
AURINIA PHARMACEUTICALS INC.

RECRUITMENT POLICY

(Approved • December 18, 2025)

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RECRUITMENT 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 interview to join the Board, assessing the effectiveness of the Board and periodically examining the size and composition of the Board.

This Recruitment Policy (the “**Policy**”) sets out the Company’s approach to recruiting 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 Board and Executive Team with diverse perspectives. The Committee and the Board aim to attract and maintain a Board and an Executive Team that have an appropriate mix of experience and expertise. All Board and Executive Officer appointments will be based on merit. The group of individuals interview for such appointments should include, among other things, the diverse experience, skill and contribution that such candidate is expected to bring to the Board and the Executive Team.

B. DIVERSITY AND THE NOMINATION PROCESS

When considering the composition of, and individuals to interview for 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 skills, education and experience.

C. MONITORING AND REPORTING

The Committee will monitor, on an ongoing basis, the implementation and effectiveness of the Policy and will, at least annually, assess the mix of skill, education and experience on the Board and the Executive Team.

The Committee will report to the Board at least annually on the mix of skill, education and experience on the Board and the Executive Team and any revisions to the Policy that the Committee believes would be appropriate.

Nothing in this Policy shall be construed to condone engagement in actions that would violate any anti-discrimination, equal employment or other applicable laws or regulations. The Company is an equal opportunity employer. The Company does not discriminate on the basis of any protected characteristic.

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