



Environmental, Social & Governance Report 2024

A vision of creating a healthier tomorrow



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

At Ardelyx, we foster a culture of responsibility that extends to every part of our business. We act on opportunities that reinforce our collective commitment to invest in our people and the communities we serve in order to build a more equitable and sustainable society. The Ardelyx ESG Report details our dedication and progress toward this important work.

There are five sections in this report: Patients; Team Ardelyx; Community Engagement; Environmental, Health, and Safety; and

Governance and Leadership. The report is organized based on the Biotechnology and Pharmaceutical industry standards published by the Sustainability Accounting Standards Board (SASB) 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 2024 fiscal year, which ended December 31, 2024. Unless the context requires otherwise, in this report the terms “Ardelyx,” “we,” “us,” “our” and “the Company” refer to Ardelyx, Inc.



Contents

Introduction

Letter from our CEO	4
2024 ESG Highlights	4
Who We Are	5

Patients

Ensuring Patients Can Access and Afford our Medicines	8
Patient Advocacy	9
Ensuring Diversity in our Clinical Trials	12
Clinical Trial Standards	12
Partnering with Healthcare Providers	13
Product Quality and Safety	13

Team Ardelyx

Team Ardelyx by the Numbers	15
Attracting, Integrating, and Developing Top Talent	16
Maintaining a Strong Culture	17
Offering Best-in-Class Benefits	18
Ensuring Diversity, Equity, Inclusion, and Belonging	19

Community Engagement

Actively Connecting Through Service	21
Community Partners	22

Environment, Health & Safety

Enhancing our Workspaces	24
Promoting Environmental Stability	24
Strengthening our Supply Chain and Manufacturing Processes	25
Employee Health, Safety, and Wellness	26

Governance and Leadership

Corporate Governance Guidelines	28
Board Independence and Diversity	28
Risk Management and ESG Governance	28
Business Ethics and Compliance	29
Ethical Marketing	30
Reporting Suspected Misconduct	30
Information Security	31
Personal Information Data Privacy	31

Letter from our CEO

As we reflect on our progress in 2024 and set our sights on the future, I am inspired by the strides we have made to advance Ardelyx's legacy as a company deeply committed to our patients. We remain focused on ensuring our actions align with our core values, creating meaningful value for our communities and shareholders.

Protecting Patient Access to Our Medicines

At the heart of our patient-centric business strategy is ensuring equitable access to our medicines. Through patient services programs like ArdelyxAssist™, we strive to eliminate barriers to access and affordability for those who need our therapies.

Evolving Our Culture

As we continue to grow Team Ardelyx, we are proud to expand our diverse workforce of high-performing individuals dedicated to our mission. We are focused on fostering an inclusive and collaborative culture that values every voice. Employee feedback has been a source of pride, with 94% of respondents in our recent survey affirming that Ardelyx operates with strong values and 96% expressing that their work feels meaningful.

Supporting Our Communities

In 2024, we contributed to over 10 charitable organizations through financial donations, volunteer efforts, and the donation of reusable tools and equipment from our offices. These actions reflect not only our company's values but also our employees' commitment to positively impacting the communities they care about.

A Vision for the Future

I am incredibly proud of Ardelyx and our team of dedicated, passionate, inclusive, and fearless colleagues. While we celebrate our progress, we acknowledge that our work is far from done. We will continue to invest in our people, improve our operations, and lead our industry in placing patients at the center of everything we do.

Together, we will create a healthier tomorrow for patients.

Mike Raab
President and Chief Executive Officer



2024 ESG Highlights

- **Gut Matters.** Launched our first podcast, *Gut Matters: Discoveries and Innovations*. Hosted by Ardelyx's Senior Director of IBS-C Patient Advocacy, Johannah Ruddy, M. Ed., and practicing gastroenterologist Andrea Shin, MD, *Gut Matters* is an entertaining and informational podcast for the IBS-C community.
- **Continued medical education.** Hosted 14 data presentations at eight U.S. scientific congresses, and published 12 manuscripts in peer-reviewed journals.
- **Industry recognition.** Recognized as a Best Place to Work in the Bay Area by *The San Francisco Business Times* and as a recipient of the Deloitte Technology Fast 500 Award.
- **Strengthened supply chain.** Partnered with new contract manufacturing organizations and qualified additional suppliers, allowing for greater capacity and supply resiliency across manufacturing operations.

Who We Are

Medicines that Matter

With a vision of creating a healthier tomorrow.

We are dedicated to improving the lives of patients by discovering, developing, and commercializing first-in-class medicines that advance patient care. Using our discovery model, Ardelyx scientists identified new biological mechanisms that enabled us to develop medicines designed to address significant unmet medical needs with the goal of improving outcomes for patients. 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[®] and approved by the U.S. Food and Drug Administration (FDA) in 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, was introduced to patients in the U.S. in November 2023. XPHOZAH, branded as PHOZEVEL[®], is available for CKD patients in Japan.



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.



Passionate

With integrity and determination, we make a difference for patients.



Fearless

By challenging convention, we truly innovate.



Dedicated

Working tirelessly together, we are greater than the sum of our parts.



Inclusive

With respect, grace, and humor, we are family.



“We are passionate about helping one another, our science, and making a positive impact for patients. For me, being passionate about my work means having the right mindset to embrace challenges, caring about my team and contributing to our success, and understanding that I have an important role to achieve our shared goal: improving patients’ lives.”

Kenji Kozuka

Director, Preclinical Research and Nonclinical Development

Our Commitment to Patients

“ At Ardelyx, we are dedicated and committed to being patient-centric in everything we do, from developing and commercializing new therapies to, then, ensuring patients who need our medications have access to them. That’s why we work closely with patients, healthcare providers, advocates, and policymakers to make a real difference. Our efforts are fueled by the notion that the patients are waiting! ”

Laura A. Williams, MD, MPH
Chief Medical Officer



Ensuring Patients Can Access and Afford our Medicines



At Ardelyx, we want to ensure that any patient who needs and is prescribed one of our therapies is actually able to obtain that medication and is not limited by access or affordability challenges. We have made strategic investments in a number of patient services programs that we believe have direct and positive impacts for our patients.

ArdelyxAssist™

ArdelyxAssist™ is an innovative, high-touch patient services program that provides a broad range of access and affordability support for patients by connecting healthcare providers, Ardelyx pharmacy partners, insurance providers, and patients.

ArdelyxAssist streamlines patient and provider requests for assistance and provides patients appropriate resources, including copay assistance for eligible patients with commercial insurance. If a patient encounters a delay in obtaining coverage for our medications, is denied access to them by their insurance, or cannot afford an associated out-of-pocket expense, they may qualify for free medication under one of our patient assistance programs.



Patient Advocacy

As a company dedicated to advancing patient care, patients are at the forefront of everything we do. We work closely with patients and their caregivers, listening to their needs, gathering their insights, and using them to improve our approach and standards in product innovation, patient care, healthcare policy, and community engagement.

Patient Advisory Councils

Ardelyx has a Patient Advisory Council (PAC) for each disease state we serve. We consult our patients to gain insights on plans and activities that may have both direct and indirect impact on them. Likewise, we engage in strategic discussions on key issues that impact them and seek to learn more about how to connect with the broader patient groups and communities. We brainstorm with our patients regarding residual unmet need and quality-of-life issues in an effort to generate new ideas to support them.



Derek Forfang Patient Advocate Award

In 2024, Ardelyx launched the Derek Forfang Patient Advocate Award to recognize passionate supporters of patients living with CKD who champion the need for innovation and improved health outcomes for patients. This award is in honor of Derek Forfang, an amazing person who suffered from CKD and died in 2023 due to issues related to his disease. Derek was a founding member of the Ardelyx Patient Advisory Council.

Patient Advocacy

Integrating the Patient Voice

We are committed to nurturing relationships with patients by elevating their voices within Ardelyx. We want to ensure patient and caregiver voices are represented and our commitment to our patients is integrated and represented in everything we do.



Connecting Team Ardelyx with Patients

Engaging directly with the patients we serve strengthens our team's connection to our mission and values, and we are fortunate to be able to partner with several patient organizations.

- In recognition of National Kidney Month, Ardelyx team members participated in the National Kidney Foundation's (NKF) Drive for Dialysis program, assembling care packages for local dialysis patients.
- Ardelyx partnered with World IBS Day to raise awareness of the needs of IBS patients by illuminating the Prudential Center in downtown Boston purple and hosting a reception at the top of the building with key physicians, patient groups, and elected officials.
- More than 140 Ardelyx employees participated in The International Foundation for Gastrointestinal Disorders' Virtual Digestive Health Wellness & Walk Event to raise awareness and over \$30,000 for the gastrointestinal community.
- Our teams participated NKF walks around the U.S., with large teams walking in the Northern California and Boston/New England Kidney Walks.

Education for Patients

We want to ensure that patients have accurate information about their diseases and Ardelyx medicines that may help them manage their conditions. We aim to provide appropriate information that patients seek through trusted resources, and we partner with credible organizations to help amplify the message.

Introducing the *Gut Matters* Podcast

In 2024, we launched our first podcast, *Gut Matters: Discoveries and Innovations*, an entertaining and informational podcast for the IBS-C community. Ardelyx's Senior Director of IBS-C Patient Advocacy, Johannah Ruddy, M. Ed., and practicing gastroenterologist Andrea Shin, MD are joined monthly by patients, caregivers, advocacy leaders, medical experts, and others to discuss the impact of this prevalent condition and provide education and hope for people affected by IBS-C.

Patient Advocacy

Patient Community Support

Ardelyx provides financial support to qualified communities and healthcare-related charitable organizations with a bona fide philanthropic purpose to promote the public good in line with Ardelyx funding priorities.

In October 2024, we supported the American Kidney Fund’s (AKF) and the NKF’s disaster-relief programs to assist CKD patients who were experiencing personal and care-related challenges as a result of Hurricane Helene. With the support of Ardelyx and other organizations, these organizations were able to provide critical assistance to dialysis and recently transplanted patients in the regions impacted by the hurricane.

We also sponsored five IBS-C patients to attend the Digestive Disease Week 2024 conference. By attending scientific sessions, meeting researchers, and sharing their personal experiences, these advocates gained valuable insights into ongoing IBS-C research.

Supporting Patient-Centric Legislation

Ardelyx created the ARDX Political Action Committee (PAC) to engage in the political process and advocate for policies that support our business interests and the broader healthcare industry and the patients that we serve.

By establishing the ARDX PAC, we can have a voice in shaping legislation that impacts pharmaceutical innovation, patient access to treatments, drug approval processes, and pricing policies.



Ardelyx Patient Advocacy Partners



Ensuring Diversity in our Clinical Trials

Our clinical trials recruit participants who are most likely to be affected by the diseases we aim to treat. This approach ensures that we gain an authentic understanding of treatment effectiveness and safety concerns across relevant populations. Additionally, we are committed to ensuring that the participants in our trials represent the diverse demographic makeup of real-world patient populations.

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

Clinical Trial Standards

We partner with third parties, including contract research organizations (CROs), principal investigators (PIs), 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 local and federal regulations and laws, in addition to 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 and oversight.

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 the applicable protocols, GCPs, SOPs, and regulatory requirements.

Partnering with 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 2024, we hosted 14 data presentations at eight U.S. scientific congresses to provide education and insight on Ardelyx medicines and their associated disease states. Additionally, 12 manuscripts were published in peer-reviewed journals.

Healthcare providers also can access information on Ardelyx medicines, including published peer-reviewed journal articles, connect with a member of the Ardelyx medical affairs team, or report product adverse events through the online Ardelyx Medical Portal.

In 2024, our medical affairs team launched Ardelyx Medical social media accounts on both LinkedIn and X (formerly known as Twitter) to educate and provide updates to the medical community on Ardelyx's science and pertinent disease states.

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 2024, we donated over \$3 million to support independent educational programs.

Product Quality and Safety

Good practice guidelines and regulations in the life sciences industry (GXP) are cornerstones of responsible drug development and commercialization. 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 training 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.

Team Ardelyx

“ At Ardelyx, we are committed to cultivating and maintaining a rich culture for our employees strengthened by our diverse backgrounds, experiences, and personal journeys. Investing in our employees and our communities allows us to attract, engage, and develop our greatest asset – our people.”

Mike Raab
President and CEO



Team Ardelyx by the Numbers

Approximate numbers as of December 31, 2024



62%
of our workforce
is female.

33%
of our executive leadership
team is female.

55%
of our employees in
managerial roles are female.

31%
of our workforce are minorities,
of which 33% of our employees in
managerial roles are minorities.



395
total full-time employees.

Attracting, Integrating, and Developing Top Talent

Attracting Top Talent

We are dedicated to attracting top talent from a variety of backgrounds and experiences, ensuring that every member of our team embodies the same passion for excellence.

We use several recruiting initiatives that ensure a diverse candidate pipeline.

- We focus on attracting the top talent who have a passion for excellence and share our values by posting openings on a variety of general employment, industry, minority-serving, and role-specific platforms.
- To excite both our teams and the candidates, our talent acquisition team provides clear, consistent, and personalized communication with candidates throughout the recruitment process and ensures that both candidates and interviewers are well-prepared ahead of formal interviews.
- Our recruitment efforts include outreach to minority-serving institutions dedicated to advancing diverse professionals and job boards focused on diversity.

Integrating New Employees

New employees participate in a comprehensive onboarding process to ensure they feel welcome and are prepared for their roles.

- All trainings are delivered to groups of employees, allowing them to build relationships, learn, and ask questions during the training process together.
- Subject matter experts from around Ardelyx present to new employees, providing information on our business, our processes, and our patients.
- Following onboarding, employees are invited to a virtual coffee chat with Mike Raab, our President and CEO, to learn more about the company directly from leadership and have the opportunity to ask questions.

Developing our Team

Ardelyx is focused on developing our employee base, providing leadership training for both our sales and non-sales leadership. We rolled out a robust multi-part training in 2024, which will continue into 2025.

Additionally, the company began a partnership with a learning management platform, Blue Ocean Brain, which offers more than 1,500 online micro-learnings on a variety of topics such as emotional intelligence, sales and customer experience, diversity and inclusion, leadership modeling, and more.



Our Intern Program

In 2024, we introduced the inaugural Ardelyx Internship Program, welcoming seven talented college students from universities across the U.S. into our organization. This initiative reflects our deep commitment to cultivating emerging talent and giving young professionals an invaluable opportunity to explore careers in the dynamic world of biotechnology.

Maintaining a Strong Culture

At Ardelyx, we are dedicated to building and maintaining a strong company culture. This involves cultivating an environment where shared values are prioritized, and Ardelyx's employees feel heard, appreciated and connected to each other and to Ardelyx as an organization.

However, it is important for us to create opportunities for our employees to come together in person. In 2024, we hosted our first-ever all-company meeting, with everyone together in one location. This created an opportunity for employees to bond with each other across the organization while collaborating cross-functionally to achieve our shared goals.



Awards and Recognitions

In 2024, Ardelyx received Best Places to Work in the Bay Area recognition from *The San Francisco Business Times*, a 2024 Deloitte Technology Fast 500 Award, and a Top 100 Healthcare Technology Companies recognition by *The Healthcare Technology Report*.

Connection Clubs

In 2024, Ardelyx's Culture Committee launched Connection Clubs to bring together employees who have shared interests. Employees submitted ideas for different Connection Clubs. Currently, we have six Connection Clubs – Book Club, Outdoor Fitness, Wine & Cocktails, Jewish American Interest, Ardelyx Black and LatinX Leadership Excellence (ABLE), and the Coffee Chat Club.



Offering Best-in-Class Benefits



Health & Well-Being

We offer multiple medical plan options to allow our employees to choose what works best for them and their families. Other benefits include dental and vision coverage.



Flexible Working Model

We have a highly flexible working model meant to support the unique needs of our organization, as well as our people. Depending on the role, our team has the ability to work remotely or opt for a hybrid approach and work out of one of our offices in Waltham, MA, Fremont, CA, or Milwaukee, WI.



Discretionary Time Off

Our Flexible Time Off policy supports the needs of our team and does not require employees to accrue hours prior to taking the time they need. We also have a generous paid holiday schedule with 11 holidays throughout the year and a one-week annual Winter Holiday Shutdown.



Paid Leave

At Ardelyx, we are proud to support our team with a 12-week Paid Parental Leave Policy for birth of a child, adoption, surrogacy, and foster care. As a patient-centric organization, we're also pleased to offer a Living Organ and Bone Marrow Donor Leave Policy, so that any employee who chooses to be a donor feels supported and can rest and recover before returning to work.



Financial Benefits

We offer competitive base and incentive compensation, and all full-time employees are offered equity as restricted stock units and/or stock options. We also offer a 401(k) plan with an employer match program and an Employee Stock Purchase Plan (ESPP), providing an opportunity for employees to purchase our stock at a discount.



Other Benefits

We offer a variety of other benefits to assist our employees, including employer-paid life insurance/AD&D, employer-paid short- and long-term disability insurance, and voluntary plans including the MetLife Legal Plan, secure travel, survivor assurance, and more.

Tuition Reimbursement Program

Introduced in 2024, Ardelyx now offers a Tuition Reimbursement Program to help our team continue to learn and develop outside of the workplace. This program provides up to \$5,250 per calendar year per employee toward taking a relevant course at an accredited university or training institution. It is available to all regular full-time employees with good performance standing who have been with Ardelyx for at least six continuous months.

Ensuring Diversity, Equity, Inclusion, and Belonging

We believe that our success is 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.

In 2024, we made significant progress in our diversity, equity, inclusion, and belonging (DEIB) efforts with the introduction of our Diversity, Equity, Inclusion, & Belonging Statement to demonstrate our commitment to these important efforts and to provide a establish shared expectations between the company and our team.

Alongside the launch of the DEIB statement was the establishment of a Diversity Committee that is led by a passionate group of employees who are dedicated to providing insight and education on different aspects of DEIB as well as dedicated DEIB education.



The Ardelyx DEIB Statement

At Ardelyx, we envision a healthier tomorrow for patients with unmet medical needs. We believe that a diverse team with varied perspectives and experiences, and a culture that values and promotes the collective contributions of all our employees at every level of the organization, is critical to achieving our mission of discovering, developing, and commercializing first-in-class medicines.

We understand that the key to our success depends on our ability to establish and uphold a secure, welcoming environment that empowers everyone to perform their best work, irrespective of their race, color, national origin, religion, sex, sexual orientation, gender identity and expression, age, or disability. Our goal is to promote a culture that prioritizes mutual respect, inclusive behavior, and dignity as fundamental expectations.

Community Engagement

“ At Ardelyx, everything starts with the patient. Knowing there are patients waiting for important medicines we can offer to improve their lives keeps us grounded. It also inspires us to support the communities where our patients and employees live and work. As a company, we want to match the interest of each member of Team Ardelyx to give back and be a generous member of our communities. ”

Justin Renz
Chief Financial & Operations Officer



Actively Connecting Through Service

In 2024, we proudly launched Ardelyx ACTS, or Actively Connecting Through Service, inspired by our employees' passion for volunteerism. This employee-led program is dedicated to fostering engagement with non-profit and charitable organizations, offering Ardelyx-sponsored opportunities for our team to volunteer and make a meaningful impact. We remain committed to supporting initiatives that align with our mission and values, while also strengthening our connections to local communities.

Areas of Impact

We were thrilled by the success of our company-wide Ardelyx ACTS food drive. Thanks to the incredible generosity of our employees, we collected a significant amount of non-perishable food items, which went to food banks local to each of our offices in Waltham, MA, Fremont, CA, and Milwaukee, WI.

In December, we partnered with Life Science Cares Boston to host a holiday gift drive, benefiting Julie's Family Learning Program. Thanks to the generosity of our team, we were able to donate 150 toys and gift cards.



First-Annual Giving Week

Following the launch of Ardelyx ACTS, members of Team Ardelyx from across the country participated in our first-annual Giving Week.

A group from our Waltham, MA, office visited Cradles to Crayons, an organization dedicated to addressing childhood poverty. The team spent time sorting through donated clothes and other essentials for children in homeless or low-income families in the Boston area.

Our Fremont, CA, employees volunteered at Second Harvest of Silicon Valley, which is working to end hunger in the Silicon Valley area. They put together boxes of fruit and veggies, creating meals for 2,400 local families in need.

Lastly, our team came together virtually to assemble 200 care kits for pediatric patients across the country at three different Ronald McDonald House Charities and a children's hospital in Boston.

Community Partners

As part of the biopharma industry, our company takes pride in being a member of organizations like MassBio, California Life Sciences, and the Texas Healthcare and Bioscience Institute. These memberships not only elevate our visibility and credibility within the industry but also open doors to invaluable networking opportunities. They enable us to collaborate with industry leaders and participate in initiatives that are focused on advancing the life sciences community. By engaging with these influential organizations, we are better positioned to contribute to innovation and improve patient outcomes.



Environment, Health, and Safety

“ Our company is committed to upholding the highest standards of ESG responsibility, which extends not only to our internal operations but also to our supply chain organization. We’re dedicated to minimizing our environmental footprint through the implementation of supply chain practices, including the collaboration with suppliers to develop joint ESG initiatives and the monitoring of supplier practices.”

Thierry Bilbault, Ph.D.

Senior Vice President Technical Operations





Promoting Environmental Sustainability

Across the organization, we have introduced several practices and policies to minimize our team and company's environmental impact, including:

- Flexible working arrangements that reduce traffic congestion and further reduce our carbon footprint
- Mass transit commuter benefit
- Environmentally sensitive and LEED-compliant building materials in our corporate facilities
- High-efficiency LED light fixtures
- Automated lighting systems, lowering energy consumption
- Filtered water units to make refilling reusable water bottles more convenient
- E-waste recycling for company electronics

Enhancing our Workspaces

In 2024, we expanded the footprint of our corporate headquarters in Waltham, MA. The additional space will allow us to accommodate the employees who report to our headquarters with personal and collaboration spaces, and adds a designated area to train our field-based teams. We also began construction of a new office space in Newark, CA. During our construction efforts, we strived to be as sustainable as possible, introducing environmentally friendly materials, fixtures, and furniture, and reusing materials when possible.

As part of our office construction efforts in 2024, we donated over 70 workstations, including desks, filing cabinets, office chairs, and more, to organizations local to Greater Boston and the Bay Area.



Strengthening our Supply Chain and Manufacturing Processes

Ardelyx coordinates the manufacturing and supply of our two medicines, IBSRELA and XPHOZAH, in the U.S. and for our international partners. With our continued growth as a commercial organization, we've heightened our focus on our supply chain to ensure that we manufacture GMP pharmaceutical products to a scale to support the needs of our growing patient population at the highest-possible quality.

We partner with a number of contract manufacturing organizations (CMOs) that support the various operations of our manufacturing process. We partner with CMOs that share our commitment to high-quality products, consistent and

dependable timeline adherence, effective resource management, and continuous improvements principles. 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 2024, we undertook multiple initiatives to strengthen our supply chain, including adding new CMO partners and qualifying additional suppliers, allowing for greater capacity and supply resiliency across the manufacturing operations.

Waste Disposal

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

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.

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.



Governance and Leadership

“ At Ardelyx, strong corporate governance is the foundation of our mission to deliver innovative therapies to patients. As we grow, we remain committed to transparency, ethical decision-making, and responsible leadership, so that the patients who rely on our therapies can trust in both our science and our integrity.”

Elizabeth Grammer, Esq.
Chief Legal & Administrative Officer



Corporate Governance Guidelines

Our Board has adopted Corporate Governance Guidelines (the “Guidelines”) to assist in the exercise of its responsibilities and to serve the interests of the Company and its stockholders. These Guidelines include a framework within which our Board may conduct its business and covers various topics, including:

- Director Qualification Standards
- Independence of the Board
- Director Orientation and Continuing Education
- Oversight of Risk Management

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.

Ethics Helpline

The Company maintains and monitors an ethics helpline that is designed to receive confidential, anonymous submissions of any (i) known or suspected misconduct relating to accounting, internal accounting controls, auditing matters, or questionable financial practices and (ii) any known or suspected violations of the Company’s Code of Business Conduct and Ethics, the Company’s compliance policies or other Company policies, or global, U.S., or local laws and regulations.

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 seven board members, two self-identify as women and demographically diverse.

Risk Management and ESG

Management is responsible for the day-to-day management of risks we face, while the Board, 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, available on our Company website at <https://ir.ardelyx.com/governance-and-financials>.

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.

Business Ethics and Compliance

We are committed to conducting our business, including interactions with the healthcare community, with high integrity and in full compliance with the law. Our Code of Business Conduct and Ethics applies to all officers, directors, employees, and contractors, and represents 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 topics:

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

More broadly, 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.



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 multidisciplinary review committee, including members from the Medical, Legal and Regulatory Affairs, and 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 we inform the customer that the request is “off label.” We also may direct the customer to submit their request using an Ardelyx-designated Medical Information website, email, eFax, or phone number.



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 Legal & Administrative Officer if they have concerns and would like to speak face-to-face.

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 oversees the implementation of our cybersecurity risk management program, maintains a strategic role in coordinating cyber risk initiatives and policies, and confirms their efficacy. The Audit and Compliance Committee reports to the full Board regarding its activities related to cybersecurity. The Board also receives periodic briefings from management on our cybersecurity 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.



Greater Boston

400 Fifth Avenue, Suite 210
Waltham, MA 02451

Bay Area

34175 Ardenwood Boulevard
Fremont, CA 94555

Milwaukee

260 East Highland Ave, 7th Floor
Milwaukee, WI 53202

www.ardelyx.com

617.675.ARD (2739)