



Compliance & Ethics
Program

BridgeBio Code of Conduct

POL-010

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Message from the CEO

I am proud to lead an organization that is committed to the highest standards of ethical conduct, integrity, and respect. At BridgeBio, we are driven by a common purpose: to discover, create, test, and deliver transformative medicines to treat patients who suffer from genetic diseases. This mission requires that we uphold the trust placed in us by patients, healthcare providers, regulators, and the communities we serve.

Our Code of Conduct provides the framework for how we operate as a company, emphasizing the values and ethical standards that guide us in our daily work. It is critical that each of us understands and adheres to this Code to ensure that we act responsibly, fairly, and with integrity in all our business interactions.

Our industry is highly regulated and holds us to strict standards. We are held accountable not only for the products we develop but also for the way we conduct our business. As such, we must continue to foster a culture where ethical decision-making is paramount. Whether you are an employee, partner, or stakeholder, your actions reflect on the reputation of BridgeBio. Together, we must strive to maintain the highest level of trust with all our stakeholders.

I encourage each of you to read this Code carefully and embrace the values and principles it outlines. If you ever have questions or face ethical dilemmas, remember that you are not alone – we are here to support each other and ensure our collective success.

Thank you for your continued dedication to upholding the highest standards of integrity and professionalism.

Sincerely,
Neil Kumar



Founder & Chief Executive Officer
BridgeBio

Integrity + You in everything we do

At BridgeBio, our values guide everything we do. These values shape our culture, inform our decisions, and define how we engage with our employees, patients, partners, and the communities we serve.

Our core values include:

- **Putting Patients First:** BridgeBio prioritizes patient needs and well-being in all its endeavors, striving to create and deliver treatments that make a real difference in their lives.
- **Thinking Independently:** At BridgeBio, we encourage and value diverse perspectives, fostering a culture where new ideas are considered and implemented, even if they challenge the status quo.
- **Every Minute Counts:** Recognizing the urgency of patient needs, BridgeBio aims to accelerate the development and delivery of treatments as much as possible.
- **Let Science Speak:** BridgeBio's decisions are driven by scientific evidence and data, ensuring that programs are assessed rationally and that scientific merits are the primary factor in decision-making.
- **Be Radically Transparent (Speak up!):** BridgeBio fosters a culture of openness, where every idea is heard, tested, and considered on its merits. We believe that transparency and constructive challenge are essential to finding the best path forward.

To uphold our core values, we are committed to integrating honesty, integrity, and ethical practices into every aspect of our work, ensuring that all actions reflect the highest standards of professionalism and responsibility. Our Code of Conduct serves as a guide to ensure that every decision we make, every interaction we have, and every action we take is grounded in our core values. These values shape our relationships with patients, healthcare professionals, partners, and each other.

Our Code is more than just a set of rules—it is a reflection of who we are and how we do business. Our Code also helps us navigate the complexities of our industry, ensuring that we meet the highest standards of ethical behavior and compliance with the law. It supports a culture where we hold ourselves accountable for our actions and foster an environment of trust and transparency. By following this Code, we ensure that our work consistently reflects our core values.

Our values are part of everything we do. When we stay true to our values, we are doing good for patients, healthcare professionals, and the Company.

Introduction and Scope

Our Code of Conduct (the “Code”) applies across BridgeBio and its affiliates and subsidiaries worldwide (“BridgeBio” or the “Company”) to all employees, contractors, and third parties working on behalf of BridgeBio (“BridgeBio Personnel”).

We uphold a culture where every individual is accountable for making decisions that reflect respect, honesty, integrity, and fairness. The Code does not provide guidance for every possible situation. Instead, the Code is a set of principles that can be applied across situations. It reflects our shared commitment to ethical conduct.

Responsibilities and Expectations

As BridgeBio Personnel, you are expected to adhere to the highest standards of ethical conduct. These standards ensure that we live up to our values and make responsible, ethical decisions. You are expected to be familiar with and follow applicable laws, regulations, and BridgeBio policies that apply to your job. This includes, but is not limited to, laws relating to interactions with healthcare professionals, anti-bribery, anti-corruption, data privacy, environmental protections, and intellectual property.

We expect all BridgeBio Personnel to comply with the letter and spirit of these legal requirements, and to act in good faith, with due diligence and in a manner that reflects our commitment to legal and ethical business practices. Compliance is everyone’s responsibility. We look to every functional, departmental and team leader to foster a culture of compliance where they lead by example and ensure the spirit and letter of this Code and related policies are being followed. In addition, BridgeBio Personnel are expected to guide consultants, vendors, contract workers and temporary staff working in their areas to act in a manner consistent with this Code and related policies.

If you do not understand the expectations or have any questions about how this Code applies to you, do not hesitate to reach out to the Legal / Compliance department.

Any violations of this Code or applicable laws and regulations can lead to disciplinary actions, up to and including termination of employment or business relationships.

Code of Conduct Governance

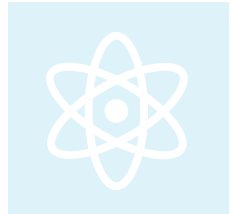
BridgeBio maintains a strong governance structure that supports our ethical standards and ensures accountability at all levels of the organization. The Board of Directors, together with senior management, plays a key role in promoting compliance with this Code and fostering a culture of integrity.

Our leadership is committed to ensuring that ethical conduct is embedded in every aspect of our operations. BridgeBio Personnel are encouraged to report any concerns related to misconduct, and senior leaders are responsible for leading by example. The Company has implemented mechanisms to monitor and ensure compliance with the Code and other corporate policies.

We encourage open and honest communication at all levels, ensuring that ethics and compliance are integral to our decision-making processes. Through these efforts, BridgeBio ensures that our governance structure is responsive, accountable, and transparent to all stakeholders.

Integrity in Science

Scientific integrity is the cornerstone of BridgeBio's research and development efforts. We are committed to conducting high-quality research, clinical trials, and scientific advancements with transparency, honesty, and adherence to the highest ethical standards. All BridgeBio Personnel, contractors, and third-party collaborators are expected to contribute to the advancement of science with integrity and professionalism.



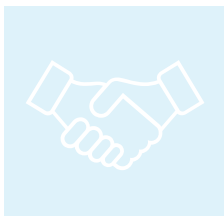
We ensure that our research is conducted in compliance with applicable laws and regulations, including Good Clinical Practices (GCP) and Good Laboratory Practices (GLP). We are committed to ensuring that our scientific data is accurate, complete, and reliable, and that all results are disclosed honestly, regardless of whether they support our objectives.

Additionally, we value and support innovation but do so while safeguarding the ethical use of data, especially when it concerns patients or vulnerable populations. Our commitment to scientific integrity also extends to protecting intellectual property and respecting the rights of third parties in research partnerships.

Integrity in Business

We are committed to fair and ethical competition. Fair competition helps everyone, including patients and society as a whole. Competing in a way that is honest, ethical and transparent – while building fair and positive relationships with our customers and suppliers – is key to our long-term success. While unethical or illegal behavior might bring short-term gains, it can also harm the Company's reputation, long-term business prospects, and subject the Company to serious legal consequences.

Anti-Corruption Laws



There are several laws, both in the U.S. and internationally, that make it illegal to offer or accept bribes, kickbacks, or improper payments. For example, the U.S. Foreign Corrupt Practices Act (FCPA) makes it illegal for any U.S. person or business to give money or anything of value to foreign officials, employees, political parties, or candidates for public office in order to get or keep business or gain any other unfair advantage.

Additionally, the U.S. Anti-Kickback Statute makes it a crime to offer, pay, ask for, or accept money or gifts in exchange for referring services or products that are paid for by a federal health care program (e.g. Medicare).

The Company does not permit or condone bribes, kickbacks or other improper payments, or transfers of value. No BridgeBio Personnel may offer, give, solicit or receive any money or other item of value for the purpose of obtaining, retaining or directing business or bestowing or receiving any kind of favored treatment. We must avoid even the appearance of improper influence.

Breaking these laws can lead to serious consequences, including hefty fines and criminal charges, not only for the Company but also for the individuals involved.

Antitrust Laws

Antitrust laws generally prohibit competitors from sharing competitively sensitive information, like pricing, or from agreeing to things like fixing prices, rigging bids, dividing customers, or otherwise agreeing not to compete. To avoid even the appearance of wrongdoing, BridgeBio Personnel should never discuss these topics with competitors—whether in person or in writing—without first consulting the Legal department.

It's also important that we never try to solicit confidential competitive information or otherwise obtain it through deception. We should only gather information from public sources. Additionally, we understand you may have learned confidential information at a former job or position. Just as we expect you to protect BridgeBio's confidential information if you leave the Company, we also expect you to respect and protect the confidential information of other companies or vendors. BridgeBio Personnel must sign agreements to keep BridgeBio's proprietary information private and to ensure that any ideas, inventions, products, or processes developed while working here remain the property of BridgeBio.

We Provide Appropriate Business Courtesies

Except for our government customers, who have special rules, we may provide certain non-monetary items (like approved product promotional or support materials) to our customers. In addition, other business courtesies, such as meals or refreshments, may be permitted as long as they meet the following guidelines:

- They don't violate any laws, regulations, or the recipient's organization's standards of conduct.
- They are consistent with industry practices and Company policies, are infrequent, and are not excessive.
- They follow all relevant BridgeBio policies
- They are properly recorded as required by relevant policy.

Anyone offering a business courtesy must ensure that it cannot be seen as an attempt to gain an unfair advantage or as something that could reflect poorly on the Company. Also, BridgeBio Personnel should never use their personal funds or resources to provide something that would otherwise require Company resources.

Likewise, if you are **offered** a business courtesy—such as meals, event invitations, or entertainment—from a vendor, partner, or other third party, you must use good judgment and ensure that accepting it would not create a conflict of interest or the appearance of impropriety. If you're unsure whether it's appropriate to accept something, always check with the Compliance team before doing so.

We Engage in Ethical Marketing Practices

Our commitment to ethical marketing is at the heart of how we operate. We ensure that our promotional activities are truthful, accurate, and aligned with applicable laws and regulations. We will not engage in misleading advertising or unsubstantiated claims about the efficacy of our products. All promotional

efforts must be conducted with the highest ethical standards in mind, ensuring patient safety and public trust.

Political Contributions

Political contributions made by businesses are heavily regulated by laws at the federal, state, provincial, and local levels in the U.S., Canada, and other countries. Because of this, any political donations made using the Company's funds must be approved by the Company's Legal department.

BridgeBio Personnel can make personal political contributions, but they should be careful not to imply they are doing so on behalf of the Company. If you have any questions, please reach out to the Legal department for guidance.

We Hold Third Parties to a High Standard

BridgeBio's commitment to ethical and compliant business practices extends to all third parties acting on our behalf. This includes contractors, consultants, vendors, clinical research organizations (CROs), suppliers, and temporary staff. These individuals and organizations are expected to uphold standards that align with our values, Code of Conduct, and applicable laws and regulations.

BridgeBio Personnel who engage or manage third parties are responsible for:

- Conducting appropriate due diligence before engaging third parties, especially those involved in interactions with healthcare professionals, regulators, or government officials
- Ensuring contracts clearly define compliance obligations and expectations
- Monitoring third-party activities and performance, particularly in high-risk or regulated areas
- Reporting concerns if a third party is suspected of violating applicable laws, BridgeBio policies, or the terms of their engagement

We expect third parties to act ethically, responsibly, and in a manner consistent with our standards. If you become aware of any behavior by a third party that may be inappropriate or non-compliant, you must promptly escalate the issue to your manager, Legal, or Compliance.

Effective oversight of third parties is a critical part of protecting our patients, our people, and our Company.

Maintenance of Corporate Books, Records, Documents and Accounts

At BridgeBio, it's important that all records are accurate, truthful, and created on time. Falsifying or making misleading entries in any Company record is not allowed. Financial activities must be recorded in line with all relevant laws, regulations, and accounting standards. BridgeBio Personnel are expected to fully cooperate with the Finance Department and provide them with complete and accurate information to help ensure that our financial records and reports are accurate.

Conflicts of Interest

It's important to make business decisions based on what's best for BridgeBio, without influences from personal, social, or financial relationships. A "conflict of interest" exists when these outside interests interfere with, or even just seem to interfere with, your ability to act objectively and in BridgeBio's best interests. This could include:

- Hiring, managing, or doing business with family members, close friends, or romantic partners
- Choosing vendors, collaborators, or service providers based on personal relationships
- Having a financial interest in companies that do business with or compete with BridgeBio
- Accepting gifts or entertainment that could influence—or appear to influence—your decision-making

Outside Activities and Employment

Outside activities—including consulting arrangements, board service, speaking engagements, or publishing—must not interfere with your responsibilities at BridgeBio or create a conflict of interest. Before you become involved in an outside activity that could present a conflict of interest, speak with your manager and obtain their approval.

BridgeBio expects all employees to dedicate their full working time, energy, and professional efforts to BridgeBio. Outside employment or any business relationship involving the provision of personal services, whether paid or unpaid, during your expected business hours is generally **not** permitted unless specifically approved by your manager and the People Team in advance.

If you are considering outside work, whether during or outside your expected business hours, and especially if it involves services in the life sciences or healthcare industries, or may involve the use of BridgeBio resources, contacts, or confidential information, you must disclose the opportunity to your manager and the People Team and receive prior written approval to ensure it does not conflict with your role or responsibilities at BridgeBio.

Romantic Relationships in the Workplace

BridgeBio recognizes that personal relationships may develop in the workplace. However, romantic relationships between employees, particularly where there is a reporting relationship or power imbalance, can create actual or perceived conflicts of interest. Employees are expected to disclose any romantic relationships with coworkers to the People Team so that appropriate steps can be taken to manage the situation fairly and professionally.

When in Doubt, Disclose

Conflicts of interest, including the appearance of a conflict, should be disclosed as soon as possible. If you're unsure, the best course of action is to speak with your manager or reach out to the Legal Department or People Team. Transparency protects you and helps maintain trust within the Company and with our partners.

BridgeBio Personnel should avoid situations where there could be a conflict of interest, whether real or perceived. If you think you might have a potential conflict, we encourage you to let your manager know. If you're asked to speak at an event in your capacity as a BridgeBio employee or where you could be seen as representing BridgeBio, you must get approval from your manager and the Legal department. In the pharmaceutical industry, where relationships with healthcare providers, regulators, and suppliers are sensitive, it's especially important to be transparent in these situations.

Workplace Conduct

At BridgeBio, we believe that a diverse workforce promotes creative solutions that help patients. We embrace diversity of thought, background, and experience, and know that inclusive, supportive environments are more productive. To that end, we are committed to fostering an inclusive, respectful, and collaborative work environment where all BridgeBio Personnel are treated with dignity. We have a



zero-tolerance policy for bullying, harassment, discrimination, and retaliation. Unacceptable behaviors include, but are not limited to, unlawful discrimination on the basis of race, color, religion, sex, national origin, citizenship, sexual orientation, gender identity, age, physical or mental disability, veteran status, or any other legally protected status. This includes any inappropriate conduct that affects the well-being of BridgeBio Personnel, customers, or patients.

The use, possession, distribution, or sale of illegal drugs or the misuse of prescription drugs or alcohol while on Company premises, conducting Company business, or at Company-sponsored events is strictly prohibited. Personnel must not report to work or engage in work-related activities while their judgment or performance may be impaired because they are under the influence of alcohol or drugs. We recognize that substance abuse is a health issue and are committed to supporting employees who seek help. Employees who voluntarily seek assistance for substance use will not be subject to disciplinary action for doing so and may be eligible for leave or support through available employee assistance programs (EAPs), where applicable.

BridgeBio Personnel, clients, or visitors to the work environment must uphold this policy.

Health and Safety

At BridgeBio, we are dedicated to maintaining a safe workplace and taking care of the environment. We follow all health and safety laws and regulations, and we actively work to ensure our work environment is secure and safe for everyone.

The Company is committed to maintaining a safe and healthy work environment for all employees, contractors, and visitors. All personnel are expected to comply with applicable health and safety laws, regulations, and Company policies to prevent accidents, injuries, and occupational illnesses.

Employees and contractors must:

- Follow all safety procedures
- Participate in health and safety training and awareness programs;
- Promptly report any hazards, unsafe conditions, incidents, or near misses without fear of retaliation;
- Cooperate with emergency preparedness drills;
- Actively contribute to fostering a culture of safety by promoting safe behaviors and supporting continuous improvement in health and safety practices.

The Company will conduct regular risk assessments, maintain emergency response plans, and ensure that all necessary measures are taken to protect the well-being of everyone in the workplace.

Confidentiality and Privacy

BridgeBio understands how important it is to keep personal and business information private and secure. We are dedicated to protecting all sensitive and confidential information, including Company secrets, patient data, and the personal privacy of BridgeBio Personnel, customers, and partners, in accordance with applicable laws. This includes, but is not limited to, health-related information, research findings, financial details, and trade secrets.

The security of confidential information is crucial to our Company's success. As an employee, contractor, or vendor, you may come across confidential information from BridgeBio or third parties that has been shared with us under confidentiality agreements. Additionally, you may access information before it is made public. It's important to remember that such information should not be shared unless it is necessary for your job and covered by an appropriate confidentiality agreement.

As part of our team, you are expected to respect confidentiality at all times. This means ensuring that sensitive and confidential information is not shared with unauthorized individuals or used for anything outside of your work responsibilities. We value your role in helping us maintain a secure and trustworthy environment for everyone involved.

Corporate Opportunities and Insider Trading

At BridgeBio, we value integrity and transparency in everything we do. It's important that all of us avoid taking personal advantage of opportunities that arise from our positions or are discovered through the use of BridgeBio property or information. This includes not using anything you learn through your work to benefit you personally, whether it's related to our current or potential future business areas. Additionally, Company personnel should not use their role at BridgeBio, nor any confidential or proprietary information, to compete with the Company in any way.

It's also important to remember that trading in the Company's securities based on non-public, material information—often called "insider trading"—is illegal. This applies to officers, directors, employees, and certain others identified as "Insiders." It's also illegal to share such information with others who might use it to trade. For more information on this, please refer to our Insider Trading Policy.

We appreciate your commitment to maintaining our high standards of conduct and ensuring the Company's interests come first.

Communication and Transparency

At BridgeBio, we are committed to maintaining open, honest, and transparent communication with our stakeholders, including investors, patients, healthcare professionals, and the broader community. We believe that transparency builds trust and strengthens our reputation as an ethical and responsible Company.

Our approach to communication includes providing accurate and timely information in a manner that is clear and understandable. Whether it involves financial reporting, clinical trial results, or regulatory compliance, we ensure that our communication aligns with the highest standards of accuracy and integrity.

We expect all BridgeBio Personnel to act responsibly when communicating on behalf of BridgeBio, particularly when engaging with the public, media, or government authorities. BridgeBio Personnel must not misrepresent the Company or its activities and should refer all external inquiries to designated Company spokespersons.



Speak Up Culture

At BridgeBio we value radical transparency -- a culture of openness, where transparency and constructive challenge are encouraged at every level. This type of "speak up" culture creates a safe environment where BridgeBio Personnel feel empowered to ask questions, raise concerns, and share ideas, ultimately making the Company more compliant and more accountable. Decisions in business are rarely black and white. If you don't know how to approach a business question or situation, ask yourself:

- Is this legal?
- Is it consistent with BridgeBio's Code, policies and procedures?
- Is this decision a good reflection of my values or BridgeBio's values?
- Is my decisions fair, honest, and made in good faith?
- Do I feel comfortable standing behind my decision?

If the right answer still isn't clear -- **speak up**. Seek advice from your manager, your People Team business partner, or Legal/Compliance.

BridgeBio is committed to providing a safe and confidential way for BridgeBio Personnel to report unethical behavior or violations of the Code. We have implemented mechanisms to ensure that all BridgeBio Personnel and third parties can raise concerns without fear of retaliation.

Anyone who becomes aware of a potential violation of the Code or any applicable law is encouraged to report it promptly through their supervisor, manager, People Team contact, or the Legal or Compliance departments. Reports may also be submitted through [EthicsPoint](#), which allows for anonymous reporting.

All concerns are taken seriously. Reports will be investigated promptly and thoroughly, and we will protect the identity of the reporter to the extent possible.

Everyone has a duty to cooperate fully with any internal investigation. If you are asked to participate in an investigation, you must provide complete, accurate, and timely information. You must not interfere with the investigation in any way, including attempting to influence others' accounts, withhold information, or obstruct the process. Cooperation and integrity in investigations are essential to maintaining trust and accountability.

BridgeBio has a strict non-retaliation policy. Personnel who report concerns in good faith are protected from retaliation or any form of discrimination, including threats, harassment, or adverse employment actions.

Consequences of Violations

Failure to comply with this Code or other Company policies may result in disciplinary action, including termination of employment, suspension, and legal action. Some violations of law may also result in civil or criminal actions and liabilities for the Company and/or for the individuals involved. All BridgeBio Personnel are responsible for understanding and adhering to the standards set forth in this Code.

Conclusion

BridgeBio's Code of Conduct reflects our dedication to maintaining a strong ethical culture and upholding our commitment to our people, patients, and stakeholders. Each of us plays a vital role in ensuring that we operate with integrity, responsibility, and accountability. Let us all work together to uphold these principles and create an environment where we can continue to improve lives through science, innovation, and ethical practices.