bridgebio

hope through
rigorous science

Environmental, Social, and Governance Report

May 2023

About This Report

This report, published in May 2023, has been prepared by BridgeBio Pharma, Inc. ("BridgeBio" or the "Company") solely for informational purposes and speaks as of the date it is published. The Company undertakes no duty to update or revise this information unless required by law. The contents of this report were developed based on feedback from our internal and external stakeholders and metrics used by corporate responsibility and sustainability rating providers. The metrics contained herein are not based on generally accepted accounting principles and are not audited. These data involve a number of assumptions, limitations and estimates, and you are cautioned not to give undue weight to such data. While we believe these data are reliable, we have not independently verified such data and we cannot guarantee their accuracy or completeness.

The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to BridgeBio for purposes of applicable securities laws or otherwise. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality contained in the federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the U.S. Securities and Exchange Commission, or principles applicable to the inclusion of information in financial statements.

Our goals regarding our corporate responsibility and Environmental, Social and Governance ("ESG") initiatives are aspirational and not guarantees or promises that all goals will be met. Any statistics and metrics regarding our corporate responsibility and ESG activities are estimates and may be based on assumptions or developing standards.

This presentation may also contain trademarks, trade names and service marks of other companies, which are the property of their respective owners. We do not intend the use or display of other parties' trademarks, trade names or service marks to imply, and such use or display should not be construed to imply, a relationship with us or endorsement or sponsorship of us by these other parties.

We welcome your feedback on the contents of this report as well as any of our corporate responsibility initiatives. To access additional BridgeBio materials referenced in this report, or for other questions or comments, please visit our investor website at investor.bridgebio.com, or contact us at info@bridgebio.com.

Forward-Looking Statements

This report contains statements that reflect or are based on our views about our future business achievements, financial performance, our environmental sustainability strategy, our commitment to social and product responsibility standards, the clinical, therapeutic and market potential of the Company's programs and product candidates, estimates of the number of people afflicted with a genetic disease and the percentage of conditions that have an approved treatment available for patients. These statements are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as "aim," "believe," "drive," "estimate," "expect," "goal," "intend," "may," "plan," "project," "strategy," "target" and "will" or similar statements or variations of such terms and other similar expressions. Forward-looking statements inherently involve risks and uncertainties. For information on certain factors that could cause actual events or results to differ materially from our expectations, please see our filings with the Securities and Exchange Commission, including our most recent annual report on Form 10-K and subsequent reports on Forms 10-Q and 8-K. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. We undertake no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise. All forward-looking statements are based on management's knowledge and reasonable expectations at the time of publication, and we assume no duty to update these statements as of any future date.

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A Letter from the CEO

Dear Stakeholders,

More than 27 million people in the United States – nearly 1 in 10 – are afflicted with a genetic disease. Despite major advances in our understanding of the genetic roots of these disorders, only 5% of these conditions have an FDA-approved treatment available for patients. We are tackling this vast societal problem with an innovative decentralized corporate model that is designed to transform genetic research into new therapies at scale. The primary objective function of our firm is the number of meaningful medicines we can deliver to patients in need.

In service of our goal, we are focused on environmental and social sustainability, ethical decision-making, and building and growing a diverse and inclusive workforce. We follow a set of simple values: put patients first, think independently, every minute counts, and let science speak. As you'll see in this report, our ESG practices reflect an emphasis on these values. For instance, we seek to put patients first in everything we do. We treat the drug development process as a collaboration with the communities that we serve. We value the input of the patients and physicians for whom we are working at each step of designing and developing a treatment.

Drug development is a team sport that thrives on innovation and requires taking on old challenges with new solutions. To this end, we believe fostering an environment where diversity of thought and perspectives can flourish is critical. We listen to people living with the conditions we are working on – as well as the physicians who treat them – giving them a seat at the table early in the development and clinical trial design process.

We make every decision across the company with one goal in mind: to help patients. That's why we aspire to be a place where everyone is seen, heard and valued, and where we play a positive role in our communities. At BridgeBio, we offer hope through rigorous science.

Sincerely,

Neil Kumar, Ph.D.

Who We Are

We are a commercial-stage biopharmaceutical company founded to discover, create, test, and deliver transformative medicines to treat patients who suffer from genetic diseases and cancers with clear genetic drivers. We founded BridgeBio in 2015 to identify and advance transformative medicines to treat patients who suffer from Mendelian diseases, which are diseases that arise from defects in a single gene, and cancers with clear genetic drivers. Since inception, we have created 15 Investigational New Drug applications, and had two products approved by the U.S. Food and Drug Administration. We work across over 20 disease states at various stages of development. Several of our programs target indications that we believe present the potential for our product candidates, if approved, to target portions of market opportunities of at least $1.0 billion in annual sales.

We focus on genetic diseases because they exist at the intersection of high unmet patient need and tractable biology. Our approach is to translate research pioneered at academic laboratories and leading medical institutions into products that we hope will ultimately reach patients. We can realize this opportunity through a confluence of scientific advances, including: (i) identification of the genetic underpinnings of disease as more cost-efficient genome and exome sequencing becomes available; (ii) progress in molecular biology; and (iii) the development and maturation of longitudinal data and retrospective studies that enable the linkage of genes to diseases. We believe that this early-stage innovation represents one of the greatest practical sources for new drug creation.

We believe we have developed a world-class drug engineering product platform that supports the continued growth of our Company and the advancement of our pipeline.

Who We Are

Our Platform

Our platform is distinguished by several key elements:

- *World class discovery and development talent:* Our team has collective experience that includes submission of over 100 investigational new drug applications and 20 new drug applications, in aggregate. Our operations are overseen by a Management Committee that is comprised of renowned leaders in cancer and rare disease drug development.
- *Disciplined approach to target identification and prioritization:* We pair a systematic mapping of the genetic disease landscape with a proprietary set of over 10 criteria to narrow our focus on diseases with attractive attributes for drug development. We look for diseases with high unmet need and well characterized mechanisms that present opportunities to address the root cause of disease.
- *Opportunistic approach to drug candidate selection:* We seek the best science and drug mechanisms of action, wherever they can be found. We accept programs that meet our standards at any stage of development, and we are agnostic to therapeutic area. However, we only pursue programs with treatment modalities that we believe are biologically suited to address the target disease.
- *Focus at the level of each program:* We maintain a decentralized structure wherein each program is housed in its own subsidiary. This allows us to build a team of experts and specialists tailored to the needs of each program, and who are economically incentivized at the program level. We enable our subsidiary leaders to make certain operational decisions outside of a centralized management hierarchy, as we fundamentally believe that those operators who have the most intimate program knowledge are best positioned to make key operational decisions.

Who We Are

Our Platform (cont.)

- *Operational efficiency:* We aim to rapidly and decisively advance our product candidates to objective critical decision points. At each stage of research, discovery, or development, we direct resources toward the opportunities that we believe are the most promising, and we discontinue programs that do not meet performance thresholds. We field a minimum viable team for each asset, with the goal of ensuring that each program has sufficient personnel to fit its purpose while reducing excess overhead costs. We accomplish this by hiring the best talent, centralizing and sharing certain support functions across various programs, and leveraging external providers where appropriate. This enables us to minimize traditionally fixed costs at the program level.
- *Portfolio breadth and diversification:* We have built a broad and diversified portfolio, with programs that vary across stage of development, therapeutic category, and modality. We believe that our programs are biologically uncorrelated, covering different diseases, different targets and different modalities, such that the results of one program will not impact the development of others. Further, the breadth of our portfolio mitigates the impact of failure of any single program. As a result, we can be objective about each of our programs and allocate capital efficiently, delivering staged funding across our portfolio based on each program's scientific merits.
- *Optimized ownership for each program:* When we believe that we are best suited to continue a program's development, we will continue to fund it internally. If we believe a strategic partner is better suited to progress a program, we will consider externalizing development at economically attractive terms.

ESG Governance and Leadership

Our ESG working team is responsible for our ESG strategy and monitors the Company's progress. The team is overseen by and reports to the Board's Nominating & Corporate Governance Committee ("N&CG Committee"), which solicits feedback and receives regular updates. Our Chief People Officer leads the ESG working team and is responsible for ensuring accountability and coordinating across the organization.

Oversees all policies and strategy

ESG oversight responsibility delegated to the N&CG Committee by our Board of Directors

The CEO, CFO, Chief Regulatory and Legal Officer, Chief Product Officer, Chief People Officer, and Chief Accounting Officer comprise the ESG working team. This team is charged with both developing ESG strategy and updating the N&CG Committee on progress

Chief People Officer is responsible for execution of ESG strategy and oversight of internal and external stakeholders

SMEs and key stakeholders are responsible for policy implementation and recommendations for improvement

ESG Overview

Environment	• We are committed also to reducing the impact of our business operations on the environment to ensure that patients, team members, families, and communities have a healthy and sustainable environment in which to live, work, and play. • Our primary focus is on the impact of our physical footprint, so we select environmentally efficient buildings for our offices and enable team members to work remotely when appropriate. • We generate a small quantity of hazardous materials and partner with licensed companies to haul and dispose of these materials.
Social	• We strive to build small, passionate, focused teams of experienced operators and emerging leaders who can efficiently deliver value for patients. • We work to create an environment where each team and team member can achieve peak performance, consistently delivering on ambitious program goals. • We recognize and reward our team members when they deliver value for patients, BridgeBio, and our shareholders. • We engage responsibly with our community, including robust patient engagement, creative approaches to market access, rigorous product safety and quality testing, and stringent marketing and clinical trial standards.
Governance	• Our Board sets high standards for the Company's employees, officers, and directors. Implicit in this philosophy is the importance of sound corporate governance. • With a majority of independent Directors (and 100% Independent Director makeup of our 3 committees), our Board serves as a prudent fiduciary for shareholders and oversees the management of the Company's business. • To fulfill its responsibilities and to discharge its duty, our Board follows the procedures and standards that are set forth in our Corporate Governance guidelines. • We have a clearly defined and closely monitored Code of Conduct and Business Ethics.

Environment: Overview

BridgeBio's mission is to find, develop, and deliver breakthrough medicines to patients as quickly and safely as possible. In striving to achieve this mission, we are also committed to reducing the impact of our business operations on the environment. We aim to ensure that patients, team members, families, and communities have a healthy and sustainable environment in which to live, work, and play. We seek to minimize resource utilization and waste while promoting pro-environmental behaviors across our employees, contractors, and partners.

We recognize the importance of environmental management, including reducing the impact that our work has on the environment. A major component of our environmental impact comes from our physical workspaces. We recently combined multiple San Francisco-area offices into a single flagship location in a LEED Platinum Certified building. This new location will serve as the home office for the majority of BridgeBio's office-based employees. As a biotech company with a current R&D focus, BridgeBio also has scientists working in laboratory settings. Where possible, we lease space in co-working laboratory settings, which reduces our overall footprint and resource use.

When selecting an office location, we look for energy-saving techniques such as motion-sensor lights and programmable thermostats. We discourage single-use plastics and other disposable items, including by offering multiple locations for refillable water bottles, and encourage recycling and compost where available.

We also recognize the impact that travel has on the environment. While we do believe in the importance of in-person work, including for our remote employees, we have invested in our technology infrastructure for remote interactions. This enables us to support flexible working models for office-based and fully remote team members, reducing the amount of time and resources spent on commuting.

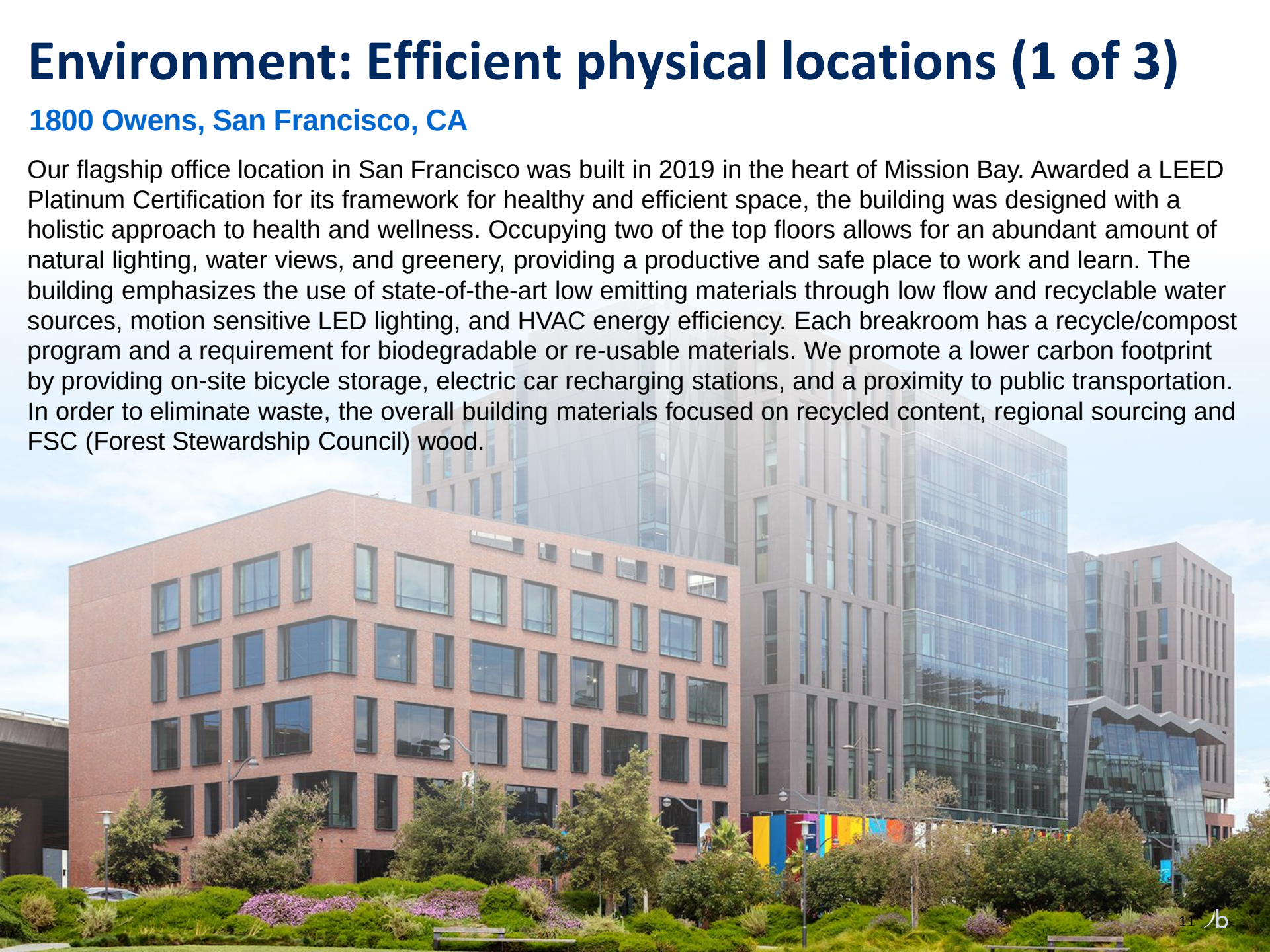
We are also aware of the importance of responsible use and disposal of materials in our R&D efforts. All team members who handle hazardous waste are trained on proper use and disposal of the waste. We generate a small quantity of hazardous waste, and we partner responsibly with licensed companies to haul and dispose of this waste. We do not generate radioactive material waste.

The following pages provide more details on our physical footprint.

Environment: Efficient physical locations (1 of 3)

1800 Owens, San Francisco, CA

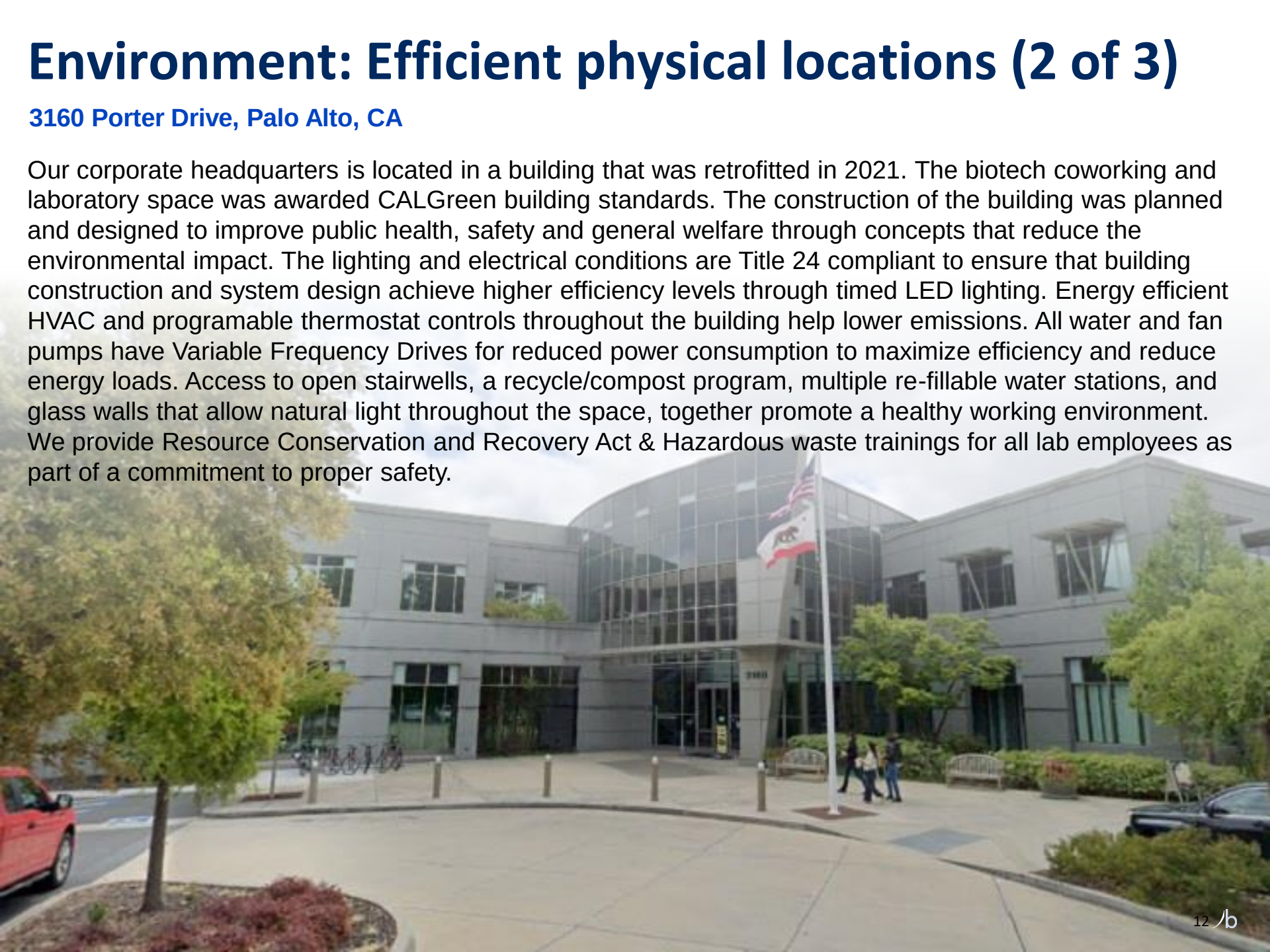
Our flagship office location in San Francisco was built in 2019 in the heart of Mission Bay. Awarded a LEED Platinum Certification for its framework for healthy and efficient space, the building was designed with a holistic approach to health and wellness. Occupying two of the top floors allows for an abundant amount of natural lighting, water views, and greenery, providing a productive and safe place to work and learn. The building emphasizes the use of state-of-the-art low emitting materials through low flow and recyclable water sources, motion sensitive LED lighting, and HVAC energy efficiency. Each breakroom has a recycle/compost program and a requirement for biodegradable or re-usable materials. We promote a lower carbon footprint by providing on-site bicycle storage, electric car recharging stations, and a proximity to public transportation. In order to eliminate waste, the overall building materials focused on recycled content, regional sourcing and FSC (Forest Stewardship Council) wood.



Environment: Efficient physical locations (2 of 3)

3160 Porter Drive, Palo Alto, CA

Our corporate headquarters is located in a building that was retrofitted in 2021. The biotech coworking and laboratory space was awarded CALGreen building standards. The construction of the building was planned and designed to improve public health, safety and general welfare through concepts that reduce the environmental impact. The lighting and electrical conditions are Title 24 compliant to ensure that building construction and system design achieve higher efficiency levels through timed LED lighting. Energy efficient HVAC and programable thermostat controls throughout the building help lower emissions. All water and fan pumps have Variable Frequency Drives for reduced power consumption to maximize efficiency and reduce energy loads. Access to open stairwells, a recycle/compost program, multiple re-fillable water stations, and glass walls that allow natural light throughout the space, together promote a healthy working environment. We provide Resource Conservation and Recovery Act & Hazardous waste trainings for all lab employees as part of a commitment to proper safety.



Environment: Efficient physical locations (3 of 3)

1001 William Moore Drive, Raleigh, NC

Located in the Biomed Partnership Center on the North Carolina State University campus, we are a part of a co-working office and laboratory space. Built in 2017, the campus strives for environmental efficiencies and wellness. In order to lower energy emission, the office and lab HVAC systems are equipped with controls to allow for Night Setbacks, which limits use during seasonal changes and off business hours. We have weekly biohazardous waste pickups and chemical disposal, in addition to our waste and safety compliance program. We seek to have all lab employees properly certified and trained in biohazard protocols. We promote a lower carbon footprint by providing on-site bicycle storage and a proximity to public transportation.

Social: Staff

As of December 31, 2022, BridgeBio and our subsidiaries, to which we refer as our Affiliates, had 392 full-time employees and 4 part-time employees. Of these, 297 focus on driving forward research and development programs, either directly or through our affiliates, and 99 work across our affiliates to provide strategic business development, finance and executive leadership expertise, as well as general and administrative services generally across our affiliates. We have never had a work stoppage, and none of our employees is represented by a labor organization or under any collective-bargaining arrangements.

We strive to build small, passionate, focused teams of experienced operators and emerging leaders who can efficiently deliver value for patients. We work to create an environment where each team and team member can achieve peak performance, consistently delivering on ambitious program goals. And we recognize and reward our team members when the deliver value for patients, BridgeBio, and our shareholders.

> *"We strive to empower our people and teams to do their best work so that we can collectively deliver on BridgeBio's mission."*
>
> **Josh Loehrer**
> Chief People Officer

Social: Staff

BridgeBio Values

Millions worldwide are afflicted with genetic diseases, but small patient populations and industry reluctance to conduct early-stage development mean that for many, treatments have not been forthcoming. We are committed to bridging this gap: between business case and scientific possibility, between patient and hope.

This starts with our first core value: **to put patients first**. In everything we do, we focus on how our efforts and actions will impact patients.

We also strive to **think independently**. Our goal is to not simply accept the ideas and opinions of others as fact, but instead to ask “why?” and “why not?” We endeavor to bring a rigorous, first-principles mindset to each problem that we take on.

We pride ourselves on being radically transparent with each other, where each team member is encouraged to speak up. A commitment to independent thinking requires us to consider the ideas of others and to adopt them if they are best. We strive to maintain a culture where any idea is worthy of consideration and testing.

We know that **every minute counts**. Our decentralized model strives to deliver treatments from discovery to patients as fast as humanly possible by utilizing focused teams of experts for each asset. Big decisions can be taken by people best-equipped to understand them, without wasting time on unnecessary cycles.

And we **let Science speak**. Our model was designed to promote the rational assessment of our programs. Decisions about a program’s fate are driven by its performance against a set of objective criteria, giving each potential medicine’s scientific merits the last word. All employees are responsible for upholding these values and the BridgeBio Code of Business Conduct and Ethics, which forms the foundation of our policies and practices.

Social: Staff

2022 Employee Engagement Survey

90% of employees understand how their work contributes to BridgeBio's mission*

**2022 BridgeBio employee survey, 86% of employees responded*

84% of employees believe BridgeBio allows them to make a positive difference in the lives of patients *

**2022 BridgeBio employee survey, 86% of employees responded*

Social: Staff

Human Capital Development

Our human capital philosophy relies on attracting and retaining team members who consistently demonstrate top performance. Our culture and our approach to talent reinforces this philosophy, including recruiting, professional development, performance management and total rewards. We have provided below additional details on some of our core human resources, People, or processes.

Development and continuous feedback are priorities for our organization. We believe each individual is critical to our success, and we invest in our people by providing development and team-building opportunities. We invest in the professional development of our team members through regular feedback and guidance, as well as targeted learning and development opportunities to meet demonstrated needs. We offer formal coaching through outside vendors (e.g., BetterUp, Modern Health). We invest in learning-oriented touchpoints with managers, including regular “Manager Musing” emails sharing best practices and important research on management and leadership. We complement this with external experts who help train our managers and broader team members (e.g., LifeLabs). We also host regular Lunch & Learns with internal and external speakers to encourage learning and development across multiple important topics in biotech.

We established a set of five core attributes that we expect every BridgeBio team member to demonstrate while performing in their roles: Patient Champion, Entrepreneurial Operator, Truth Seeker, Inspires Excellence and High-Quality Executor. BridgeBio conducts semi-annual formal performance reviews for all team members to evaluate performance against these attributes. These reviews include self, peer and manager feedback. The feedback focuses on strengths and opportunities for improvement to enable the professional development of all team members. At the end of the year, the performance review also includes a formal rating and informs compensation decisions, including performance bonus, salary adjustments and promotions.

Social: Staff

Talent Acquisition

We have established an in-house talent acquisition capability to support our affiliates in hiring the right talent at the right time. This team of experienced recruiters works closely with hiring managers to understand the required skills and capabilities for an open role, and then supports the interview process and evaluation of candidates. We strive to hire top talent, and therefore need a high-quality recruiting process and candidate experience. We endeavor to fill every role with the most qualified candidate possible, which sometimes requires partnership with an external recruitment agency. We are consistently looking at new opportunities and avenues to recruit talented individuals to work at BridgeBio. In 2022, BridgeBio was selected as one of BioSpace's Best Places to Work.

Social: Staff

Diversity, Equity, and Inclusion Programs

We believe that a diverse, equitable, and inclusive culture is critical to BridgeBio's success. We are proud to promote unique voices within and outside our organization and are eager to learn from others' experiences. We enshrine this in our values of Put Patients First, Think Independently, and Be Radically Transparent, as well as in our Employee Handbook policy against discrimination that protects all employees.

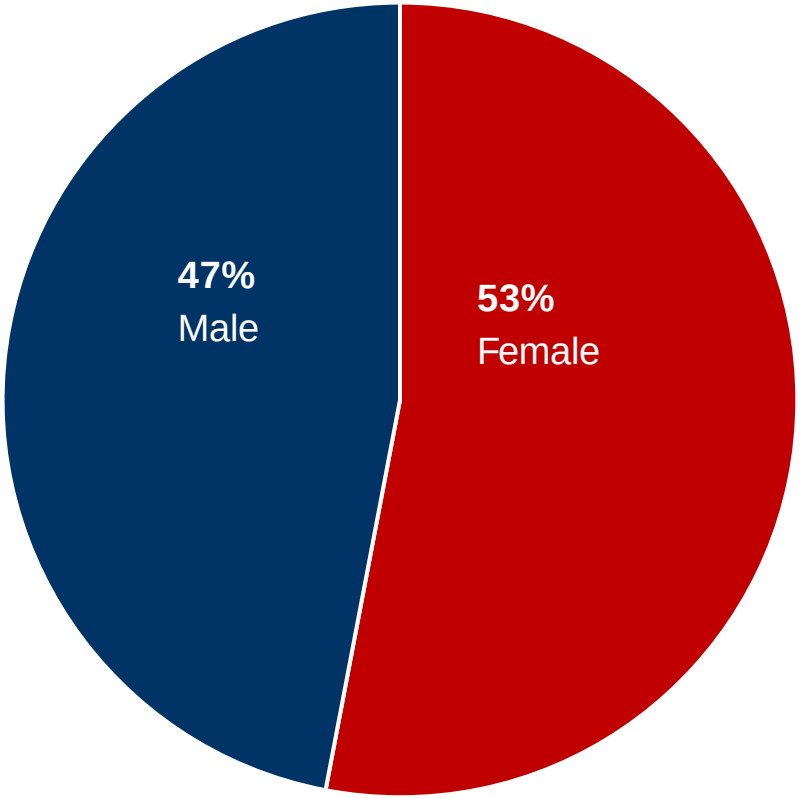
In 2022, our Diversity, Equity & Inclusion (DE&I), team, in partnership with the DE&I Executive & Steering Committees, continued their work in carrying out the DE&I vision for BridgeBio. Programming was developed based on employee feedback collected through coordinated surveys and follow-up focus groups, which allowed for deep understanding.

One key initiative was our DE&I Lunch & Learn series, which spotlighted inclusive clinical trials. During the well-attended internal sessions, learnings and best practices from internal and external case studies in designing and implementing inclusive clinical trials were examined. The forum was also used to discuss FDA guidance around enhancing diversity in clinical trials. BridgeBio has developed a toolkit of initiatives to ensure we are putting diversity at the forefront of the thinking in our clinical trial designs and contributing to more equitable healthcare outcomes for all patients.

Social: Staff

BRIDGEBIO'S EMPLOYEES

Full-time employee Composition (as of Q1 2023)



Social: Staff

Total Rewards

To attract and retain top talent, we offer a competitive total rewards package. We target total direct compensation at the upper end of market. We link a portion of every employee's compensation to performance through a performance bonus program. To create a sense of ownership and align employee incentives with our long-term success, we offer eligible employees equity ownership in the company through stock option or restricted stock unit grants and our employee stock purchase plan. We also designed a program to incentivize affiliate-level employees to achieve specific milestones at core value- inflection points, such as IND or NDA approval.

We focus our benefits offering on areas critical to keeping our employees and their immediate families healthy and productive. We offer physical and mental health benefits to all employees who work at least 30 hours per week, on average, with no premium contribution required from employees.

We believe that team leaders and members are best positioned to decide how, when, and where they do their best work. We have a flexible, hybrid working model where we offer high-quality office space for teams when they want to be in person while also supporting remote work where appropriate. We have a flexible paid time off policy to empower team members to take the time they need, when they need it. We offer fully-paid parental and other leave that allows team members to take longer periods of time when important life events occur.

As a part of our total rewards package, we also offer mental health services to all employees through our partner Modern Health.

Social: Staff

Employee Wellbeing

At BridgeBio, we believe our people are our most valuable resource. As such, we have a comprehensive benefits package available for all full-time employees of the firm. We choose to address and solve issues on a local and personal basis, rather than through overarching company policies that leave little room for personal circumstances. The mental and physical wellbeing of every employee matters to us. The BridgeBio culture is one where everyone is valued and has a voice. In order to attract and retain top talent, our competitive benefits package includes:

- Medical, dental, vision, and life insurance, with company covering 100% of premium
- Healthcare and dependent-care flexible spending accounts
- 100% employer-paid short-term and long-term disability
- Retirement savings plan, with company matching contributions
- Employee stock purchase plan available for all eligible employees
- All eligible employees receive equity stock awards as part of their compensation
- 100% paid leave for up to 8 weeks for maternity leave
- 100% paid leave for qualified baby bonding leave
- Flexible PTO policy for vacation and holiday leave
- Employer paid Employee Assistance Program
- Car stipend for all field employees, personal device stipend for all employees

Social: Staff

Response to COVID-19

With the continuation of the COVID-19 global pandemic, we continue to take extra precautions to reduce the risk of virus exposure for all employees, and to place our employees' health and safety front and center. Our response to the pandemic in 2022 revolved around three major components: (1) adequate safety protocols; (2) testing requirements; and (3) vaccination requirements.

- **Safety protocols:** Building off the strong framework we laid in 2020, we continued to tune our protocols in accordance with federal, including Center for Disease Control and Prevention, state, and local guidelines. Our Covid Task Force, formed in 2020, met and continues to meet regularly to ensure we are staying on top of the rapidly changing situation across all of our facilities, and communicating these changes to our employees in a timely manner.
- **Testing:** We continue to offer testing options for all BridgeBio employees who are on-site. In addition, in advance of any larger scale events, we worked to ensure that all attendees attested to having obtained a negative test prior to attendance.
- **Vaccines:** We made the decision in 2021 to mandate vaccines for all of our employees in the wake of President Biden's and the Occupational Safety and Health Administration's mandate. We created a vaccine exemption request review committee and implemented a formal process for evaluating those with either a medical or a sincerely held religious belief exemption request.

Social: Society and Product Responsibility

BridgeBio ultimately exists to help patients. Millions worldwide are afflicted with genetic diseases, but small patient populations and industry reluctance to conduct early-stage development means that for many, treatments have not been forthcoming. We are committed to bridging this gap: between business case and scientific possibility, between patient and hope. This starts with our first core value: put patients first.

BridgeBio's patient support programs are world class. We do the right thing for patients and their families focusing on compliance, access, and affordability. We make fast easy delivery of medicines a priority to ensure that patients can get the medicines they need as quickly as possible.

At BridgeBio, we put patients first. We want to make it as easy as possible for patients in need to access our medicines. We are committed to providing financial assistance to qualified patients so that they pay zero dollars out-of-pocket through our co-pay card. To further support quick and easy patient access to medicines, our co-pay card is accepted by many pharmacies.

Social: Society and Product Responsibility

Patient Engagement

While all BridgeBio colleagues share our first core value to “put patients first”, it is the explicit responsibility of the patient advocacy team. The pillars of patient advocacy at BridgeBio are:

- Promoting and enhancing the patient-centric culture at BridgeBio
- Engaging with patient communities
- Incorporating patient input into clinical trial design
- Leading the industry with our approach

To truly put patients first, we listen to and learn from patients, caregivers, and families. We need to know what patients and families experience living with their conditions, and what would constitute the kind of meaningful change they would hope for from a treatment. We strive to help our colleagues remember, each day, that we are working for the patients who are living with (and sometimes dying from) the conditions we seek to treat. The patient advocacy team puts the images in front of the BridgeBio staff, through patient photography, and the stories of the lives of patients are heard during quarterly Patient Days, video interviews, and narratives. It is our belief that seeing and hearing patients gives our colleagues an understanding of the urgency patients feel as they wait for meaningful treatment.

Social: Society and Product Responsibility

Patient Engagement (cont'd)

We engage with the organized patient community in a specific, purposeful manner. We listen to the experiences and expressed needs of the members of the organization before we speak. We seek to establish partnerships with patient organizations based on mutual respect, genuine dialog, honesty, and transparency. We encourage the independence of our organizational partners, as their independence is essential to partnership. An important component of these relationships is our avoidance of any attempt to sway or influence an organization to meet our own needs. We provide financial support, but we avoid relationships which are primarily transactional.

We actively strive to incorporate the perspective of patients, parents, caregiving family members, and advocacy leaders in the process of development of the clinical trials we plan and carry out. We believe the development of therapies cannot proceed without the full and direct participation of each rare condition's community, We are guided in this effort by the principle of Patient Focused Drug Development (PFDD), put forth by FDA and we adhere to the policy of "Nothing about us without us," which arose in the disability and HIV activist communities in the 1990s. The development of therapies, (as well as policies and legislation that impact the patient community), cannot proceed without the full and direct participation of that community. It has become a guiding principle of the rare disease patient movement and BridgeBio continues to be guided by this approach. We frequently ask our organizational partners to review our work, to provide feedback on our submissions to regulatory authorities, and to guide our interactions with the members of the community.

Social: Society and Product Responsibility

Patient Engagement (cont'd)

We are leaders in honest, transparent, and trusting relationships with organizations of the Rare community, and we believe we can be a model for other bio-pharma organizations. We do so through involvement with the larger rare disease organizations including Global Genes, NORD, and the Everylife Foundation, as well as smaller but very effective cross-rare disorder organizations such as Courageous Parents Network. We engage with regional rare disease organizations like the Latin American rare disease alliance, ALIBER, and others. Members of the patient advocacy team are frequent speakers at conferences, regarding issues important to families living with rare conditions, such as mental health, the wellbeing of siblings, and diversifying clinical trial populations. We also innovate, and for the past year have offered our rare disease podcast, On Rare, to the public, sharing the stories of individuals and families living with rare conditions. https://onrarebridgebio.podbean.com/.

Social: Society and Product Responsibility

Access to Medicine

Access starts with affordability, which is why we price our medicines responsibly. We set up our programs to compliantly help those in need to reduce abandonment in all of the disease states where we operate. BridgeBio has set up programs to provide financial assistance for qualified patients. Without quick access to medicines, patients are not being effectively served and it is an honor that we can serve these patients and customers daily.

> *"The BridgeBio commercial team commercializes innovative and life changing medicines. We simplify the process by focusing all our activities on patients and their care. This means responsible pricing, truly helpful patient assistance programs, lightning-fast distribution, and a team that sweats the details so that our customers and patients don't have to."*
>
> ***Matt Outten***
> *Chief Commercial Officer*

Social: Society and Product Responsibility

Cybersecurity

We are committed to maintaining the highest level of Cybersecurity excellence to protect the assets and reduce the risks of cyber attacks for our company and external partners. Our Cybersecurity program adheres to the NIST Cybersecurity Framework based on best practices, standards, and guidelines. We will continue to mature our Cybersecurity program and posture leveraging innovative security solutions, policies, user awareness programs, and services.

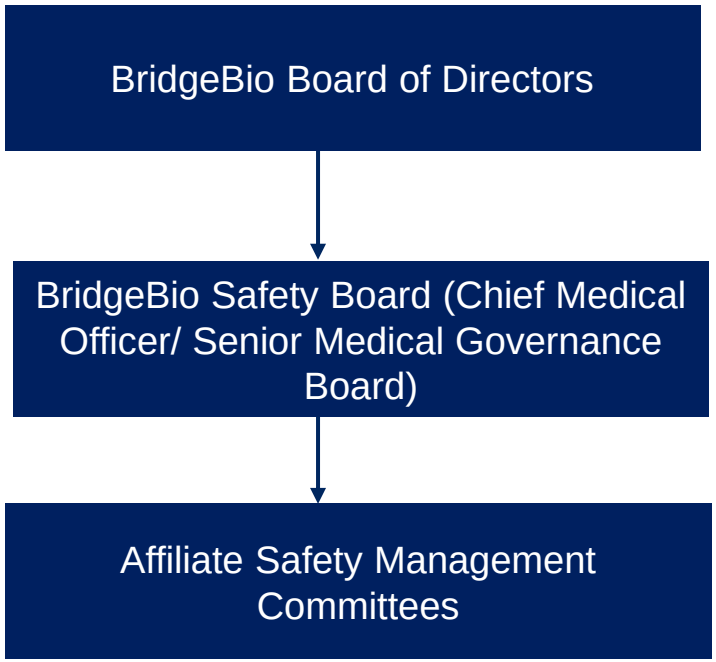
Social: Society and Product Responsibility

Patient and Investigational Product Safety Program

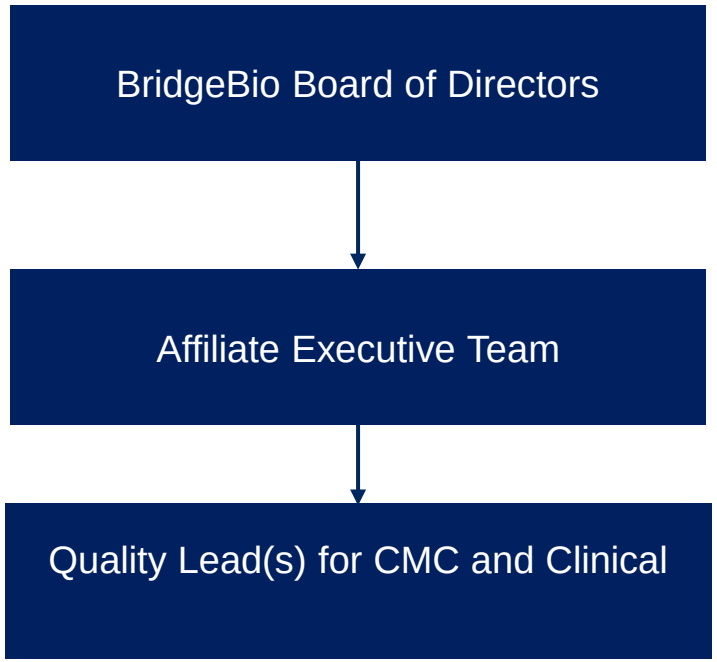
At BridgeBio, every decision we make is rooted in patient and investigational product safety and quality. The biotech industry is highly regulated globally by regulatory agencies, including the FDA, EMA, MHRA and others. We work to ensure compliance with the regulators' standards and requirements in medical product safety monitoring and reporting.

The BridgeBio Board and affiliate executive leadership manages the responsibility of medical product safety oversight in conjunction with the BridgeBio Safety Board. In addition, the Quality Management system reports up through our Affiliate Executive team who updates the BridgeBio board as required.

BridgeBio Safety Board



Quality Management System



Social: Society and Product Responsibility

Patient and Investigational Product Safety Program (cont.)

We have established a set of standard operating procedures (SOPs) that governs the reporting, monitoring, and auditing of medical product safety and external vendor performance. Furthermore, we regularly perform employee training in relation to our product candidates, services, and overall safety, as well as on the requirement to report adverse events in a compliant manner.

Every potential medical product complaint is reviewed thoroughly at BridgeBio. We have a formalized process to evaluate and investigate these complaints. Any reports of adverse events are reviewed at the affiliate level and can be escalated to the BridgeBio Safety Board and/or Senior Management as appropriate.

In order to manage and qualify vendors, frequency of vendor audits, and length of vendor contracts, we have established comprehensive SOPs at BridgeBio.

Social: Society and Product Responsibility

Drug Promotion Standards

The educational, marketing, and sales activities of pharmaceutical products are heavily regulated throughout the world. The applicable laws and regulatory authorities require that all information provided by the manufacturer of such a product is truthful, non-misleading, and in accordance with the latest available scientific evidence.

Promotional messages must be consistent with the label approved by the relevant regulatory authority. Additionally, claims about the efficacy of a pharmaceutical product must be appropriately balanced by information about the possible adverse events associated with the use of the product, to enable healthcare professionals and patients to make informed decisions about their healthcare.

Pharmaceutical companies may not unduly influence the decisions of healthcare professionals, other decision makers, or patients, such as by engaging and paying them for unnecessary services or overpaying them for services, providing meals with no associated legitimate interactions, or otherwise providing them with benefits that have no underlying legitimate business purpose.

In light of this, we have a compliance program aimed at meeting these required standards and to provide the healthcare community and patients with appropriate information about the disease states we are active in and the products we sell and develop. This includes a process for reviewing material used externally by relevant experts, policies on appropriate interactions with the healthcare community, and training of our personnel involved in such activities.

Social: Society and Product Responsibility

Clinical Trial Standards

BridgeBio clinical trials are governed by domestic and international guidelines, regulations, and principles to comply with current good clinical practice (cGCP). We conduct trials and maintain clinical trial safety through controlled policies, procedures, and management systems. Internal BridgeBio affiliates or their contracted partners establish internal procedures, processes, and practices to ensure cGCP compliance and that ethical standards are maintained. We review each affiliate procedure at a routine interval and document the review for senior management.

BridgeBio affiliate Pharmacovigilance teams maintain the ethical standards and safety across our operations, including medical surveillance post-clinical trial. Comprehensive safety plans are followed, and performance metrics are tracked to ensure regulatory timelines are met for processing adverse events and submission of aggregate reports. The clinical study Medical Monitors/Leads collaborate with our Pharmacovigilance teams to oversee safety efforts and procedures which include:

- The Development Safety Update Report (DSUR), an annual updated safety report submitted to regulatory authorities for products under development
- Thorough assessment of any Serious Adverse Events (SAEs) that coming in form clinical trial sites or patients, and escalate to applicable regulatory authorities within expedited timelines, if needed
- Frequent review of aggregate safety data by Medical Monitors/Leads
- Quarterly (or ad hoc if needed) presentation of any safety findings at Medical Safety Review Meetings led by Pharmacovigilance

Governance

Board Diversity and Independence

Applying Nasdaq's listing standards for independence, nine of our fourteen non-executive directors are independent and comprise a majority independent Board of Directors.

Our Board maintains a balance of knowledge, experience, and capability, and takes many factors into consideration to fulfill this balance. Considering diversity is consistent with the goal of creating a board that best serves the needs of the company and the interests of our shareholders. Three of our directors are women and seven of our directors identify as members of an "underrepresented minority" group as defined under Nasdaq rules.

Our Board sets high standards for the Company's employees, officers, and directors. Implicit in this philosophy is the importance of sound corporate governance. Our Board serves as a prudent fiduciary for shareholders and oversees the management of the Company's business. To fulfill its responsibilities and to discharge its duty, our Board follows the procedures and standards that are set forth in our Corporate Governance guidelines.

Our Board maintains an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee. Each of these standing committees has a written charter that sets forth the responsibilities of the committees and the qualifications for committee membership. Membership on such committees is limited to independent directors meeting applicable independence requirements.

For more information about our Board, please see our Proxy Statement

Governance

Business Ethics

At BridgeBio, we and our affiliates worldwide are committed to finding and developing solutions to meet unmet medical needs. Delivering on this commitment is the focus of our work; however, how we do this work is as important as the results we get. Everyone conducting business on behalf of the Company worldwide is expected to maintain the highest standards of integrity and business and professional conduct and comply with all applicable laws and regulations.

Bribery and Corruption

The Company does not permit or condone bribes, kickbacks or other improper payments, transfers or receipts. No Company personnel or Company contractors can 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. In particular, the U.S. Foreign Corrupt Practices Act (“FCPA”) prohibits any U.S. individual or business from authorizing, offering or paying money or anything of value, directly or indirectly, to any foreign official or employee, political party, or candidate for public office for the purpose of obtaining or maintaining business or for any other business advantage.

In addition, the federal Anti-Kickback Statute makes it a criminal offense to knowingly and willfully offer, pay, solicit, or receive any remuneration to induce or reward referrals of items or services reimbursable by a Federal health care program.

For more information about our policies around bribery, corruption, or conflicts of interest, please refer to our Code of Business Conduct and Ethics

Governance

Business Ethics (cont.)

Compliance and Ethics Program

We have established a compliance program designed and implemented with the goal of adherence to all relevant laws and regulations as well as the ethical standards reflected in our Code of Business Conduct and Ethics (the "Code"). It includes policies and procedures with more detailed guidance for specific functions and activities. Our program is overseen by the CEO of BridgeBio, our Chief Regulatory and Legal Officer, and the N&CG Committee of our Board of Directors. These individuals and groups are responsible for the program, including:

- establishing and operating an effective Compliance Program;
- directing management focus to areas of our business that by their nature may present compliance risks;
- training of all BridgeBio employees on the Code and the policies that support it;
- routinely assessing whether the goals and principles of the Code are being upheld;
- fostering an "open-door" environment where questions or concerns related to conduct and ethics can be appropriately addressed;
- ensuring that BridgeBio's responsibilities to governments and regulators are followed;
- directing investigations of any alleged violation of the Code and company policies and procedures;
- taking appropriate actions if there is a substantiated violation;
- identifying and implementing any updates or changes to the Company's Compliance Program or other compliance initiatives that may be necessary; and
- championing a culture of compliance throughout BridgeBio.

Governance

Business Ethics (cont.)

Whistleblower Program

We are committed to fostering an environment of open and honest communications. To aid this effort, we have established an ethics and compliance hotline overseen by an independent-third party provider through which our employees can make anonymous reports. While we seek to create an environment where employees are encouraged to and comfortable with directing such communications to their supervisor or management, we also recognize that there may be instances where they believe violations of policies or standards, including the Code, may have occurred, or where they have a question about a suspected violation, and would prefer to make such reports in confidence and anonymously.

Any information included in an employee report is provided to us confidentially and anonymously. Any report or comment is taken very seriously by the Company, with no fear of retaliation by either the Company or another employee against an employee who has made a good faith complaint.

When a report or complaint is received, we ensure it is reviewed and assigned, as needed, as swiftly as possible. Our Compliance Counsel is involved to ensure objective compliance with our Code, and if a complaint is financial in nature, our Audit Committee Chair is notified concurrently to undertake an investigation, as needed. All incidents are reported to our Audit Committee on a regular basis, and to our Board of Directors on a quarterly basis.

Governance

Vendor Management

We have standard operating procedures designed to govern the selection, management, and oversight of third-party service providers contracted to perform Good Practice (GXP) Guidelines-regulated services on behalf of BridgeBio and our affiliates.

These procedures apply across our employees, contractors and subcontractors who oversee, and conduct research regulated by the FDA or other agencies. Even when we transfer GXP-related duties and functions (including clinical research, manufacturing, and testing-related activities) to a selected service provider, the ultimate responsibility for the quality and integrity of the conduct, data, and processes always remains with us.

We work to put into place appropriate due diligence and quality processes to perform the required work in addition to written agreements that clearly define and document deliverables, quality standards, and the transfer of regulatory obligations. We also implement mechanisms for the oversight of key project requirements, including compliance with regulatory requirements, timelines, deliverables and applicable acceptance criteria.

The performance of our service providers is routinely reviewed and monitored to verify that all standards and expectations are met across BridgeBio and our affiliates. Our vendor selection and oversight procedures cover the third-party relationship life cycle including request for proposal, due diligence/selection, delegation of responsibilities, and oversight of performance and deliverables.

bridgebio

hope through
rigorous science

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