
AURINIA PHARMACEUTICALS INC.

SHARE OWNERSHIP POLICY

(Approved • December 18, 2025)

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Policy Summary

The board of directors (the “**Board**”) of Aurinia Pharmaceuticals Inc. and its affiliated entities (collectively, the “**Company**”) believes that a policy that provides target ownership levels in conjunction with holding requirements will help new executive officers and directors and those with lower current ownership levels increase their shareholdings.

A. COVERED PERSONS

This policy applies to members of the Board and each Section 16 Officer (“**Covered Persons**”). A **Section 16 Officer** is an officer of the Company, as such term is defined under Rule 16a-1(f), of the *Securities Exchange Act of 1934* (the “**Exchange Act**”), as amended, and an “Executive Officer” of the Company within the meaning of Rule 3b-7 under the Exchange Act, and as determined by the Company.

B. POLICY STATEMENT

Covered Persons will be expected to obtain (by Company grant and through individual purchase) the amount of Qualifying Shares as presented in Table 1: Retention Policy. **Qualifying Shares** are common shares of the Company held by a Covered Person and includes owned common shares and unvested full value time-based awards (e.g. restricted stock units). For greater certainty, Qualifying Shares does not include unearned performance-based awards or stock options (whether vested or unvested).

A Covered Person must comply with this policy within five (5) years of becoming a Covered Person and thereafter maintain compliance for so long as he or she remains a Covered Person. Covered Persons must retain 50% of after-tax shares after vesting or exercise until the requirement is met.

Compliance with these share ownership guidelines will be measured on the first trading day of each calendar year using the base salary or Board retainer in effect. The share price used will be the higher of the closing price of the Company’s common shares on that date or the one-year average price of the Company’s common shares on that date, provided that in the case of common shares obtained through grants by the Company in respect of services rendered, the share price used for such common shares shall not be less than the closing price of the Company’s common shares on the grant date (subject to equitable adjustment in the event of a change in the Company’s capitalization). Following the date on which a Covered Person first satisfies the ownership guidelines set forth in this policy, the value of the total number of Qualifying Shares held by such Covered Person shall only be recalculated at such time that the Covered Person sells or otherwise transfers any Qualifying Shares.

If ownership falls below the requirement, Covered Persons are required to hold 50% of after-tax shares after vesting or exercise until the requirement is met.

Table 1: Retention Policy

Position / Level	Requirement
Members of the Board (other than Section 16 Officers)	3 times Board annual retainer fees ¹
Chief Executive Officer	3 times base salary
Executive Officers / Section 16 Officers	1 times base salary

¹ Annual retainer fees exclude meeting fees, committee retainers, committee chair retainers, and lead independent director retainers.

C. RESPONSIBILITIES

The Compensation Committee has the full power and express authority to administer and interpret the share ownership guidelines (including amending the share ownership guidelines) and to make or nullify any rules or procedures as necessary for proper administration of the share ownership guidelines. The Compensation Committee has the discretion to address and approve “hardship” requirements on a case-by-case basis.