



2023



Environmental, Social & Governance Report

About this Environmental, Social, and Governance (ESG) Report

The Ardelyx ESG report represents our effort to highlight some of our current practices and initiatives in several important areas. There are four main sections in this report: Patients, Our Team, Environmental Management and Governance and Leadership. In preparing this report, we utilized the Biotechnology and Pharmaceutical industry standards published by the Sustainability Accounting Standards Board (SASB) to organize our efforts around the areas we believe are most relevant to our business and our stakeholders. Unless otherwise noted, data provided within this report is as of our 2023 fiscal year, which ended December 31, 2023. Unless the context requires otherwise, in this report the terms “Ardelyx”, “we,” “us,” “our” and “the Company” refer to Ardelyx, Inc.



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DISCLAIMER AND FORWARD LOOKING STATEMENTS

This report has been prepared by Ardelyx, Inc. for informational purposes only, and not for any other purpose. This report may contain forward-looking statements that are based on our current expectations, estimates and projections about our industry, as well as management's beliefs and assumptions. Words such as "anticipates," "expects," "intends," "plans," "believes," "seeks," "estimates," "may," "will," and variations of these words or similar expressions are intended to identify forward-looking statements. Such statements are based upon the information available to us now and are subject to change. These statements are not guarantees of future performance and are subject to certain risks, uncertainties and assumptions that are difficult to predict, including without limitation, our expectation that Kyowa Kirin Co. will make PHOZEVEL® available to patients beginning in early 2024, our expectation that we will continue to seek out ways to do more for patients and caregivers, and the ability of our cybersecurity risk management program to protect information. We undertake no obligation to update or revise any forward-looking statements. For a further description of the risks and uncertainties that could cause actual results to differ from those expressed in these forward-looking statements, as well as risks relating to our business in general, please refer to our Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC) on February 22, 2024, and our future, current or periodic reports to be filed with the SEC.



A Letter from the CEO

2023 was a landmark year for Ardelyx. We received FDA approval for and launched our second first-in-class medicine for patients who have unmet medical needs. We nearly doubled the size of our team and created opportunities for them to grow. We strengthened our supply chain. We supported patients who need access to our therapies and the communities in which our employees and patients live and work. All of this success was underscored by our commitment to the principles of ESG: Making decisions that protect the environment, that support the communities you serve, and that strengthen your company, will result in positive business outcomes.

The principles of ESG have always driven our approach and actions and year-over-year, we strive to improve. We highlight those enhancements throughout this report as evidence of our commitment to transparency and continuous improvement.

At the same time, we recognize that our work is not done. We have always been committed to best practices, but as our business

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We will lean on the values that distinctly represent Team Ardelyx, fearless, dedicated, inclusive and passionate, to help us realize the future.

2023 Ardelyx Corporate and ESG Highlights

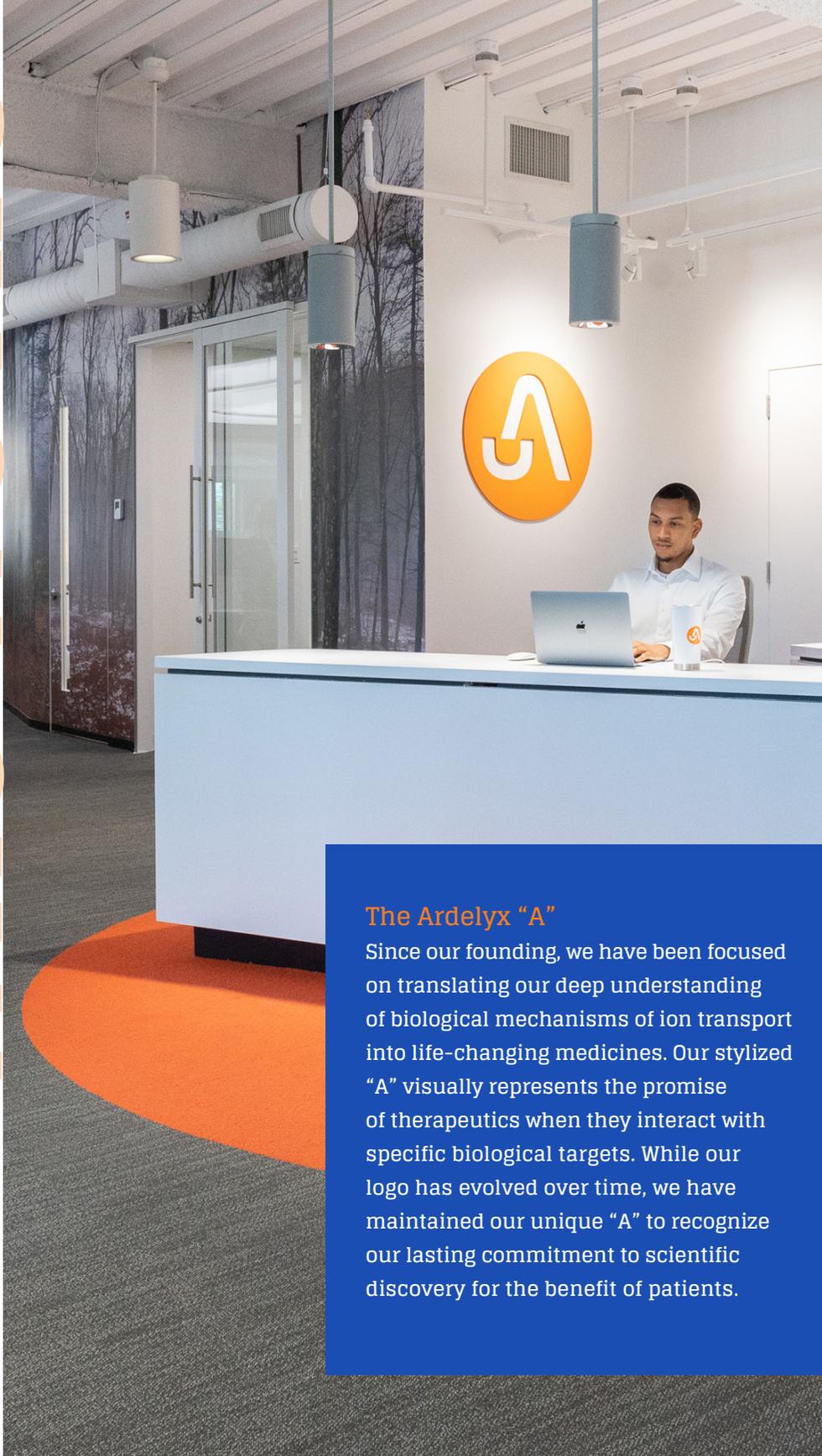
- Grew our team by 144 employees, finishing 2023 with 267 employees
- Received approval and began commercialization of our second first-in-class product for patients with unmet treatment needs
- Launched Medical Affairs Portal to provide information on Ardelyx products to healthcare providers
- Strengthened our supply chain by increasing contract manufacturing partner redundancy
- Introduced new programs to support employees, including an expanding parental leave policy, 401(k) match program and flexible time off policy

continues to grow, we acknowledge that our responsibility and ability to execute on the principles of ESG does as well. We will continue to seek opportunities to invest in people who bring diverse perspectives and experiences. We will adopt a continual advancement mindset across all areas of the organization. We will seek out ways to do more for patients and their caregivers. Finally, we will lean on the values that distinctly represent Team Ardelyx, fearless, dedicated, inclusive and passionate, to help us realize the future.

Combined, we can shape a better future.

Mike Raab

President and Chief Executive Officer



The Ardelyx “A”

Since our founding, we have been focused on translating our deep understanding of biological mechanisms of ion transport into life-changing medicines. Our stylized “A” visually represents the promise of therapeutics when they interact with specific biological targets. While our logo has evolved over time, we have maintained our unique “A” to recognize our lasting commitment to scientific discovery for the benefit of patients.

Ardelyx was founded with a mission to discover, develop and commercialize innovative first-in-class medicines that address significant unmet medical needs.

We developed a unique and innovative platform that enabled the discovery of new biological mechanisms and pathways to develop potent, and efficacious therapies that minimize the side effects and drug-drug interactions frequently encountered with traditional, systemically absorbed medicines. The first molecule we discovered and developed was tenapanor, a minimally absorbed, first-in-class, oral, small molecule therapy.

Tenapanor, branded as IBSRELA[®], is approved in the U.S. for the treatment of adults with irritable bowel syndrome with constipation (IBS-C). IBSRELA is also available for sale through a commercial partnership in Canada. Tenapanor, branded as XPHOZAH[®], was approved by the U.S. Food and Drug Administration (FDA) on October 17, 2023, to reduce serum phosphorus in adults with chronic kidney disease (CKD) on dialysis as add-on therapy in patients who have an inadequate response to phosphate binders or who are intolerant of any dose of phosphate binder therapy. XPHOZAH was available to U.S. patients beginning in November 2023. Branded as PHOZEVEL[®], tenapanor was approved in September 2023 for the improvement of hyperphosphatemia in adult patients with CKD on dialysis in Japan. Our partner in Japan, Kyowa Kirin Co, intends to make PHOZEVEL available to patients beginning in early 2024.

We also have a development stage asset, RDX013 for adult patients with CKD and/or heart failure with hyperkalemia, or elevated serum potassium, and a discovery phase asset, RDX020 for adult patients with metabolic acidosis, a serious electrolyte disorder, in patients with CKD.

Our Vision

A healthier tomorrow for patients with significant unmet medical needs.

Our Mission

To discover, develop and commercialize innovative first-in-class medicines that meet significant unmet medical needs.



Our Values

At Ardelyx, we foster a culture of integrity and hold our employees, contractors and other representatives acting on our behalf to a high standard of business and ethical conduct. Our core values guide how we treat each other, our customers and our patients.





Ardelyx Commitment to Patients

As a company dedicated to advancing patient care, Ardelyx is committed not only to setting new standards in product innovation, but also to setting new standards in patient engagement.

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Securing FDA approval, and bringing our novel therapies to market, so that patients in need can access them, is our vision realized and what continues to drive our efforts across the company every day. Our focus is on ensuring that patients in need are prescribed our therapies and can access our therapies when prescribed.

— Susan Rodriguez, Chief Commercial Officer

Patient Access and Affordability

Ardelyx created ArdelyxAssist™ an innovative, digital-forward, high-touch patient services program. ArdelyxAssist provides a broad range of access and affordability support for patients, with integration into medical office work processes and connectivity to patients and healthcare providers.

ArdelyxAssist streamlines patient and provider requests for assistance and helps provide eligible patients with appropriate resources, including copay assistance for eligible patients with commercial insurance. If a patient encounters a delay in obtaining coverage, is denied access by their insurance, or cannot afford their out-of-pocket expenses, they may qualify for free medication under one of our program support offerings.



Resources for Healthcare Providers

Our mission is to be the scientific partner of choice for the medical community in the therapeutic areas we serve. Our scientific and clinical experts provide timely, accurate and balanced information about Ardelyx products and disease states of interest.

In 2023, we launched the Ardelyx Medical Portal which provides the healthcare provider community access to information about Ardelyx products, including published peer-reviewed journal articles; the ability to connect with a member of the Ardelyx medical affairs team either virtually or in-person at their office or at a local scientific conference; and a place to report adverse events or product complaints. We also held 19 data presentations at nine U.S. congress meetings throughout the year to provide education and insight on Ardelyx products relevant disease states.



Quality Management and Drug Safety

Good practice guidelines and regulations in the life sciences industry (GXP) are cornerstones of responsible drug development. Our Chief Regulatory Affairs & Quality Assurance Officer serves as the focal point for adherence to Health Authority regulations and requirements in the conduct of related regulatory and GXP activities and updates our employees of any changes.

Ardelyx maintains a Quality Principles and Organizational Responsibilities Policy which applies to all GXP activities carried out by Ardelyx and its external partners, including Good Manufacturing Practice (GMP), Good Clinical Practice (GCP), Good Laboratory Practice (GLP), and Good Pharmacovigilance Practice (GPvP). Our established pharmaceutical quality system, led by our experienced Quality Assurance team and supported by advanced compliance technologies, is designed to ensure an ongoing state of quality control, effective risk management, and product/study quality monitoring.

Adverse events and product complaints from our patients and partners around the world are collected, monitored and reported through Ardelyx's robust pharmacovigilance function. In addition to safety information reporting, our pharmacovigilance team oversees trainings on safety reporting requirements and processes for employees and relevant consultants, contractors and interns. We also maintain pharmacovigilance agreements with each of our commercialization partners worldwide to support the collection and communication of relevant product safety information to regulators, patients and providers in an accurate and efficient manner.



Clinical Study Standards and Safety of Clinical Study Patients

Ardelyx clinical study standards are based in the lived experiences of our patients. We recruit participants who represent those most affected by the diseases we seek to treat to ensure an authentic understanding of treatment effectiveness and safety concerns across relevant populations. In addition, we are committed to ensuring that participants in our clinical trials represent the diverse demographic make-up of the real-world patient population.

Demographic Representation in Ardelyx Clinical Trials

| Demographic | CKD on Dialysis Program ¹ XPHOZAH® (N = 1259) | T3MPO Program ² IBSRELA® (N = 2081) |
|----------------------|---|---|
| Race (%) | | |
| White | 48.0 | 67.0 |
| Black | 44.6 | 28.7 |
| Ethnicity (%) | | |
| Hispanic | 26.5 | 27.4 |
| Gender (%) | | |
| Male | 62.0 | 16.9 |
| Female | 38.0 | 83.0 |

¹ = CKD Safety Analysis Set

² = Core Safety Set



We partner with third parties, including contract research organizations (CROs), investigators and clinical study sites to conduct our clinical and preclinical studies. We require our CROs and other third parties to follow Good Clinical Practices (GCPs) and all other applicable regulations and laws wherever the clinical study is being performed, in addition to any study-specific protocols. We have developed a portfolio of standard operating procedures (SOPs) governing clinical conduct including but not limited to patient safety, investigator site qualification and selection, site monitoring and clinical project management.

In addition, we take an active role to ensure that our CROs are meeting project specifications and GCP requirements. This includes participation in regular meetings and review and execution of study documents and plans. We work to ensure qualified monitors are appointed and a clinical monitoring plan is developed for each clinical study to help conduct and document clinical study site initiation, monitoring and close-out activities. When choosing sites for our studies, we perform site qualification visits and select sites from different parts of the country to ensure an appropriately diverse patient population is enrolled. A select number of clinical sites are also audited by our Clinical Quality Assurance group to ensure compliance with each applicable protocol, GCPs, SOPs and Regulatory requirements.

The IBS-C Patient Advisory Council

The Patient Advisory Council for IBS (PAC) was created in August 2023 and is comprised of eight patients who have a diagnosis of IBS-C. It was important that this group be diverse and represent gender and cultural diversity for us to better understand their unique illness journey perspective, therefore we are proud to have patients from south Asian and Hispanic cultures as well as both men and women from different generations.

The creation of The IBS-C PAC follows the launch of The Derek Forfang Patient Advisory Council. A group of dedicated patients living with CKD, Council members share their experiences with dialysis, kidney transplant and other health conditions that impact their life expectancy and overall quality of life. The Council was named in memory of Derek Forfang, a kidney patient warrior who helped Ardelyx create the Council.

We are proud of these groups of excited and dedicated patients who believe in the Ardelyx mission of passionate and dedicated care for patients.



Patient Advocacy and Corporate Giving

Patients

We seek to foster relationships with patient advocacy organizations, individual patients and caregivers in ways that are collaborative, transparent and respectful of patient privacy, autonomy and independence. To ensure that our programs reflect patient needs, our approach starts with engaging patients and patient advocates at the early clinical research stages, leveraging their experiences to educate our staff, seeking their advice in commercial development and beyond.

Broader Community

As part of the Ardelyx commitment to the medical and patient community, we support independent medical education (IME) for professionals and independent educational programs for patients and caregivers. In 2023, we donated approximately \$600,000 to support independent educational programs.

Ardelyx may also provide financial support for qualified community or healthcare-related charitable organizations for a bona fide philanthropic purpose to promote the public good in line with Ardelyx funding priorities.

We also partner with organizations that promote awareness of diseases in our therapeutic areas of focus, support the patient journey, improve the communities in which Ardelyx employees live and work, or otherwise support our corporate strategy and initiatives.



Our Team



Our Team

We believe that creating a diverse, equitable and inclusive team culture is critical to attracting and retaining the top talent necessary to deliver on our mission and drive our long-term success.

We continually invest in the Ardelyx culture so that our employees can feel inspired to deliver their best work every day. Grounded in our core values — Fearless, Dedicated, Inclusive, Passionate — our efforts are focused on creating a collaborative environment where everyone feels respected and valued, and can contribute to their fullest potential. As of December 31, 2023, we had 267 full-time employees, 55 of whom were engaged directly in development and manufacturing, and 212 in marketing, sales and administrative activities. Our colleagues can be found at facilities in Waltham, MA, Fremont, CA, Milwaukee, WI, and working remotely nationwide.

Engaging and Connecting

Ardelyx added 144 new employees in 2023 as we continued to expand the products we offer to patients. To ensure that those employees felt connected to each other and the broader Ardelyx culture, we focused on ways to unite and celebrate our team and our collective accomplishments. We introduced several new initiatives, including:

- ArdelyxConnect, an employee Intranet with all resources, tools and information employees may need whether on the road or in an office
- #ArdelyxProud feature series, profiling and recognizing Ardelyx employees, their roles within our team and their personal interests
- The Science Center, a dedicated portal where employees can learn about our disease states of interest, the patient experience and Ardelyx products
- Quarterly Town Halls, featuring external patient and physician speakers as well as post-event volunteer activities
- Lunch n Learn speaker series with external clinical key opinion leaders helping employees gain a better understanding of our disease states and some of the latest research
- Relunched the Ardelyx Culture Club to create events and activities to bring employees together
- Employee Appreciation Day, which included a digital 'Shout Out Board' where employees could recognize their colleagues as well as in-person celebrations at our corporate offices
- Milestone Anniversary Celebration, recognizing those employees who have been committed to Ardelyx, some since the very beginning, including our President and CEO, Mike Raab
- Year-end celebrations at our corporate offices



Ardelyx Joins the Drive for Dialysis

Team members in our Waltham and Fremont offices gathered following an all-company Quarterly Town Hall to participate in the National Kidney Foundation's Drive for Dialysis program. This program provides local dialysis patients with care packages that include items that make a patient's dialysis experience a bit easier, including a personalized card from Ardelyx employees.

Training and Development

Our culture emphasizes passion, teamwork and high performance to create value. We employ a leadership approach that empowers teams to effectively engage, educate and deliver differentiated solutions. We believe the best decisions depend on having the right people and empowering them to act.

We place a special focus on developing leaders and managers. Recognizing that development needs differ between a new manager and a seasoned leader, we ask each employee to set individual performance goals and check in regularly with their manager. We gather cross-functional feedback to aid in year-end performance and compensation discussions. Investing in the growth and development of our employees through various training programs helps build and strengthen our employees' leadership and professional skills and insures a strong future for both our employees and the organization.



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Ardelyx is committed to inspiring growth and professional development by promoting from within, ensuring professionally curated in-house trainings, and offering valuable tuition reimbursement, this year, for all employees, as people are our greatest assets.

— Charon Spencer, Chief Human Resources Officer



Ardelyx by the Numbers

(As of December 31, 2023)

Approximately

57%

of our workforce was female

50%

of our executive leadership team was female

Approximately

54%

of our employees in managerial roles were female

Approximately

31%

of our workforce are minorities, of which 45% of our employees in managerial roles were minorities.

Diversity, Equity and Inclusion

Our culture is supported by an unwavering commitment to inclusion and diversity. This is reinforced by our HR leadership, who ensures our employee population embraces diversity, starting with our hiring practices. We strive to foster a culture where mutual respect, inclusive behavior and dignity are core to our individual expectations.

We believe that our success will be significantly impacted by our ability to create and maintain a safe inclusive environment where everyone is empowered to do their best work — regardless of race, color, national origin, religion, sex, sexual orientation, gender identity and expression, age or disability.

We are united by our desire to serve our patients, and we are proud financial sponsors of the California Life Sciences Association Racial and Social Equity Initiative, which aims to help close the gaps in inequity and create a more diverse industry. With significant support from Ardelyx and other engaged stakeholders, the Social Equity Initiative is an important step in a unified effort for the life sciences industry in California to do more for the under-served and under-represented, focusing on the most critical need to address the inequality for Black, Hispanic, Native American and Pacific Islander populations in California.





Employee Health, Safety and Wellness

We understand that our employees are our greatest asset and we strive to prioritize health and well-being among our colleagues and their families. We want to be an organization that provides innovative solutions for organizational structures, workplace policies and total rewards, which engage and motivate employees. For more information about our current benefits and company culture, please view the careers page located on the Ardelyx website at ardelyx.com/join-us/.

We are committed to helping protect our employees' physical safety and providing an environment that prioritizes health and mental well-being for everyone in the Ardelyx community. All employees complete workplace respect training (anti-harassment and anti-discrimination) at the time of hire and thereafter in accordance with applicable laws and guidelines.

In addition, a comprehensive emergency action plan is in place for our Fremont, CA, Milwaukee, WI and Waltham, MA locations which establishes the policies and procedures for emergency preparedness, prevention, response and recovery.

Employee Benefits

As our team grew, so did our commitment to providing benefits that reflect the work and personal needs of our employees. In 2023, we introduced and enhanced a number of employee benefits, including:

- A rewards and recognition program to celebrate employee achievements
- 401(k) employer match program
- Expanded paid parental leave policy
- New flexible time off policy
- New living organ and bone marrow donation paid leave policy
- Updated holiday calendar to include additional religious and civic holidays

These complement our existing comprehensive employee compensation package, which include competitive base and incentive compensation, medical, dental, vision insurances and health savings plans, as well as the opportunity to participate in our Employee Stock Purchase Plan. We also offer equity as restricted stock units and/or stock options to all full-time employees at every level of the organization.



Environmental Management

We are committed to promoting environmental stewardship across our operations and we recognize that we play a part in contributing to the health and safety of our communities.

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I am proud to lead teams at a company deeply committed to environmental stewardship. Our dedication to these principles extends from developing medicines to partnering with eco-conscious suppliers and ensuring our impact reflects our mission and shared responsibilities for a healthier planet.

— Thierry Bilbault, Senior Vice President, Technical Operations



Environmental, Health and Safety

As part of our sustainability strategy, we seek to harness the collective power of our organization and each employee to limit our carbon footprint:

- We use environmentally sensitive and LEED compliant building materials in our corporate facilities
- We offer flexible working arrangements to reduce traffic congestion and further reduce our carbon footprint
- We offer a commuter program as part of our benefit package
- We have installed electric vehicle charging stations to be available to our employees at select corporate offices

We aim to continually improve our sustainability practices, such as reducing waste, increasing energy efficiency using energy efficient lighting, environmentally friendly cleaning products and compostable and recyclable materials in our offices, encouraging and supporting recycling, and establishing partnerships with office supply vendors committed to sustainability efforts.





Supply Chain

In 2023, Ardelyx launched our second commercially manufactured drug product, XPHOZAH. To support that launch as well as the continued growth of our first commercial product, IBSRELA, we heightened our focus on our supply chain to ensure that we could manufacture GMP pharmaceutical product to a scale to support the needs of our growing patient population at the highest possible quality.

Manufacturing

Ardelyx partners with a number of contract manufacturing organizations (CMO) that support the various components of our manufacturing process. We partner with CMOs who share our commitment to high quality products, consistent and dependable timeline adherence, and effective resource management. To select the right partners we ensure that the manufacturing facilities have a highly favorable inspection history from a variety of global regulatory authorities; perform a technical assessment to confirm that the partner has the equipment, resources and skills necessary to execute the project as defined and within timeline parameters; and conduct a quality inspection to assess the talent, standard operating procedures in place to meet GMP requirements, and a quality system that ensures they are following their stated procedures. Our dedicated, highly experienced scientific, quality and supply chain teams work collaboratively with our CMO partners on all levels, including technical, quality and executive teams. In 2023, we strengthened our supply chain by adding new CMO partners, allowing for greater redundancy across the manufacturing process.

Waste Disposal

Ardelyx and our partners follow all regulations and requirements related to the proper and safe disposal of our product and product components.



Governance and Leadership

We believe good corporate governance is important to ensure that Ardelyx is managed for the long-term benefit of its stakeholders.

Our Board of Directors (the Board) has adopted a Code of Business Conduct and Ethics which applies to all officers, directors and employees as well as our contractors; Corporate Governance Guidelines; an Insider Trading and Compliance Policy; a Compensation Clawback Policy, which applies to our executive officers; and charters for our Audit and Compliance Committee, Compensation Committee and our Nominating and Governance Committee. Our Nominating and Governance Committee has primary Board responsibility for ESG-related issues.

These governance charters, as well as our Code of Business Conduct and Insider Trading and Compliance Policy, are reviewed and certified annually, provide a framework for the comprehensive oversight of designated risk areas by the Board and its Committee, and is an interface with our Enterprise Risk Management Program.

Corporate Governance Guidelines

Our Board of Directors sets high standards for all employees, officers and directors. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of our business. Our Corporate Governance Guidelines assist the Board of Directors in the exercise of its responsibility to serve in the best interest of Ardelyx and our stockholders:

- The Board's principal responsibility is to oversee the management of Ardelyx and, in doing so, must use business judgment to act in what it reasonably believes is in the best interests of Ardelyx and its shareholders
- Directors must be informed about our business and ensure effective systems are in place for periodic and timely reporting to the Board on important organizational matters
- The majority of the members of our Board are independent, and the independent directors meet regularly in executive session
- Directors have full and free access to management and, as necessary and appropriate, independent advisors
- Our Board and its committees conduct a self-evaluation periodically to determine how to function most effectively
- Our Board possesses a balance of skills and experience with an emphasis on independent oversight and continuous improvement
- Our Board is diverse in expertise and experienced in matters pertaining to our business, as well as in background and perspective, including with respect to age, gender, race, place of residence and specialized experience
- Our Board is committed to shareholder engagement with the goal of utilizing shareholder feedback to improve our governance, compensation programs and ESG acts and disclosures
- Our Board has responsibility for the oversight of our risk management processes, including risk identification, management and mitigation strategies, as well as the maturation of our Compliance Program





Risk Management and ESG Governance

We face a number of risks, including risks relating to our financial condition, development and commercialization activities, operations, strategic direction and intellectual property. In addition, as a life sciences company, we are highly regulated and face the risks inherent in such a heavily regulated environment. Management is responsible for the day-to-day management of risks we face, while our Board of Directors, as a whole and through committees, has responsibility for the oversight of risk management. The role of the Board in overseeing the management of our risks is conducted primarily through committees of the Board, as disclosed in the descriptions and charters for each committee.

The full Board discusses with management key risk exposures, their potential impact, and the steps to help manage them. Each Board committee is responsible for different aspects of risk management, including risks related to ESG. The Audit and Compliance Committee has a special responsibility to oversee the guidelines and policies that govern the process by which the exposure to risk is managed by Ardelyx management. The charter of the Nominating and Governance Committee provides that the committee periodically review and provide oversight with respect to our business strategy, initiatives and policies concerning corporate social responsibility, including environmental, social and governance matters.

Board Independence and Diversity

In evaluating proposed director candidates, we consider factors such as character, integrity, judgment, diversity, independence, skills, education, expertise, business acumen, business experience, length of service, understanding of our business and industry, conflicts of interest and other commitments. The overall diversity of our Board is an important consideration in the director nomination and selection process.

Our Nominating and Governance Committee assesses diversity in connection with the annual nomination process, as well as in new director searches. As we pursue Board recruitment efforts, our Nominating and Governance Committee will continue to seek candidates who can contribute to the diversity of views and perspectives of the Board in accordance with the Committee's policies for director candidates. Among our current eight board members, two self-identify as women and demographically diverse.

Business Ethics and Compliance

We are committed to conducting our business, including interactions with the healthcare community, with high integrity and in full conformance with the law. Our Code of Business Conduct and Ethics represent a summary of our commitment to ethics and compliance principles that guide our operations and activities and set forth our basic principles, values and framework for action. Our compliance program addresses among other things:

- Compliance leadership, responsibility and oversight
- Risk assessment
- Third party management
- Policies and procedures
- Education and training
- Internal communication and reporting
- Auditing and monitoring
- Investigations and discipline

Our compliance program addresses each of the elements outlined in the U.S. Department of Health and Human Services' Office of the Inspector General Compliance Program Guidance for Pharmaceutical Manufacturers (OIG Guidance) and includes policies consistent with the PhRMA Code on Interactions with Healthcare Professionals (PhRMA Code). As the OIG Guidance envisions, our compliance program is designed to address the company's particular business and compliance risks, and to be scaled to its size and resources, market position and other unique aspects of our company. We are committed to the regular review, assessment and development of our compliance program and to address the evolving regulatory and business environment.

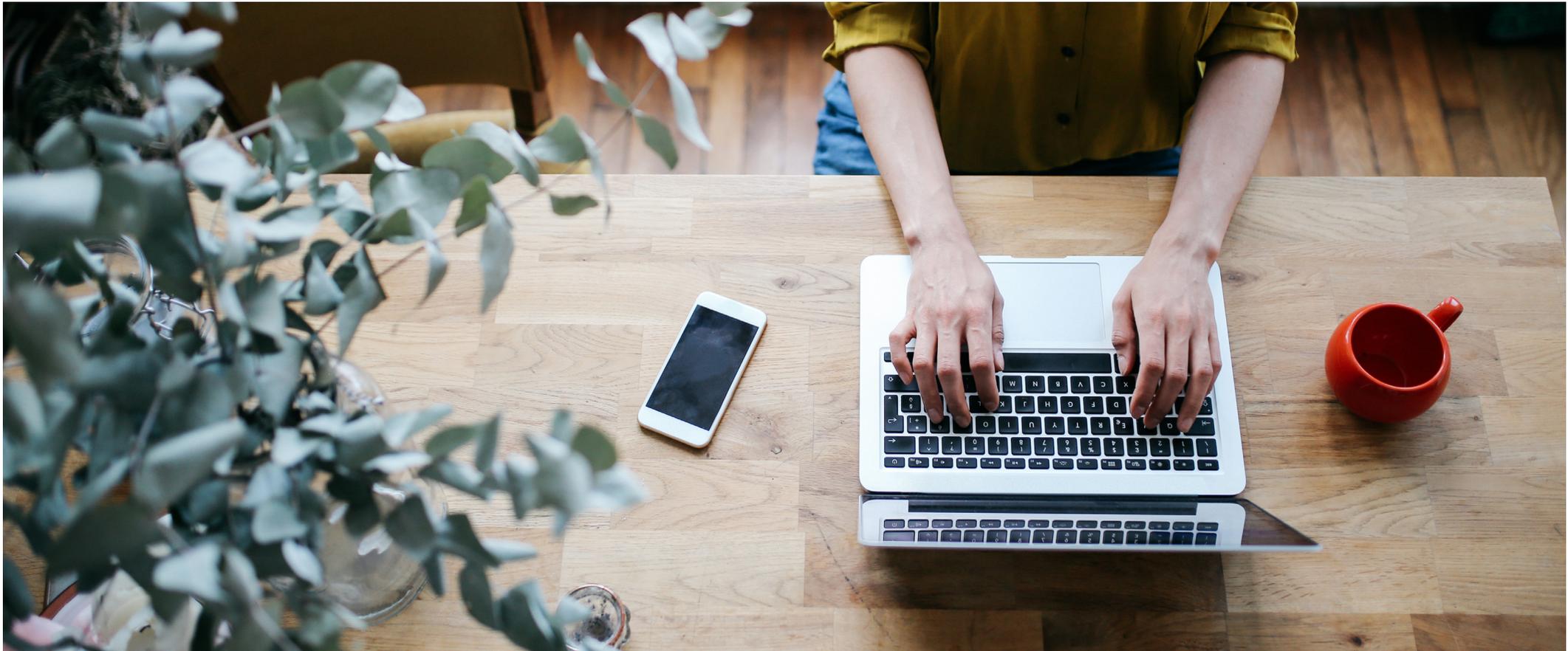
Our comprehensive policies, procedures and training programs help our employees and contingent workers comply with applicable laws, regulations and industry codes, as well as the Company's internal standards and expectations for responsible conduct. Our Code of Business Conduct and Ethics and related policies list comprehensive ethical standards for decisions and actions.

Mandatory compliance training is conducted every year. All new employees are assigned and required to complete compliance and other relevant required training. In our policies, we comprehensively address healthcare fraud and abuse, as well as anti-corruption and antibribery, following the U.S. Foreign Corrupt Practices Act, the UK Bribery Act 2010, and other applicable local anti-bribery and anti-corruption laws and regulations. Similarly, we value transparency as a key component of building trust with all those engaged with our business and comply with multiple regulatory reporting requirements in different jurisdictions.

Our Chief Compliance Officer serves as the focal point for general compliance activities under the Code of Business Conduct and Ethics and for healthcare law compliance matters and promotes an open-door policy for our employees to seek guidance on compliance issues or report suspected non-compliance. Our Chief Compliance Officer reports on general compliance matters and the status of the compliance program at periodic meetings with our CEO and Board.

Reporting Suspected Misconduct

Ardelyx maintains an “open door” environment in which employees, contractors, vendors or other whistleblowers are encouraged to speak up and raise questions about conduct that they know, or suspect, may be inappropriate, without fear of retaliation. Confidential reporting is easy — any person can call our hotline at 877-441-1591 to submit a complaint or go online at www.openboard.info/ARDX to use an independent secure web form for an anonymous question, report or complaint. Employees are also trained during new hire onboarding, and encouraged regularly, to speak with their managers or with the Chief Compliance Officer or General Counsel if they have concerns and would like to speak face-to-face.





Ethical Marketing

The Ardelyx policy on promotional interactions with healthcare professionals aims to ensure that these activities meet our ethical standards and fulfill our legal and regulatory responsibilities. Members of the Commercial team and all personnel engaged in external communications receive comprehensive training on these policies and are required to demonstrate overall comprehension as part of the training on a regular basis.

It is our policy that all labeling, advertising and promotional materials, and all promotional presentations related to Ardelyx products, comply with the FDC Act, FDA regulations and other applicable federal, state, local and country-specific laws. All such materials are carefully reviewed with the goal of ensuring compliance and medical and scientific accuracy by a multi-disciplinary review committee, including members from the Medical, Legal and Regulatory Affairs & Quality Assurance departments. Our employees are strictly prohibited from engaging in off-label promotion to healthcare professionals, and our policy requires that we will not engage in the promotion of a medicine, or new use of a medicine, prior to its approval by the FDA or the applicable regulatory authority. If a member of our Commercial team receives an unsolicited request for information about an unapproved use or information that is inconsistent with the label, our policy requires that the question is referred to our Chief Regulatory Affairs & Quality Assurance Officer using approved medical information request forms, and that the healthcare professional is directed to call our medical information line. Commercial employees are not permitted to answer questions about unapproved uses.

Information Security

Our cybersecurity mission is to enable safe and secure ways to do business by protecting Ardelyx information systems, assets and data. Our goal is to build and maintain a sustainable and flexible cybersecurity program that reduces risk, while enabling the business to run effectively.

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information. Our cybersecurity risk management program includes a cybersecurity incident response plan. We design and assess our program based on the National Institute of Standards and Technology Cybersecurity Framework.

Our cybersecurity risk management program includes:

- periodic risk assessments of our assets to evaluate the effectiveness of applicable security controls that are implemented to help protect endpoints and mobile devices from malware and information leakage
- a security team principally responsible for managing (1) our cybersecurity risk assessment processes, (2) our security controls, and (3) our response to cybersecurity incidents;

- the use of external service providers, where appropriate, to assess, test or otherwise assist with aspects of our security controls;
- cybersecurity awareness training of our employees, incident response personnel, and senior management;
- a cybersecurity incident response plan that includes procedures for responding to cybersecurity incidents; and
- a third-party risk management process for service providers, suppliers, and vendors.

The Board considers cybersecurity risk as part of its risk oversight function. The Audit and Compliance Committee of our Board (Audit Committee) oversees the implementation of our cybersecurity risk management program, maintains a strategic role in coordinating cyber risk initiatives and policies, and confirming their efficacy. The Audit Committee reports to the full Board regarding its activities related to cybersecurity. The Board also receives periodic briefings from management on our cyber risk management program and presentations on cybersecurity topics as part of the Board's continuing education on topics that impact public companies.

Personal Information Data Privacy

We contractually require all ArdelyxAssist patient hub providers, as well as pharmacies and CROs, to protect patient information.

We also implement technical and organizational security safeguards designed to help protect against inappropriate disclosure, misuse or unauthorized access to personal information in Ardelyx's possession or control. We train each new employee on the importance of protecting personal information, permitted and appropriate uses of personal information, and how to recognize and address inadvertent access to personal

information. Opt-in language on patient-facing websites and materials is designed to describe storage and use of patient data consistent with applicable privacy laws.

For more information, please review our Privacy Policy. We are committed to compliance with all applicable privacy laws, including the Health Insurance Portability and Accountability Act and state privacy laws in the U.S. that address the protection of personal information, including protected health information or individually identifiable health information.



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