



**Work Together,  
Live Wherever**

**At Arena, we *Work Together, Live Wherever.***

Our team has the freedom to think, care, and do from anywhere in the USA or Switzerland. We empower our employees to balance our important work and their important priorities at home.

In 2020, the world changed. Yet despite these global challenges, our Arena commitment to deliver important medicines to patients never wavered. In fact, we're better than ever. We embraced new flexible ways of working. We found new ways to collaborate across states and across continents. We multitasked. We took care of families. We cared for and supported each other. We achieved great things.

When it came time to consider what the new business-as-usual will look like, we asked our team to envision the Arena of the future through the lens of our *Care More. Act Differently.* mantra. We built on the foundation of our core values - Put People First, Be Curious, Think Disruptive, Be Daring. We established new norms and designed new ways to connect and engage with each other. We built the tools, embraced the technology, and created the resources to transition from in-office to in-home-office. We reinvented our policies and processes to adapt to virtual working. And we reimagined ways to use our existing offices to create hubs for connecting, collaborating, and coming together when it makes sense. We defined a new future for Arena where extraordinary work can come from anyone at any time and place. We've given our greatest assets the power to perform anywhere they choose, because freedom from constraints fosters innovation and passion.

At Arena, we chart our own path and relentlessly execute ***Until It's Done.***