CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE
of the
BOARD OF DIRECTORS
of
AKEBIA THERAPEUTICS, INC.

Effective September 16, 2026

The Board of Directors (the "Board") of Akebia Therapeutics, Inc. (the "Company") hereby sets forth the authority and responsibilities of the Nominating and Corporate Governance Committee (the "Committee") as described below, subject to amendment by the Board from time to time:

Section 1. STATEMENT OF PURPOSE

1.1 The purpose of the Committee is to:

(a) identify individuals qualified to become directors;

(b) serve as the Company's nominating committee to recommend a slate of director nominees to be proposed by the Board to the stockholders (and, if necessary, recommend any director nominees to be elected by the Board to fill interim vacancies);

(c) recommend directors for membership on Board committees;

(d) oversee an annual evaluation of the Board and its committees, including an assessment of the operations, size and composition of the Board;

(e) review and recommend a set of corporate governance guidelines applicable to the Company; and

(f) review corporate governance issues.

Section 2. ORGANIZATION

2.1. Independence. The Committee will be comprised of two or more directors as determined by the Board and each such Committee member will satisfy the independence requirements of The Nasdaq Stock Market ("Nasdaq"), or fewer independent directors if permitted by applicable rules of Nasdaq and/or applicable law.

2.2. Election and Removal. The members of the Committee, other than the chairperson of the Committee (the "Committee Chairperson"), shall be elected by the Board in accordance with the bylaws of the Company, as may be amended or restated from time to time (the "Bylaws") to serve until their successors are elected and may be removed by the Board at any time with or without cause. The Committee Chairperson shall be appointed and removed in accordance with the Bylaws. In the event that the removal or resignation of a Committee member, including the Committee Chairperson, or any other occurrence which renders a director unable to discharge his or her duties with respect to the Committee, causes the number of directors then serving on the Committee to be fewer than two, the Board shall promptly designate a successor in

accordance with the Bylaws.

2.3. Subcommittees. The Committee may form and delegate authority to subcommittees, each consisting of one or more of its members, with such powers as the Committee shall from time to time confer. Each subcommittee shall report any material updates from its meetings to the Committee.

Section 3. DUTIES AND RESPONSIBILITIES

The following are the duties and responsibilities of the Committee (in addition to any others that the Board may from time to time delegate to the Committee):

3.1. Director Nominees. Except where the Company is legally required by contract, bylaw or otherwise to provide third parties with the right to nominate directors, the Committee shall be responsible for identifying and reviewing individuals qualified to become Board members, consistent with criteria approved by the Board, and recommending nominees to the Board for election as directors. The Committee shall set a process for identifying and evaluating nominees, develop a profile of various attributes that a potential member of the Board should possess in order to contribute effectively to the Board and determine and periodically review and recommend to the Board the criteria for Board membership. In fulfilling its responsibility to recommend director nominees, the Committee shall have the authority to retain a director search firm, including authority to approve the search firm's fees and other retention terms. Consistent with applicable law and the exercise of its fiduciary duties, the Committee will seek to include candidates with a variety of talents, skills, expertise and experience in the pool of candidates from which it recommends director nominees. If the Committee engages a director search firm to assist it in identifying director nominees, it will advise that candidates meeting the established criteria for Board membership should be identified in the candidate pool.

3.2. Policy for Stockholder Recommendations. The Committee has the authority to establish and maintain a policy under which the Company's stockholders may recommend a candidate to the Committee for consideration for nomination as a director.

3.3. Committees' Structure, Nominees, Term and Evaluation. The Committee shall periodically review and, if desirable, recommend to the Board changes in the number, responsibilities, operations, size and membership of the Board committees, and recommend that the Board establish any special committees as necessary to properly address ethical, legal or other matters that may arise from time to time. The Committee shall recommend to the Board qualified directors to serve as committee members on the various Board committees. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill committee vacancies as needed. The Committee shall make recommendations regarding the term of committee members and the committee chairpersons. The Committee shall recommend criteria for assessment of the performance of each Board committee other than the Committee and shall annually review the self-assessments of each Board committee other than the Committee. The annual performance assessment process for the Committee is set forth in Section 3.10 hereto. From time to time, the Committee shall oversee and review third party assessments of the performance of each Board committee, including the Committee.

3.4. Board Composition and Evaluation. The Committee shall recommend criteria for assessment of the performance of the Board as a whole and of individual directors. Based on these criteria, the Board shall conduct an annual self-assessment of its performance, which self-assessment shall be reviewed by the Committee. In addition, the Committee shall annually review and evaluate the operations, size and composition of the Board. From time to time, the Committee shall oversee and review third party assessments of the performance of the Board as a whole and each director.

3.5. Director Assessments Under Corporate Governance Guidelines. The Committee Chairperson, acting together with the Chief Executive Officer (the "CEO") and the Chairperson of the Board, shall review and assess (a) any director's offer to tender his or her resignation upon a change in job responsibilities in accordance with the Company's Corporate Governance Guidelines, and (b) any director's notification of an invitation to join a new board or other association in accordance with the Company's Corporate Governance Guidelines, in each case ((a) and (b)) to determine whether this change in circumstances impacts the director's independence, represents a conflict of interest or otherwise inhibits the director's ability to serve the best interests of the Company and its stockholders. As set forth in the Company's Corporate Governance Guidelines, in the case of a disagreement with respect to any assessment described in (a) or (b) of the prior sentence, the Committee shall make a final determination. In addition, if, in accordance with the Company's Corporate Governance Guidelines, the Committee Chairperson, the CEO and the Chairperson of the Board determine to refer a change in a director's job responsibilities referenced in (a) of the first sentence of this Section 3.5 to the Committee, the Committee will determine whether to accept the offer made by the director in question to tender his or her resignation.

3.6. Fill Board and Committee Vacancies. The Committee shall propose to the Board director candidates to fill vacancies on the Board or on Board committees in the event of a director's resignation, death or retirement, a change in Board or committee composition requirements, or the expansion of the Board or committee.

3.7. Stockholder Proposals. The Committee shall evaluate and make recommendations to the Board regarding stockholder proposals submitted to the Company for inclusion in the Company's proxy statement.

3.8. Director Education. The Committee shall oversee the Company's programs for the orientation and continuing education of directors.

3.9. Corporate Governance Guidelines. The Committee shall periodically assess and review the Company's Corporate Governance Guidelines and recommend any changes deemed appropriate to the Board for its consideration.

3.10. Annual Committee Self-Evaluation. The Committee shall conduct an annual performance assessment relative to the Committee's purpose, duties and responsibilities outlined herein, report to the Board on the results of such evaluation and make any appropriate recommendations to further enhance the Committee's performance. The Committee's performance evaluation shall be conducted in such manner as the Committee deems appropriate.

3.11. Annual Charter Review. The Committee shall review and assess the adequacy of this

Charter periodically, and at least annually, and recommend to the Board any necessary amendments. Any changes to this Charter must be approved by the Board and communicated in writing.

3.12. Reporting to the Board. The Committee Chairperson shall regularly, and whenever so requested by the Board, report all material activities of the Committee to the Board, with recommendations to the Board as the Committee deems appropriate.

3.13. Corporate Responsibility and Sustainability. The Committee shall periodically review and discuss with management the Company's corporate responsibility and sustainability efforts..

3.14. Generally. The Committee shall perform such other duties as may be required by law or requested by the Board or deemed appropriate by the Committee, including reviewing any corporate governance issues brought to the Committee's attention. The Committee shall discharge its responsibilities, and shall assess the information provided to the Committee, in accordance with its business judgment.

Section 4. PROCEDURES AND ADMINISTRATION

4.1. Meetings. The Committee shall hold regularly scheduled meetings and such special meetings as circumstances dictate. To the extent practicable, such meetings shall be held in conjunction with the regularly scheduled Board meetings. Committee meetings may be held in person or by virtual communications that enable all participants to hear each other throughout such meeting. The Committee shall fix its own rules of procedure. The Committee shall have the opportunity at each meeting to meet in executive session without the presence of management.

4.2. Notice. The Committee Chairperson may call a meeting of the Committee upon due notice to each other member at least twenty-four hours prior to the meeting (provided that participation in any meeting shall be deemed to constitute waiver of any deficiency in such notice).

4.3. Action. A majority of regular members then serving on the Committee shall constitute a quorum. Action may be taken by the Committee (or any subcommittee of the Committee) upon the affirmative vote of a majority of the members of the Committee (or subcommittee) present, provided a quorum is present at the time such action is taken. Action may be taken by the Committee (or any subcommittee of the Committee) without a meeting if all of the members of the Committee (or subcommittee) indicate their approval thereof in writing.

4.4. Agendas. The Committee meeting agendas shall be the responsibility of the Committee Chairperson with input from the Committee members and other members of the Board, with additional input from members of senior management and outside advisors to the extent deemed appropriate by the Committee Chairperson.

4.5. Recording Meetings. The Committee shall keep written minutes of its meetings.

4.6. Outside Advisors. The Committee is authorized, in its sole discretion, at the Company's expense and without further action by the Board, to engage and terminate such

independent legal, director search or other advisors as it deems necessary or appropriate to carry out its responsibilities.

4.7. Expenses. The Committee is empowered, without further action by the Board, to cause the Company to pay the ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Committee shall have the sole authority to approve fees, costs and other terms of engagement of outside resources, including outside advisors.

4.8. Access to Information. The Committee shall communicate to the CEO or his or her designee the expectations of the Committee, and the nature, timing and extent of any specific information or other supporting materials requested by the Committee for its meetings and deliberations. The Committee shall be authorized to request members of senior management and other advisors to participate in Committee meetings.

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