STOKE™

THERAPEUTICS

Code of Conduct

July 2026

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1. A Message From the CEO

Dear Colleagues,

Stoke was founded on a bold vision: to address the underlying cause of severe genetic diseases with RNA-based medicines. That vision has carried us from early research through clinical development, and now to the threshold of delivering a potential new medicine to patients with Dravet syndrome.

As our organization grows and our work reaches more people, we must continue to operate with the utmost integrity, knowing that how we work is as important as the medicines we aim to deliver. Every interaction with each other, a patient, a healthcare professional, or a business partner reflects on Stoke.

Our Code of Conduct is the foundation for how we operate: act with integrity, follow the law, speak up when something does not look right, and always keep patients at the center of what we do. However, the Code does not have an answer for every situation you will face. When you are unsure, please pause, ask questions, and reach out to your manager, the Legal & Compliance team, or our anonymous Whistleblower Hotline.

Each of us plays a role in our success and ensuring we hold ourselves to the highest standards so we can deliver our investigational medicine, zorevunersen, and many more potential new medicines to patients in the future.

Ian F. Smith
Chief Executive Officer & Director

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2. Our Mission, Vision, and Values

Boldly Restoring Genetic Health

Addressing the **underlying cause of severe diseases** by upregulating protein expression with **RNA-based medicines.**

Show Up R.E.A.L.

Speak Up and Deliver

Fire Up Fearless

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2. Our Mission, Vision, and Values

How do we Show Up R.E.A.L.?

Show Up R.E.A.L.

Respectful

Empathetic

Authentic

Listen to learn

- Be true to yourself and **just be you**
- Treat people fairly and **value experience and knowledge** over rank or role
- **Consider the impact** on others before making requests or decisions
- Be curious, ask questions, and actively **listen to understand**
- **Seek diversity**, celebrate successes, and recognize contribution

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2. Our Mission, Vision, and Values

How do we Speak Up and Deliver?

- Confidently **voice your views** and rationale for suggestions or decisions
- Set **high standards** and proactively communicate **realistic forecasts** and plans
- Invite, offer and **respect differing opinions** and engage in constructive dialogue

Speak Up and Deliver

Listen thoughtfully, debate with intention and move forward as one.

- Set **clear expectations** and meet all agreed-upon commitments and deadlines
- Encourage **inclusive collaboration** and champion the outcome together

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2. Our Mission, Vision, and Values

How do we Fire Up Fearless?

- Act decisively for patients **based on data,** evidence and collective insight
- **Be humble** enough to admit what you don't know and **seek the answer**
- Take **informed risks** to spur innovation and learning
- Build **trusted relationships** and rely on team strengths

Fire Up Fearless

Patients are waiting. Be courageous and thoughtfully navigate opportunities, challenges and change.

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3. Purpose of the Code

Stoke Therapeutics' Code of Conduct (the "Code") sets the standard for our behavior, our culture, and is the catalyst that guides us in our actions.

This document provides guidance in our everyday activities to our employees as well as any third-party representative we work with. The Code applies to everyone at Stoke and establishes a common set of guiding principles for how we behave. It applies to all employees, officers, and directors of the company. Every director, officer, employee, independent contractor, and consultant of Stoke is expected to read, understand, and follow the Code. A copy of the Code is provided to each new hire when they join Stoke as well as to third parties who act on behalf of Stoke. We are all expected to read the Code thoroughly and understand the intricacies outlined below.

Does the Code cover everything?

This Code, along with our policies and procedures are not designed to cover every potential situation. In situations where you face decisions not covered in the Code, policy, or procedure, consider the following questions:

- ***Is it ethical and legal?***
- ***Is it in accordance with Stoke's Code, policies, and procedures?***
- ***Is it aligned with our values?***
- ***Would I be able to explain this comfortably to friends and family?***
- ***Is it the right thing to do?***

If the answer to any of these questions is **no**, then do not do it. If you are unsure, then reach out to your manager, or other resources listed within the Code.

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4. Diversity, Inclusion, and Belonging

We are unrelenting in our pursuit of a culture that welcomes diversity and promotes respect for one another.

Showing Up R.E.A.L. by bringing our authentic selves to work is fundamental to our success. Our culture of purposeful inclusion and a passion for helping people includes a commitment to respect and the celebration of our unique backgrounds and differences.

Stoke is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, gender (including identity or expression), color, religion, national origin, age, disability, sex, sexual orientation, or any other legally-protected characteristic. We make decisions based on merit, using objective criteria, and business considerations.

We always:

- ✓ Treat others with respect
- ✓ Embrace diversity and promote inclusivity
- ✓ Challenge our conscious and unconscious biases
- ✓ Act respectfully and professionally
- ✓ Report discrimination, harassment, or any other disrespectful behavior

We <u>never</u>:

- × Cause emotional or physical harm to anyone
- × Threaten, bully, or make inappropriate remarks about anyone
- × Discriminate against anyone
- × Tolerate any inappropriate behavior

Discrimination, intimidation, harassment, or any other disrespectful behavior is prohibited at Stoke. Intentional and unintentional disrespectful behavior that disrupts another's work performance, or creates an intimidating, offensive, abusive, or hostile work environment is prohibited.

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5. Maintaining a Safe Work Environment

Stoke is committed to creating and maintaining a working environment that is comfortable, safe, and healthy for employees, partners, or anyone else we interact with. We do this by following applicable health, safety, and environmental procedures. **Situations that may pose a health, safety, or environmental hazard should be reported immediately.**

To maintain a healthy and safe work environment we:

- ✓ Learn and understand applicable safety and health rules for our roles and locality
- ✓ Follow safety procedures
- ✓ Report unsafe situations, injuries, and accidents
- ✓ Report violence or threatening situations
- ✓ Maintain neat, safe working environments

To maintain a healthy and safe work environment we never:

- × Threaten others or use violence
- × Ignore safety concerns
- × Work while impaired due to the influence of alcohol, illegal drugs, or controlled substances
- × Permit weapons of any kind in the workplace

Facility Safety

Keeping our workplace safe means following our rules and procedures to protect employees, visitors, and property. That includes using proper PPE, handling chemicals and biological materials safely, keeping work areas free of hazards, knowing emergency and evacuation procedures, reporting incidents and exposures promptly, and following training, labeling, and waste-disposal requirements so problems are prevented before they happen. For rules and procedures for your specific work facility, please reference StokeCENTRAL.

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6. Maintaining Patient Safety and Product Quality

It is important that we all…

- Learn to recognize adverse events and product quality complaints;
- Understand our processes for reporting and handling adverse events and product quality complaints; and
- Report adverse events and product quality complaints in a timely manner.

Information related to adverse events and product quality is important for Stoke employees to know, and often we have reporting obligations to the Food and Drug Administration ("FDA") and other authorities.

Adverse Events & Product Quality Complaints

An **adverse event** is any unpleasant medical occurrence for a patient or clinical trial subject, including any:

- Symptom or disease; and
- Unfavorable or unintended sign.

A **product quality complaint** is any communication (electronic, verbal, or written) that implies deficiencies with a product.

We may come across adverse events or product quality complaints in a wide variety of ways, including electronic (e.g., social media), verbal (e.g., conversations), or written communications (e.g., letters). Regardless of where we learn of an adverse event or product quality complaint, we are expected to promptly report what we know, even if we only know minimal information. We should never assume someone else will make the report.

We follow applicable laws, regulations, and standards aimed at product safety, efficacy, and quality including Good Laboratory, Clinical, Vigilance, Distribution, and Manufacturing practices. Third party contractors are expected to abide by these same practices and provide oversight to ensure quality.

Any **Adverse Events** should be reported to our Pharmacovigilance Department and **Quality Issues** should be reported to Quality

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7. Avoiding Conflicts of Interest

Conflicts of interest arise when our personal interests could interfere with our ability to perform our employment responsibilities in the best interest of Stoke.

Even the appearance of a conflict of interest could be harmful to Stoke's reputation and overall business. It is our responsibility to avoid any actual conflict and seek to avoid any perceived or potential conflict that may exist between Stoke and an employee or member of their immediate family. Many situations are not clear-cut. When we are not sure if a situation is a conflict of interest, we should disclose the matter to our Compliance Officer. Stoke can better plan for and create remedial measures when we disclose actual, perceived, or potential conflicts of interest.

Potential Conflicts of Interest

A **Conflict of Interest** could look like…

- Having a job with, or providing a service to, a competitor
- Outside employment that is deemed to interfere with an employee's time and attention in a manner that impacts Stoke
- Diverting an opportunity for Stoke away from the company toward yourself or your family or friends
- Serving on the governing board for any non-profit organization whose mission relates to a politically sensitive topic
- Competing in any way with Stoke
- Providing anything of value to an employee of any government agency
- Personal relationship with a third-party vendor
- Owning a material interest in a Stoke customer, partner, or vendor unless through an investment where we do not directly or indirectly control the organization (e.g., a mutual fund)

Note: Stoke employees have the right to voluntarily participate in political activities in their personal capacity and make political contributions, so long as these activities do not interfere with our business. Always ensure that the views portrayed to the public are of your own and not those of Stoke, including making sure you are not identified or portrayed as a Stoke representative. Stoke reserves the right to communicate its position on important issues to elected representatives and other government officials. For more information, please review the Employee Handbook.

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8. Protecting Data and Maintaining Privacy

To preserve the trust of our patients and business partners, we do our best to protect their information.

All of us are responsible for ensuring the protection of information entrusted to us. Unauthorized use or disclosure of information collected by Stoke or provided to us from an external source can expose us to liability as well as damage our reputation. We follow applicable industry guidelines, ethical standards, regulations, and laws as we collect, use, store, disclose, and transfer data. Generally, we prefer to use deidentified or aggregated data. However, when that is not feasible, we follow our procedures to use Personal Data (e.g., obtaining consent when required or documenting the rationale for the collection of the information).

When we do handle personal data, we follow these main principles:

- Only use personal data for the specific purpose for which it was collected and disclosed to the individual;
- Take reasonable steps to ensure any personal data we hold is accurate and up to date;
- Protect personal data through appropriately designed security measures;
- Only share personal data with those who have a legitimate business need for the personal data;
- Follow Stoke policies and procedures for storing and destroying personal data; and
- Immediately report any data breach, suspected data breach, or inappropriate handling of information or data to Stoke's Privacy Officer.

What is Personal Data?

Personal Data is information relating to an identified or identifiable person. The definition of Personal Data is broader than what we may traditionally think of as regulated health and financial information and can include other identifiers including names, addresses, phone numbers, emails, biometric information, website cookies, online identifiers, health plan numbers, or factor specific to a person's physical, physiological, genetic, mental, economic, cultural, or social identity.

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9. Upholding Ethical Standards in Research

As a highly ethical, patient-centric organization, we conduct our research activities to the highest standards, consistent with applicable laws, regulations, and ethical standards. We also follow and require our partners to follow these regulations.

Research is the lifeblood of our company. Research should be performed with a clear purpose that is intended to advance Stoke's strategic objectives. Investigators should be selected based on their expertise, their ability to meet enrollment requirements, and to meet criteria related to the study protocol and applicable regulations. The total number of investigators, patients, and sites should be determined based on the study objective and design. A written agreement between Stoke and each investigator/site must be approved by the Legal department prior to any research.

Compensation to research participants can potentially raise issues under the Anti-Kickback Statute and/or standards for ethical clinical practice. Therefore, approval from the Legal department is required prior to agreeing to or providing any payments to research study participants.

Do's and Don'ts of Ethical Research

To uphold ethical standards in research, we:

- ✓ Obtain appropriate consent from subjects
- ✓ Protect patient privacy and confidentiality in all aspects of research
- ✓ Ensure study funding and support is compliant and follows applicable rules and laws

To uphold ethical standards in research, we <u>never</u>:

- × Participate in research misconduct (e.g., falsification, changing of data, or modifying results)
- × Tie compensation to the outcomes of clinical research
- × Use study funding or payments to unduly influence patient or investigator decisions

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10. Ethical Interactions with HCPs, HCOs, and Public Officials

Ethical interactions improve both patient care and the practice of medicine. The independence of a healthcare professional ("HCP") is essential. We work with HCPs and Healthcare Organizations ("HCO"s) in a variety of ways to support our mission and objectives. We have consulting arrangements with HCPs because we value their expertise and use their guidance to support our work.

When interacting with an HCP we follow our applicable policies and procedures and applicable laws, and we are careful to avoid even the appearance of undue influence on an HCP's independent judgement. We make sure that we do not directly or indirectly influence or encourage HCPs to sell, prescribe, or purchase our products.

Interactions with an HCP, HCO, or Public Official should be based on a legitimate need and only if the service cannot be provided by someone at Stoke. No part of the engagement should influence the service provider's prescribing behavior. We do not interact with HCPs on the Office of the Inspector General's ("OIG") "List of Excluded Individuals/Entities," the FDA or UK Medicines and Healthcare Products Regulatory Agency debarment list, or any HCP that has exhibited behavior that does not align to our culture.

Do's and Don'ts of Ethical Interactions

To maintain ethical interactions, we:

- ✓ Document the legitimate need for the interactions or services provided
- ✓ Pay Fair Market Value ("FMV") for the services provided
- ✓ Select HCPs based on their expertise and ability to perform the services
- ✓ Report regulatory violations, suspected regulatory violations, or potentially harmful or dangerous conditions

To maintain ethical interactions, we <u>never</u>:

- × Seek to influence HCPs or HCOs to prescribe, refer, or sell our products through compensation or other rewards
- × Seek to reward HCPs or HCOs for past prescriptions
- × Start HCP engagements prior to signing the contract

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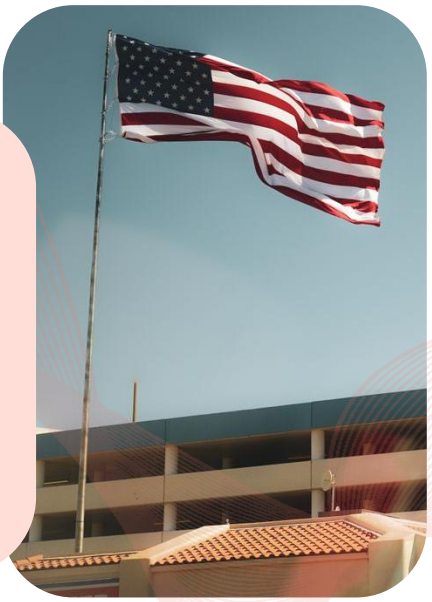
Consulting Arrangements

Stoke from time to time may enter into consulting arrangements with HCPs to gain info and advice on products, therapeutic areas, and the needs of patients, but Stoke may not enter into arrangements that are either inducements or rewards for prescribing or recommending a Stoke product. Stoke engages with consultants who have expertise in their field for a variety of services. Consultant engagements should be in accordance with our Policy on Arrangements with Healthcare Consultants.

Gifts and Entertainment

The focus of our interactions with HCPs, third parties, and business partners should be limited to legitimate business purposes. We should avoid situations where we might appear to be influencing an HCP, third party, or business partner when providing goods and services, including meals. We also comply with Stoke policies and applicable laws and regulations regarding the giving or receiving of gifts, entertainment and hospitality to or from any HCP. Educational items designed primarily for the education of patients or HCPs can be provided on an occasional basis if pre-approved, modest in value, and never intended to offset usual operating expenses for a practice.

Public Officials often can be both our customer and regulator. Extra restrictions may apply to interactions with these individuals. Public Officials include an individual or firm directly employed through or acting on behalf of a government body, or government-controlled business. This can often include scientists and HCPs who are employees of publicly funded institutions (e.g., NIH, Veteran's Affairs).



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11. Interacting With Patients and Patient Advocacy Organizations

We put patients first in all of our activities.

We are in business to help people living with severe diseases. To do that, we strive to understand the patient perspective and experience. We recognize the importance of contributions from patients, caregivers, and patient advocacy organizations ("PAO"s) to patient healthcare decisions.

Interactions with patients or PAOs should be voluntary and in accordance with applicable industry guidelines. Our interactions with PAOs should be respectful and transparent. Interactions present opportunities to exchange balanced, accurate, and scientific information on diseases and available treatments.

Requests from patients or PAOs should be directed to Corporate Affairs.

To maintain the independence of PAOs, we:

- ✓ Share accurate, balanced, scientific information
- ✓ Disclose financial and non-financial support to patient organizations
- ✓ Refer patients to their doctor and caregivers for healthcare advice

To respect our patient communities, we never:

- × Attempt to inappropriately influence a patient organization
- × Apply undue influence on patient decisions
- × Violate a patient's privacy
- × Seek to be the sole funder of a PAO
- × Ask PAOs to promote our products

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12. Using Social Media

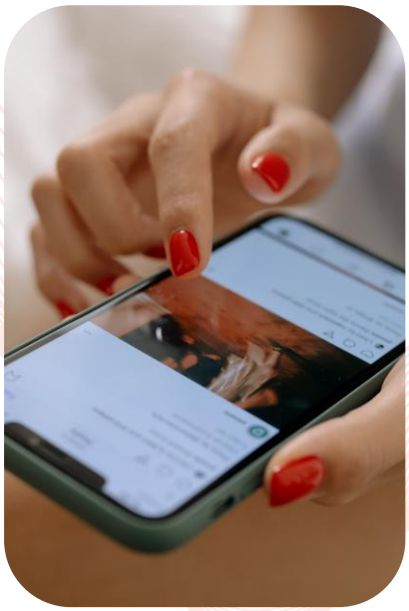
Social media can be a powerful tool, but has risks associated with it. As an employee of Stoke, you should always consider the impact of your communications. You are encouraged to like and share Stoke's social media posts, but please adhere to our full Social Media Policy and related guidance when doing so.

Social Media Reminders

We expect our employees to practice good manners and treat others with politeness and courtesy. We always protect our confidential information and respect the privacy of our employees and patients. We consider whether the information could have a negative impact on ourselves, a co-worker, a partner, or Stoke. Report negative or inaccurate comments, and any adverse events or product quality complaints.

When using social media, we never:

- Comment or advise on specific products (Stoke's, our peer's or competitor's)
- Disclose confidential or proprietary information
- Provide medical advice, diagnoses, or clinical trial commentary
- Respond to negative or false comments
- Represent ourselves as a spokesperson for the Company



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13. Intolerance for Bribery and Corruption

Stoke is committed to doing what's right and making a difference.

In compliance with applicable global anti-bribery, anti-corruption, export control, and anti-boycott laws, we do not, nor do we give the appearance of, offering, giving, soliciting, accepting, or receiving any form of kickback or bribe. Any transfer of value is documented in accordance with our approved processes. Even just the appearance of corrupt behavior can damage our reputation and trust with our communities, patients, and business partners.

The actions of our partners, including any third party we work with, represent us. We are responsible for their direct or indirect actions performed on our behalf. Stoke employees and third parties are required to review our full Anti-Corruption Policy.

Perception of Inappropriate Influence

To avoid perceptions of inappropriate influence, we:

- ✓ Pay fair market value compensation for services in accordance with written agreements
- ✓ Conduct due diligence prior to engaging or working with any third party
- ✓ Only work with third parties that share similar values
- ✓ Monitor the actions of third parties
- ✓ Record payments accurately and honestly in our books and records

To avoid perceptions of inappropriate influence, we <u>never</u>:

- × Provide expensive or lavish meals, gifts, or any entertainment to public officials or HCPs
- × Offer or give bribes or kickbacks
- × Request or accept any improper advantage
- × Make a payment to expedite or secure a routine governmental action that is not a published fee

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14. Avoiding Insider Trading

All employees are required to review and follow Stoke's Insider Trading Policy. We must all exercise the utmost care when in possession of material non-public information.

During our work, we may encounter information that is material non-public information about Stoke, our business partners, or other third parties. You are prohibited from using this "inside" information in connection with trading in Stoke's or another company's securities. Insider trading laws also prohibit informing (or "tipping") others who may then trade on that information. Our Insider Trading Policy provides guidance on the sorts of information that might be non-public and material for these purposes and guidelines on when and how employees may purchase or sell shares of our securities.

If you have any questions, are unsure whether you are authorized to trade or whether the current trading window is open under our Insider Trading Policy, consult with the Legal department before trading.

Avoiding Insider Trading – Best Practices

At Stoke, we:

- ✓ Disclose confidential information only to the people who need to know
- ✓ Take measures to ensure that third parties protect our confidential information
- ✓ Preserve the confidentiality of information third parties provide to us as if the information were our own
- ✓ Follow trade windows and guidance set forth by Stoke

At Stoke, we <u>never</u>:

- × Buy or sell a company's securities based on material non-public information
- × Provide information to someone else ("tipping") who may trade based on that information
- × Discuss confidential information in public settings

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15. Responding to External Inquiries

To protect our integrity and professional reputation, only approved spokespersons may speak on behalf of Stoke.

Stoke has identified specific roles and individuals who can represent our company to the public. Only these individuals can share information about Stoke. Inquiries, questions, and requests must be directed to the appropriate department. If you have been asked to speak on behalf of the company, including participation in an interview, please contact someone in Legal or Corporate Affairs.

Cooperating with Government Investigations

Our industry is highly regulated, which then means significant governmental scrutiny. We may experience routine and non-routine government interactions. The difference between a routine and non-routine government interaction is whether the interaction is part of the expected process of conducting our business. If you are contacted by a government authority at work, home, or elsewhere in relation to an external investigation or a non-routine government enforcement agency request, you should immediately notify the Legal department for assistance. For more information review our Corporate Communications Policy.

At Stoke, we:

- ✓ Cooperate with requests for information, visits to our facilities, inspections, audits, and investigations
- ✓ Notify the Legal department immediately of any requests related to a non-routine government interaction
- ✓ Discuss an investigation or audit only if the Legal department has instructed you to discuss
- ✓ Provide truthful, complete, and timely information

At Stoke, we <u>never</u>:

- × Respond to government requests on our own
- × Omit information or provide misleading information
- × Guess or make up information
- × Create, alter, or destroy records (including emails or texts) to impede or improperly influence a request or anticipated request from a government entity

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16. Competing Fairly

Stoke competes fairly and believes in free, fair, and open markets.

Antitrust and fair competition laws help protect consumers by promoting healthy and fair competition. These complex laws do vary, but their aim generally is to prevent unfair business practices. Because these laws apply to both formal and informal agreements, care must also be taken in discussions with competitors to limit topics to those with a lawful and non-competitive purpose.

We are committed to only gathering and using business information on our competitors in an honest and ethical manner and in ways that do not violate any laws or confidentiality obligations. This commitment also extends to any third parties who work on our behalf.

To promote fair competition, we:

- ✓ Avoid activities that may appear to restrict trade or competition
- ✓ Report situations where inappropriate topics were mentioned or discussed with competitors
- ✓ Protect and maintain confidential company information
- ✓ Follow applicable trade and customs regulations

To promote fair competition, we <u>never</u>:

- × Discuss with competitors pricing, cost, or terms or conditions
- × Abuse a dominant market position or restrict trade
- × Discuss unfairly restricting trade or excluding a company
- × Divide markets or customers with competitors
- × Conduct business with a third party that is subject to trade restrictions

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17. Building Trust with Third Parties

How we interact with and treat third parties puts our values into action.

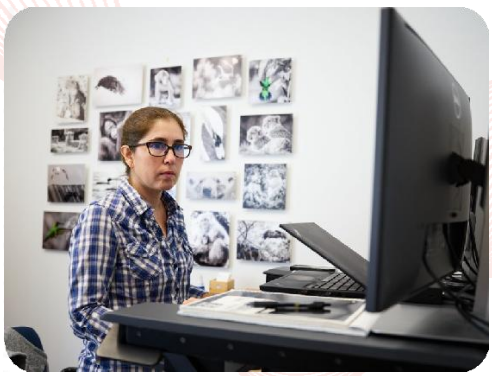
We are responsible for the actions taken or not taken by a third party on our behalf. As our representatives, their behavior can positively or negatively impact our reputation. A third party cannot do anything that we ourselves could not do. Therefore, we work with third parties that share our values and commitment to ethical business conduct. We conduct due diligence on all third parties we work with. Overseeing activities conducted by our third parties is critical for our business. We work to ensure our third parties understand our expectations and are properly trained. Stoke selects third parties based on legitimate business needs. Our employees act ethically and honestly when interacting with third-party entities.

Performing Due Diligence

Due diligence consists of checks we conduct to ensure a third party would be or is an appropriate business partner. We monitor our third parties to help ensure they operate in compliance with our Code of Conduct and contractual obligations. Some questions we consider before engaging with a third party include:

- Are any red flags or concerns identified from due diligence screening?
- What are the quality management systems in place for the third party?
- Can they meet the applicable compliance and regulatory requirements?
- What are the legal and cybersecurity risks associated with this third party?

Always report any potential or concerning behavior involving a third party to the Legal department.



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18. Protecting the Assets of Stoke and our Business Partners

We act as stewards of the assets entrusted to us.

Stoke and our business partners entrust us with assets. Misuse, loss, or damage to assets can have negative impacts for us and for our stakeholders. Personal devices should not be used for work (except for devices set up in accordance with IT's processes) as these devices may not have adequate security measures. Discussions about or related to confidential information or intellectual property should be avoided in public, which includes elevators, public transportation, airports, airplanes, restaurants, and other similar areas.

Company Assets

Includes anything the company owns (e.g., computers, internet connections, office space, and other assets for us to use for business purposes).

Safeguard company assets by:

- Complying with Information Technology ("IT") standards
- Limiting personal usage
- Using assets in accordance with our policies and procedures
- Never transmitting any profane, vulgar, sexual, or other related content
- Never using assets improperly or carelessly

Confidential Information

Includes aspects of the company that are not filed in public records (e.g., trade secrets, financial information, business plans, marketing strategies).

We are good stewards by:

- Avoiding company discussions in public areas
- Only sharing with authorized individuals after signing confidentiality agreements
- Sending any confidentiality agreements that we are asked to sign to the Legal department
- Respecting confidentiality agreements of former employers
- Protecting the confidential information of our business partners

Intellectual Property ("IP")

Includes patents, copyrights, trademark, technology, regulatory data, and information about proprietary software and technology.

We protect IP by:

- Only sharing it with authorized individuals
- Disclosing to company management inventions or IP you create while employed at Stoke
- Protecting the IP information of our business partners

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19. Accurate Record Management

Accurate record-keeping is critical in the pharmaceutical industry to ensure patient safety, guarantee regulatory compliance (FDA, EMA) with Good Manufacturing Practices (GMP), and maintain product quality.

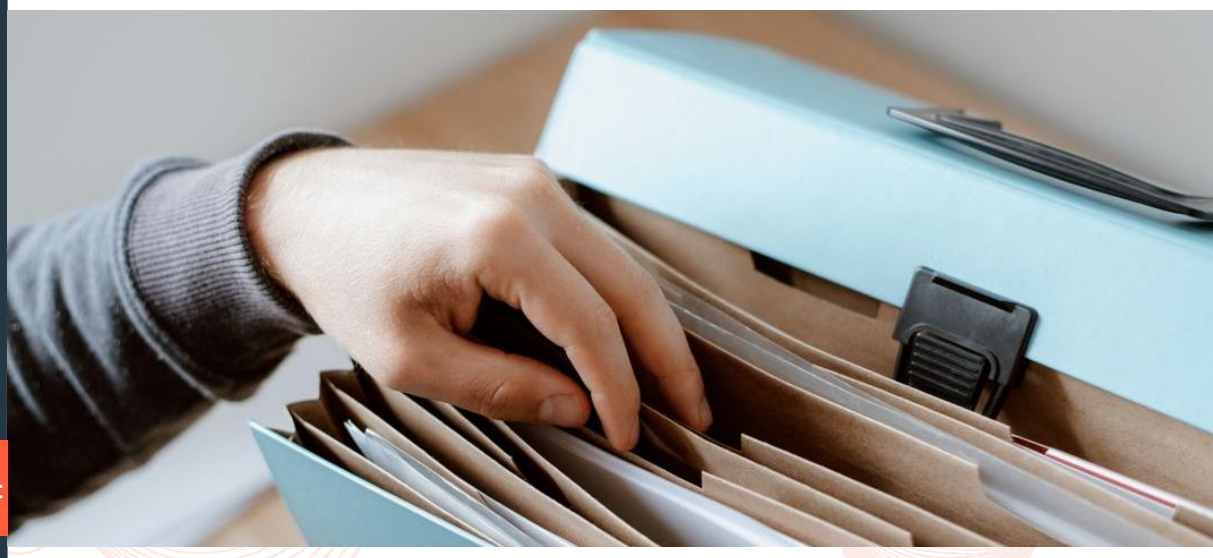
Our stakeholders trust us to maintain the integrity of our financial and non-financial records. Records can be financial and non-financial and can come in many forms. Every one of us is expected to and is responsible for keeping accurate, complete, transparent, and timely records. Records should be maintained, stored, and destroyed in accordance with local document retention procedures and applicable laws.

To maintain accurate records, we:

- ✓ Document financial and non-financial records in an accurate and timely manner
- ✓ Ensure records are accurate, fair, and complete
- ✓ Properly store documentation supporting payment requests
- ✓ Submit invoices in a timely manner
- ✓ Cooperate with audits, investigations, or related processes
- ✓ Report any suspected fraud or circumventions of internal controls

To maintain accurate records, we <u>never</u>:

- × Delete, destroy, or alter any record outside of records destroyed in accordance with our retention policies and procedures
- × Sign a document we are not authorized to sign
- × Conceal or falsify any record, including budgeting information
- × Make payments without documented approval



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Our work, culture, and mission depend on all of us maintaining our culture of excellence – in our science and in everything we do.

Speaking up to raise concerns, seek clarification, or report non-compliant behavior helps create, maintain, and protect our culture. Each of us should ask questions when we are not sure of what to do or what Stoke policies require. We are also expected to report known or suspected violations of any Stoke policies or any other suspicious, threatening, or inappropriate behavior. Not seeking clarification or reporting concerns puts Stoke at more risk.

How to Speak Up or Ask Questions

When speaking up or asking questions, you are encouraged to first speak with your direct manager. Managers are expected to support the Code, maintain an open-door policy, and to take any concern raised seriously. However, if you are not able to speak with your manager, you have various other options, including reaching out to any other manager, any member of senior management, the Human Resources Department, the Legal Department, or our anonymous Whistleblower Hotline. The Whistleblower Hotline can be accessed via a 24/7 hotline or a dedicated website, which can be used to report employee concerns. The website and hotline are operated by a third-party service provider. For more information review our Employee Handbook and Whistleblower and Complaint Policy.

Hotline: 855-395-5571
http://www.whistleblowerservices.com/STOK

We do not tolerate retaliation. Retaliation of any form against any employee for speaking up or cooperating with an investigation is prohibited. Retaliation claims will be investigated thoroughly.

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Potential Consequences of Violations of the Code

Violating this Code, our policies, or applicable laws may result in disciplinary action, up to and including termination of employment. In addition, any manager who directs or approves violations of the Code, or who has knowledge of such conduct and does not immediately report it, may also be subject to disciplinary action. Wrongdoing that violates applicable laws may be reported to governmental authorities. Some violations may also result in civil or criminal liabilities for Stoke and the individuals involved.

Code Certification

By signing below, I attest that:

- I have received, read, and understood Stoke Therapeutics' Code of Conduct;
- I agree to adhere to the Code as well as the other policies and procedures referenced within the Code;
- I am and have been compliant with the Code;
- I am not aware of any violations of the Code or any other policy or procedure by any colleague, third party, or other person; and
- I understand that violations of the Code or any other policy or procedure may result in corrective action, up to and including termination of my employment.

Printed Name _____ Signature _____

Role _____ Date _____

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