

# **Akebia Therapeutics, Inc.**

## **Code of Business Conduct and Ethics**

### **I. INTRODUCTION**

This Code of Business Conduct and Ethics (“Code”) provides a general statement of the expectations of Akebia Therapeutics, Inc. (“Akebia”) regarding the ethical standards that each director, officer and employee should adhere to while acting on behalf of Akebia. You are expected to read and become familiar with the ethical standards described in this Code and will be required, from time to time, to affirm your agreement to adhere to such standards by signing the Compliance Certificate that appears at the end of this Code.

We are proud of what Akebia has accomplished to date, and are seeking your commitment to continued excellence as our company changes and grows over time. We expect all individuals associated with Akebia to conduct themselves with the highest degree of honesty and integrity at all times.

We consider any violation of this Code to be a serious breach of our trust, and any violation will result in disciplinary action up to and including termination. Similarly, if you are aware of someone’s violation of this Code, you have a duty to report the violation in accordance with the procedure detailed below. We depend on your commitment to protect our culture and values and will view your reporting of violations in that context.

While this Code covers multiple scenarios and activities, it cannot possibly address every challenging situation that could arise. Therefore, if you are faced with an issue that you feel may not be covered specifically by this Code and are making a decision to act, please keep the following in mind:

- Consider whether your actions would conform with the intent of the Code;
- Consider whether your actions could create even a perception of impropriety;
- Make sure you have all of the relevant facts;
- Consider discussing the matter with your supervisor;
- Seek help. It is always better to seek assistance before you act, rather than making a preventable mistake.

### **II. REPORTING VIOLATIONS**

If you know or reasonably believe that there has been a violation of this Code or any other illegal behavior, you must report the violation to your supervisor, the Chief Financial Officer or the General Counsel.

Any supervisor who obtains information about a Code violation has the responsibility to report the matter immediately to one of the above individuals. No employee who in good faith reports a Code violation will be retaliated against or will otherwise be discriminated against in the terms and conditions of his or her employment.

### III. **PERSONAL RESPONSIBILITY AND INTEGRITY**

#### A. **Conflicts of Interest**

Directors, officers, and employees should avoid activities which create or give the appearance of a conflict of interest between their personal interests and Akebia's interests. A conflict of interest exists when a personal interest or activity of an employee could influence or interfere with that person's performance of duties, responsibilities, or commitments to Akebia. Below are some examples which could result in a conflict of interest.

- being a consultant to, or a director, officer, or employee of, or otherwise operate an outside business that is a significant competitor, supplier, or customer of Akebia;
- developing, selling or representing products or product candidates that would compete with Akebia's product candidates, if approved and marketed;
- having significant financial interest, including direct stock ownership, in any outside business that does or seeks to do a material amount of business with Akebia;
- seeking or accepting any personal loan or services from any such outside business, except from financial institutions or service providers offering similar loans or services to third parties under similar terms in the ordinary course of their respective businesses;
- being a consultant to, or a director, officer, or employee of, or otherwise operate an outside business if the demands of the outside business would materially interfere with the director's, officer's or employee's responsibilities with Akebia;
- accepting any personal loan or guarantee of obligations from Akebia, except to the extent such arrangements are legally permissible; or
- conducting business on behalf of Akebia with immediate family members, which include spouses, children, parents, siblings, and persons sharing the same home whether or not legal relatives.

For avoidance of doubt, a director affiliated with a venture capital firm shall not be considered to have a conflict of interest due to such venture capital firm or the director acting on its behalf conducting normal activities.

#### B. **Proper Use of Corporate Assets**

Akebia's assets shall be used for their intended business purposes. Personal use of Akebia's funds or property, including charging personal expenses as business expenses, inappropriate reporting or overstatement of business or travel expenses, inappropriate usage of company equipment or the personal use of supplies or facilities without advance approval from an appropriate officer of Akebia shall be considered a breach of the Code.

## IV. LEGAL REQUIREMENTS

### A. Regulatory Compliance

We recognize the fact that the biopharmaceutical industry in which we work is heavily regulated. Adherence to regulatory compliance principles and procedures is among our highest priorities.

We have a goal of developing product candidates of the highest quality possible. We also are sensitive to the special considerations involved in conducting scientific and clinical research. Therefore, we have developed policies and procedures to ensure that this research is conducted effectively and legally. This means that our research procedures must abide by applicable regulatory requirements and be conducted with respect for the research participants involved.

### B. Gifts

Simply stated, it is against Akebia policy for an Akebia employee to offer anything of value to an existing or potential consumer that would inappropriately influence that consumer to select an Akebia product or conduct business with Akebia. This concern may arise in our relationships with doctors, other health care professionals, and the patients that participate in our clinical trials. Recognizing this concern, Akebia supports and acknowledges the standards and guidelines established by industry and professional groups applicable to our relationships with these health care providers and applicable to a pre-commercial company such as ours including, but not limited to, PhRMA's Code on Interactions with Healthcare Professionals (a copy of which is available at <http://phrma.org/code-on-interactions-with-healthcare-professionals>) and is committed to being compliant with all healthcare "fraud and abuse" laws.

There are similar concerns involving potential conflicts of interest in other external business relationships. Generally, giving or receiving gifts, meals, or entertainment involving our external business relationships should meet all of the following criteria:

- they do not violate applicable law or fail to respect Akebia policy;
- they do not constitute a bribe, kickback, or other improper payment;
- they have a valid business purpose;
- they are appropriate as to time, place, value (modest, not lavish or extravagant);
- they are infrequent; and
- they do not influence or appear to influence the behavior of the recipient.

### C. Inside Information

While at Akebia, you may also come into contact with another form of information that requires special handling and discretion. Inside information is material, non-public information about Akebia or another company that, if made public, would affect the price of a company's securities. Employees must never use inside information to obtain any type of personal advantage. For further discussion on our policy with respect to inside information, please review Akebia's Insider Trading Policy which is deemed part of this Code.

#### **D. Public Company Disclosure Obligations**

Akebia's business affairs are also subject to certain internal and external disclosure obligations and recordkeeping procedures. As a public company, we are committed to abiding by our disclosure obligations in a full, fair, accurate, timely, and understandable manner. Only with reliable records and clear disclosure procedures can we make informed and responsible business decisions. When disclosing information to the public, it is Akebia's policy to provide consistent and accurate information. To maintain consistency and accuracy, specific company spokespersons are designated to respond to questions from the public. Only these individuals are authorized to release information to the public at appropriate times. All inquiries from the media or investors should be forwarded immediately to the Chief Executive Officer or his designee. The Chief Executive Officer or his designee must approve all press releases, speeches, publications or other official Akebia disclosures in advance.

Our internal control procedures are further regulated by the Sarbanes-Oxley Act of 2002. Sarbanes-Oxley was a U.S. legislative response to events at public companies involving pervasive breakdowns in corporate ethics and internal controls over financial reporting. It was designed to rebuild confidence in the capital markets by ensuring that public companies are operated in a transparent and honest manner. Ensuring proper and effective internal controls is among Akebia's highest priorities.

We take seriously the reliance our investors place on us to provide accurate and timely information about our business. In support of our disclosure obligations, it is our policy to always:

- comply with generally accepted accounting principles;
- maintain a system of internal accounting and disclosure controls and procedures that provides management with reasonable assurances that transactions are properly recorded and that material information is made known to management;
- maintain books and records that accurately and fairly reflect transactions; and
- prohibit establishment of material undisclosed or unrecorded funds or assets.

## **V. CONFIDENTIALITY**

Employees and directors should maintain the confidentiality of information entrusted to them by the company or its affiliates, customers, partners, distributors and suppliers, except when disclosure is specifically authorized by Akebia's Chief Executive Officer, Chief Financial Officer or Chief Business Officer or required by law.

Confidential information includes all non-public information that might be of use to competitors, or harmful to the Company or its affiliates, customers, partners, distributors and suppliers if disclosed. Any questions about whether information is confidential should be directed to the Akebia's Chief Executive Officer, Chief Financial Officer or Chief Business Officer.

## **VI. AMENDMENTS AND WAIVERS OF THIS CODE**

Please contact the Chief Financial Officer if you believe that a waiver under a provision of this Code is warranted. The Chief Financial Officer must obtain the approval of the CEO to grant a waiver hereunder. In addition, a majority of the independent directors or the Audit Committee of the Board of Directors must approve a waiver for any director.

Akebia reserves the right to amend any provision of this Code at any time, provided that the majority of the Board of Directors or the Audit Committee of the Board of Directors must approve a waiver for any director, and a majority of the Board of Directors must approve a waiver for any executive officer.

## COMPLIANCE CERTIFICATE

I have read and understand the Code of Business Conduct and Ethics (the “Code”) of Akebia Therapeutics, Inc. I will adhere in all respects to the ethical standards described in the Code. I further confirm my understanding that any violation of the Code will subject me to appropriate disciplinary action, which may include demotion or discharge.

I certify to Akebia that I am not in violation of the Code (assuming, if this certificate is executed prior to the effective date of this Code, that this Code is effective at such time), unless I have noted such violation in a signed Statement of Exceptions attached to this Compliance Certificate.

Date:

\_\_\_\_\_  
Name:  
Title/Position