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# AURINIA PHARMACEUTICALS INC.

## WHISTLEBLOWER POLICY

(Approved• December 18, 2025)

## WHISTLEBLOWER POLICY

### A. **GENERAL**

The Aurinia Pharmaceuticals Inc. (the “**Company**”) Code of Ethics & Conduct (the “**Code**”) requires directors, officers and employees (collectively, the “**Employees**”) to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. The Employees and representatives of the Company must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

### B. **RESPONSIBILITY TO REPORT**

It is the responsibility of all Employees to comply with the Code and, subject to the exceptions in Paragraph F, to report actual or suspected misconduct, illegal activities or fraud, including any questionable accounting, internal accounting controls or auditing matters, or other violations of federal, provincial and state laws, rules or regulations, the Company’s policies or the Code (collectively, “**Misconduct**”) in accordance with this Whistleblower Policy. If an Employee who reports Misconduct is directly involved in the Misconduct, the fact that they reported the Misconduct will be given appropriate consideration in any resulting disciplinary action.

Knowingly making false accusations is strictly prohibited and may lead to disciplinary action, up to and including termination of employment.

### C. **NO RETALIATION**

No Employee who in good faith reports Misconduct shall suffer harassment, retaliation or adverse employment consequences. An Employee who retaliates against someone who has reported Misconduct in good faith is subject to disciplinary action, up to and including termination of employment.

Employees who experience any form of retaliation subsequent to reporting Misconduct should immediately contact the Compliance Officer or the HotLine in the manner described below.

### D. **REPORTING MISCONDUCT**

Subject to Paragraph F, employees may report any Misconduct to their supervisor, the Compliance Officer, or the Legal Department. Supervisors are expected to report Misconduct to the Compliance Officer, management, or the Legal Department. Alternatively, any Employee may report Misconduct by calling the independent confidential hotline managed by In Touch (the “**Hotline**”) as follows:

- Dial toll-free **1-844-727-2481** *24 hours a day, 7 days a week*; or
- Email to: [AuriniaEthics@getintouch.com](mailto:AuriniaEthics@getintouch.com)

Employees reporting Misconduct through the Hotline are not required to give their names. All communications on the Hot Line or with the Employee’s supervisor, Compliance Officer, or the Legal Department regarding any Misconduct will be handled in strict confidence within the boundaries of the law.

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**E. REPORT FOLLOW UP**

All reports received via the Hotline will be routed to the Compliance Officer to determine appropriate follow up; except that, in the case of a report that implicates the Compliance Officer, such report will be routed to the Chair of the Company's Audit Committee to determine the appropriate follow up.

The Compliance Officer is responsible for investigating and resolving all reported Misconduct, other than those involving accounting, internal accounting controls or auditing matters. The Compliance Officer may include other relevant functions in an investigation as appropriate (e.g. IT or Human Resources). The Compliance Officer will submit any reported Misconduct involving accounting, internal accounting controls or auditing matters to the Chair of the Company's Audit Committee to ensure independent review, investigation and resolution. The Compliance Officer will report to the Audit Committee and the Board with respect to any other reported complaints.

**F. LEGALLY PROTECTED COMMUNICATIONS**

Nothing in this policy shall be construed so as to restrict or interfere with your rights or ability to: Communicate, without notice to or approval by the Company, with any government agencies as provided for, protected under or warranted by applicable law; participate in any investigation or proceeding that may be conducted by any government agency, including providing documents or other information, without notice to the Company; or receive an award from any government agency for information provided to any such government agency.

**G. INTERPRETATION AND REVIEW**

Any questions regarding the application of the Whistleblower Policy should be first directed to the Compliance Officer or the Chair of the Audit Committee. The Audit Committee has final authority to interpret and resolve any questions regarding the application of the contents and spirit of this policy.

The Audit Committee will review this policy on an annual basis and implement any changes as necessary.

The Chief Executive Officer shall review this policy annually with Employees to answer any concerns or questions regarding such policy.