people leadership development including training for newly hired or newly promoted managers; leadership and coaching development for more seasoned leaders; and skill development in critical leadership competencies for managers at all stages of their careers.

We evaluate our program effectiveness by surveying participants. For our required leadership training courses on building essential skills to increase management effectiveness, 95 percent of survey respondents said they would recommend the program to others. This result indicates that the training was well-received, created value, and had a positive impact on the participants.

We continually assess our offerings, training assets, and content to keep our programming relevant and impactful while continually enhancing the skills and abilities of our workforce.



"As a newer employee, the onboarding process at UT is absolutely fantastic. I was made to feel welcome by every single person on our team, within our department, as well as by other individuals and departments that supported my onboarding, and I can tell that everyone that I've met so far is proud to work here." ~A *Unitherian*



## Total Rewards

Our compensation, benefits, development, and workplace safety programs are designed and curated to attract, retain, and motivate our high-performing workforce, demonstrating how much we value each *Unitherian*. Examples include, but are not limited to, the following. For additional information about our benefits and amenities, see <https://www.unither.com/careers/benefits-and-amenities>.

### Financial Security

- A living wage, which includes cash compensation targets of at least \$75,000 annually (base salary + bonus target) for all full-time, U.S.-based *Unitherians*
- Meaningful opportunities to share in our success by becoming shareholders through either our long-term incentive compensation programs, or our employee stock purchase plan (**ESPP**) through which eligible full- and part-time employees can purchase company stock at a discounted price
- A 401(k) program with employer match for every dollar contributed



Research Triangle Park (RTP), N.C. campus

### Health and Wellness

- State-of-the-art fitness centers with onsite trainers at main locations
- Cafés at our main locations providing complimentary breakfast and lunch served in predominantly compostable packaging
- Access to medical, dental, and vision benefits to full- and part-time *Unitherians* and their dependents, including domestic partners
- A pet wellness benefit



Fitness center, RTP campus

### Personal and Professional Development

- A clear, transparent, and robust approach and framework for career progression and advancement
- Up to \$45,000 reimbursement per employee for continuing education tuition assistance

- Carefully curated leadership and professional development programs and courses that integrate various learning modalities across a wide range of topics, designed to enhance skills and competencies
- A mentoring program available to all *Unitherians*
- An annual employee evaluation process for all *Unitherians* that serves to identify strengths and areas for improvement, while helping employees grow professionally through goal setting and ongoing feedback



Training room, Melbourne, Fla.

### Work-Life Integration

- Paid time off for full and part-time employees
- Family-friendly benefits such as paid parental bonding leave, subsidized on-site childcare at our main campuses, adoption assistance program including surrogacy benefits, a breast milk travel solution through Milk Stork, and access to Bright Horizons Family Solutions for every stage of life
- A hybrid/flexible working model for eligible roles
- Meaningful community service opportunities throughout the year during work hours
- 20 days military leave
- Five days bereavement leave
- Bone marrow and living organ donation leave
- Access to a 24/7 employee assistance program



Onsite childcare center, Silver Spring, Md.

"Paternity leave is a much appreciated benefit of working at UT. It has given me a lot of peace of mind knowing I will have the time to transition/adapt to a changing life event."

~A *Unitherian*

## Safe and Healthy Workplaces

At United Therapeutics, we are dedicated to the well-being of our employees. We seek to be a global leader in protecting our people, partners, contractors, and communities in a safe and environmentally sustainable manner. Our aim is to eliminate hazards and reduce safety risks where we work. We use the “hierarchy of controls” developed by the National Institute for Occupational Safety and Health for controlling workplace hazards and protecting employees.

Learn more about this program in our Corporate Responsibility and Public Benefit Report.

“Safety, healthcare, and wellness support demonstrates that UT cares about my well-being.” ~A Unitherian

United Therapeutics converted to a PBC in 2021—the first publicly-traded biopharmaceutical company to do so. Our **PBC purpose** has two parts: **to create a brighter future for patients through the development of novel pharmaceutical therapies and technologies that expand the availability of transplantable organs.** Our first purpose helps delay or avoid the need for a transplant, while the second purpose seeks to enable a patient to receive a transplant when they need one. We align our PBC purpose with three pillars – our patients, our people, and our planet. We believe our people are the key to our success in our other two pillars, which is why we seek to be a destination employer.

### See here for more information:

- Corporate Responsibility website: <https://corporateresponsibility.unither.com/>
- Impact Stories featuring our unique culture: <https://corporateresponsibility.unither.com/impact-stories>
- Benefits and Amenities: <https://www.unither.com/careers/benefits-and-amenities>
- Equal Opportunity Statement: <https://www.unither.com/careers/equal-opportunity-employer>
- Careers: <https://vhr-unither.wd5.myworkdayjobs.com/External>
- Corporate Code of Conduct: <https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf>

