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# AURINIA PHARMACEUTICALS INC.

## DIVERSITY POLICY

(Approved December 14, 2023)

# AURINIA PHARMACEUTICALS INC.

## DIVERSITY POLICY

The board of directors (the “**Board**”) of Aurinia Pharmaceuticals Inc. (the “**Company**”) has established a Governance & Nomination Committee (the “**Committee**”) which is responsible for, among other things, identifying and recommending individuals to join the Board, assessing the effectiveness of the Board and periodically examining the size and composition of the Board.

This Diversity Policy (the “**Policy**”) sets out the Company’s approach to diversity on the Board and among the executive officers of the Company (each, an “**Executive Officer**” and together, the “**Executive Team**”).

### A. POLICY STATEMENT

The Company recognizes the potential benefits of having a diverse Board and Executive Team. The Committee and the Board aim to attract and maintain a Board and an Executive Team that have an appropriate mix of diversity, skill and expertise. All Board and Executive Officer appointments will be based on merit, and the skill and contribution that the candidate is expected to bring to the Board and the Executive Team with due consideration given to the benefits of diversity.

### B. DIVERSITY AND THE NOMINATION PROCESS

When considering the composition of, and individuals to nominate or hire to, the Board and the Executive Team, the Committee and the Board, as applicable, shall consider diversity from a number of aspects, including but not limited to gender, age, ethnicity and cultural diversity. In addition, when assessing and identifying potential new members to join the Board or the Executive Team, the Committee and the Board, as applicable, shall consider the current level of diversity on the Board and the Executive Team.

### C. MEASURABLE OBJECTIVES

The Committee and the Board shall be responsible for developing measurable objectives to implement the Policy and to measure its effectiveness. The Committee shall discuss and agree annually on whether to set targets based on diversity (including gender) for the appointment of individuals to the Board or the Executive Team, recognizing that notwithstanding any targets set in any given year, the selection of diverse candidates (including based on gender) will depend on the pool of available candidates with the necessary skills, knowledge and experience.

### D. MONITORING AND REPORTING

The Committee will monitor, on an ongoing basis, the implementation and effectiveness of the Policy and will, at least annually, assess: (i) the mix of diversity, skill and expertise on the Board and the Executive Team, (ii) the measurable objectives set pursuant to this Policy, and (iii) progress in achieving such measurable objectives, including any targets, if set.

The Committee will report to the Board at least annually on (i) the mix of diversity on the Board and the Executive Team, (ii) the effectiveness of the Policy, (iii) any initiatives taken to achieve stated measurable objectives, and if targets are not set, the reasons for not doing so, (iv) progress in achieving the measurable objectives, including any targets, if set, and (v) any revisions to the Policy that the Committee believes would be appropriate.

Nothing in this Diversity Policy shall be construed to condone engagement in actions that would violate any anti-discrimination, equal employment or other applicable laws or regulations.

Our Code of Ethics & Conduct also supports diversity and the maintenance of an inclusive work environment free from discrimination.