ESG Report 2022

Environmental | Social | Governance

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About Aurinia

Strategically Achieving Commercial Success and Preparing for the Future

Aurinia is a fully integrated biopharmaceutical company focused on delivering therapies to treat targeted patient populations with a high unmet medical need that are impacted by autoimmune, kidney, and rare diseases.

In January 2021, we introduced LUPKYNIS® (voclosporin), the first and only U.S. Food and Drug Administration (FDA) approved oral therapy for the treatment of patients with active lupus nephritis (LN). We continue to conduct pre-clinical, clinical, and regulatory activities to support the voclosporin development program as well as our other assets, AUR200 and AUR300.

We have a history of innovation that is continuously evolving. Our groundbreaking research for kidney health has been made a reality by our talented, experienced team at all business levels. By following our mission to transform people's lives by changing the trajectory of autoimmune, kidney, and rare diseases, we hope to continue to evolve with our fresh perspectives. A few of our recent highlights are shown in the table to the right:

First and Only FDA Approved Oral Treatment for LN

» **January 2021**
U.S. FDA approved LUPKYNIS (voclosporin) for adults with active LN

» **Sept 2022 (EU)**
Nov 2022 (UK)
approval of LUPKYNIS for LN in Europe and the UK

» **Pipeline**
AUR200 & AUR300

» **$134 million**
Net revenue in FY2022

» **316** team members dedicated to transforming people's lives

» **52% Women & 48% Men** in our workforce

» **Community Support Focused**

» **Business Continuity Plan for all key business processes**

» **Aurinia Alliance™ Education, tools, and resources**

» **Executive Risk assessment program**

» **Enhanced & cyber security policy**

» **LEED-certified buildings: Rockville –Silver**

Our Mission, Vision, and Values are Our North Star

Our Vision – enabling patients to live their fullest life – reflects the passion for excellence that we bring to our work to ensure equitable access to clinical trials and affordable medicines that can help patients thrive.

Our Mission – changing the trajectory of autoimmune, kidney and rare diseases – is not an easy one. Our strategy is to develop medicines that significantly enhance how patients manage their disease in context of their overall well-being.

Our Values – supporting our Vision and Mission and guiding how we work together are our Values. These behaviors are foundational to driving strategy achievement and building a leadership position in specialty pharmaceuticals for autoimmune, kidney and rare diseases.

Living Our Values

We *are a dedicated team of experts committed to changing the trajectory of autoimmune, kidney and rare diseases with unmet medical need. We are relentless in our pursuit to provide transformative medical treatments. We are resilient. We care for our patients and for each other.*

ACHIEVE TOGETHER

COLLABORATE

EXPLORE & BUILD

ACT RESPONSIBLY

Lupus is a Severe Autoimmune Disease with High Disease Burden

Elevated Risk of Kidney Failure, Cardiac Events, & Death

Systemic Lupus Erythematosus (SLE) affects an estimated 325k people in the U.S.

LN is a serious complication of SLE, occurring when the immune system attacks the kidneys

Inflammation leads to blood and protein in the urine, impaired kidney function, or even kidney failure

Straightforward disease outcomes: an early response, which can be assessed by measuring proteinuria, which correlates with long-term outcomes

Disproportionately affects people of color and is more likely to affect females

LN is a Serious Manifestation of Lupus

About 50% of people with lupus will go on to develop LN

About ONE-THIRD have LN as DIAGNOSIS

There is a HIGHER PREVALENCE of LN among RACIAL/ETHNIC groups. Compared to non-Hispanic White individuals, the prevalence of LN is roughly:

4x HIGHER in African American and Asian individuals

2x HIGHER in Hispanic and Native American individuals

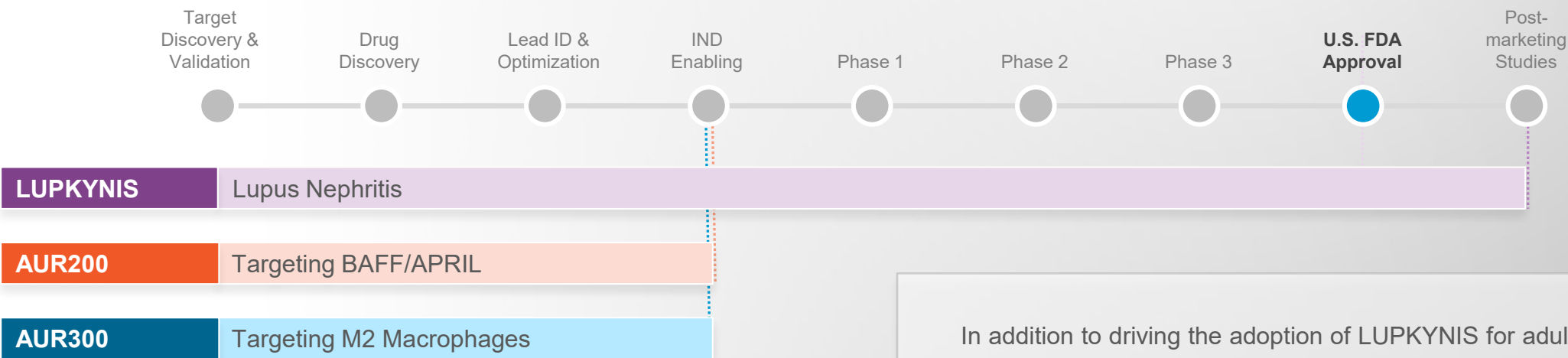# Our Commercial Strategy has led to the success of LUPKYNIS

Through scientific and clinical excellence, deep engagement with patient communities, and commercial expertise, we are building a highly-skilled leadership team in specialty pharmaceuticals for autoimmune, kidney and rare diseases.

This team aims to deliver long-term value to patients and the healthcare system, while furthering execution by driving LUPKYNIS sales, developing our existing business pipeline, and investing into our commercial strategy through business innovation. We continue to conduct pre-clinical, clinical, and regulatory activities to support the voclosporin development program as well as our other assets.

1 Create a sense of urgency to diagnose, manage and treat LN to guideline targets

2 Empower patients to take charge of their LN through education on the importance of early diagnosis, routine management, and treatment

3 Ensure meaningful differentiation of LUPKYNIS clinical profile

4 Drive trial and adoption of LUPKYNIS with high decile physicians across a broad range of appropriate patient types

5 Support patient persistency and adherence to therapy to improve long term renal outcomes

Today's Pipeline Will Deliver Tomorrow's Breakthrough Therapies

Aurinia is committed to delivering transformative therapies that address the unmet needs of patients living with autoimmune, kidney, and rare diseases today, and developing the breakthrough therapies of tomorrow. Our work is rooted in science and at the leading edge of approaches for the treatment of autoimmune, kidney, and rare diseases. We feel the urgency of finding treatments that enable patients to live their fullest lives and recognize the importance of pursuing research that reflects the diversity of the patients we seek to serve.

| Target Discovery & Validation | Drug Discovery | Lead ID & Optimization | IND Enabling | Phase 1 | Phase 2 | Phase 3 | U.S. FDA Approval | Post-marketing Studies |

LUPKYNIS	Lupus Nephritis
AUR200	Targeting BAFF/APRIL
AUR300	Targeting M2 Macrophages

In addition to driving the adoption of LUPKYNIS for adult patients with LN, we are also actively pursuing a broader portfolio of innovative drugs for autoimmune, kidney and rare diseases. In 2021, we announced the addition of two novel assets, AUR200 and AUR300, which are undergoing pre-clinical development and expect to submit an Investigational New Drug Application (IND) (or their equivalent) to the FDA for AUR200 in 2023, and for AUR300 in 2024.

Aurinia

Aurinia's Sustainability Approach and Commitments

A Holistic Approach to Sustainability

As part of our commitment to improving the lives of people with autoimmune, kidney and rare diseases, we have defined the following ESG priorities:

SOCIAL
› Labor Practices and Equal Pay
› Employee Wellbeing
› Talent Management and Retention
› Employee Health and Safety
› Employee Engagement, Diversity, Equity, and Inclusion (DEI)
› Customer Privacy and Data Security

GOVERNANCE
› Business Ethics
› Systemic Risk Management
› Responsible Supply Chain Management

ENVIRONMENT
› Emissions
› Energy Management

INDUSTRY-BASED TOPICS
› Product Quality and Patient Safety
› Access and Affordability
› Community Relations

We've created measurable goals to achieve our ESG Priorities

In line with our mission to enable patients to live their fullest lives, Aurinia believes that we must take a wholistic approach to address/improve our impact on the communities we serve. Therefore, we've established environmental, social, and governance (ESG) priorities. The Governance & Nomination Committee of our Board of Directors is responsible for ensuring the mentioned goals are pursued and are assessed periodically. These goals are then published via our ESG Report, which we intend to update on an annual basis, to illustrate the progress of our ESG goals.

ESG PRIORITIES	GOALS
E ENVIRONMENT	
• Energy & Emissions	• Promote reduction of emissions to reduce our carbon footprint and improve air quality
• Responsible Supply Chain Management	• Build and maintain a resilient and sustainable supply chain
• Talent Management and Retention	• Retain talents and promote professional development
S SOCIAL	
• Access and Affordability / Community Relations	• Transform people's lives by addressing critical health needs in autoimmune, kidney and rare diseases
• Product Quality and Patient Safety	• Deliver high quality products and strong patient safety
• Labor Practices and Equal Pay	• Respect and protect our people
• Employee Engagement, DEI	• Retain talents and promote professional development • Promote diversity and inclusion within the workforce
• Employee Wellbeing	• Promote employees' health and wellbeing
• Customer Privacy and Data Security	• Promote continuous improvement of information technology systems and management data protection
• Employee Health and Safety	• Ensure high quality of health and safety standards
G GOVERNANCE	
• Business Ethics	• Outline expectations for business conduct and emphasize the importance of ethical behavior • Enhance ESG leadership
• Systemic Risk Management	• Ensure continuous monitoring and risk management improvement

The Importance of Our Stakeholders

Stakeholder Engagement

We are committed to improving awareness and driving a sense of urgency to improve care for LN patients across all stakeholder groups. Our internal and external stakeholders include our employees, suppliers & key partners, public and non-profit organizations (NPOs), our communities, and our patients.

Through unique and powerful activation campaigns, our Aurinia Alliance program provides 1:1 educational and financial support for our patients.

Social

Prioritizing Patients

We are focused on several key areas:

Access

Education

Advocacy

Science

Safety

Through our various educational and disease management programs, we hope to empower patients to take charge of their LN through early diagnosis, routine management, and treatment.

Ensuring Patient Access Through Aurinia Alliance

To address obstacles related to timely treatment, Field Access Navigators are local specialists that address regional, patient-specific access issues who facilitate communication between Aurinia Alliance and doctors' offices. The Aurinia Alliance program is consistently updated and maintained.

As part of our continuous improvement efforts, we invest heavily in resources, processes, and infrastructure aimed at optimizing access to LUPKYNIS and increasing patient affordability. Our Government Affairs and Advocacy teams work to promote legislative and regulatory policy changes that improve access and affordability for patients.

The Aurinia Alliance program strives to give people who live with LN and their care partners personalized support through education, tools, and resources. Patients can enroll either via the Aurinia Alliance website, by giving us a call, or through the mail. The moment our patients are enrolled in Aurinia Alliance, they will be connected to a dedicated Nurse Case Manager, who supports the patient during treatment. The Nurse Case Manager can help the patient stay organized, informed, and on track.

Educational Resources

Finding reliable information about LN can be difficult. Our goal is to empower people living with LN through education so they can feel confident advocating for themselves.

Financial Assistance

Navigating a treatment plan for LN can come with concerns about whether you'll be able to afford Aurinia medication. Call us to find out what financial assistance options may be available to you.
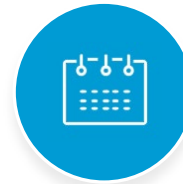
Aurinia Treatment Support

Living with a serious disease can sometimes feel like a lot to manage. We are here to help you stay organized, informed and on top of your Aurinia treatment schedule.

Education Programs

We are committed to collaborating with industry and patient advocacy groups to increase awareness, enable earlier diagnosis, advance the development of potential new therapies, and design initiatives that address the unique challenges of patient communities. Two of these key education programs include ALL IN for LN and Get Uncomfortable with LN.

ALL IN for LN seeks to connect the LN community and encourage people living with lupus to seek routine check-ups to catch the disease early, which may help prevent irreversible kidney damage and other serious complications. The program also offers free information and resources, in addition to an LN Awareness Kit. All IN for LN's Facebook community connects others across the world who are also affected by LN.

Get Uncomfortable with LN was launched in Q3 2022 and addresses the need for routine testing for LN and enables users to find a doctor through its search engine. By enacting patient education programs, we can encourage those at risk of developing LN to get periodically tested and empower those who are already diagnosed through resources and community.

Patient Website
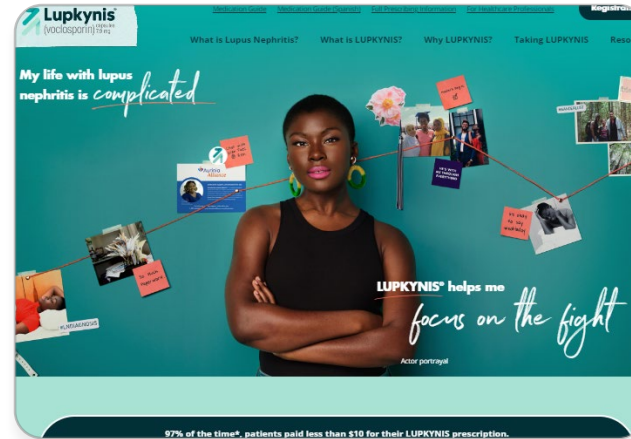
Social Media
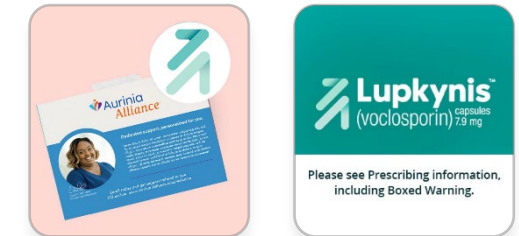
Geotargeted Display Ads
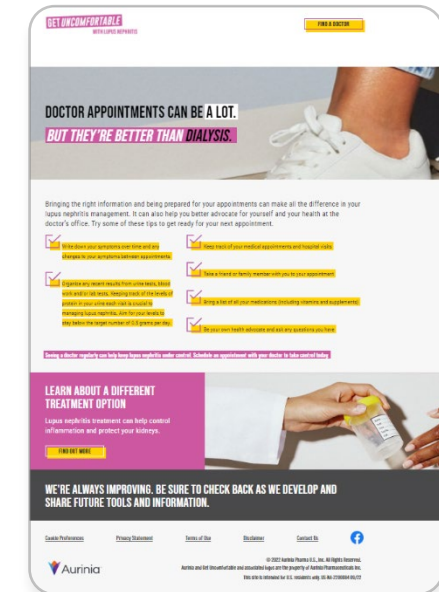
Get Uncomfortable Microsite

Developing Patient-Centered Initiatives through Advocacy and Education

We are committed to improving patient health outcomes through developing and implementing patient-centered initiatives. We seek to partner with all members of the lupus and LN communities to provide education and increase awareness about LN while also removing barriers associated with patient access to treatments and healthcare.

Through engagement with patients, healthcare providers (HCPs), and advocacy organizations, we deliver programs that empower patients to make informed decisions about their health. Our partnerships centralize around programs and campaigns that improve patient health outcomes through thoughtful approaches that target the individualized needs of those living with LN.

Throughout 2022, Aurinia collaborated with more than 50 advocacy organizations at both national and local levels who serve the lupus and LN communities. With our 28 patient disease state awareness (DSA) programs and 11 branded programs, we were able to reach 1,500+ and 1,490+ patients in 2022, respectively.

Providing Education & Resources

- Develop and disseminate resources that educate patients and/or HCPs about LN and/or LUPKYNIS
- Distribute newsletters/print publications that educate patients and/or HCPs about LN and/or LUPKYNIS
- Track the number of programs that educate patients and healthcare providers (HCPs) about LN and/or LUPKYNIS and number of awareness events annually

Encouraging Community Engagement

Elevate Awareness

- Creating and implementing social media campaigns that drive urgency to diagnose and treat LN
- Showcasing patient stories that highlight possible manifestations of LN and/or journeys through diagnosis and treatment of LN
- Participating in awareness month campaigns such as Kidney Awareness Month in March 2022 and Lupus Awareness Month in May 2022
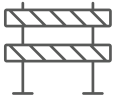
Address Access Barriers

- Socioeconomic Barriers
  - Implementing innovative programs such as patient navigation that addresses social determinants of health through an individualized approach
  - Designing surveys that drive thoughtful responses surrounding the unmet needs of the LN community
  - Developing and distributing our resources that address socioeconomic barriers (transportation, language barriers, technology, etc.)
- Legislative Barriers
- Supporting Legislative (federal and local) campaigns that address access hurdles for patients and providers

Community Support

Aurinia engages in charitable giving and volunteer programs for causes that are important to our community. We action community-focused programs and events that benefit those in need of our support. We listen to our employees and encourage them to bring forth worthy causes to advocate for. Through our efforts and donations, we have built meaningful relationships and strive to continue our engagement with our communities and increase our positive impact.

Transforming Science into Medicines

We are a science and innovation-driven company with the mission of changing the trajectory of autoimmune, kidney and rare diseases with the hopes of transforming our science into life changing medicines for patients. Innovation and advancing our pipeline are key strategic pillars (along with M&A) to create sustained advancement that benefits the health of all.

We evaluate our Research & Development (R&D) candidates to identify and address potential significant public health challenges and unmet medical needs of patients, including in resource-constrained settings. Our approach involves assessing the level of disease burden that exists, the availability of alternative medications and the appropriateness of our products to improve public health. Additionally, understanding where health system infrastructure and funding mechanisms are in place is an important component of enabling safe and effective usage, which ultimately facilitates meaningful patient access. This process informs our product access solutions with the goal of making our products available to as many people as possible.

Our R&D priorities focus on addressing vital global health needs where we can have the greatest impact, now and in the future. We invest in R&D to address autoimmune, kidney and rare diseases that have a significant global public health burden and where emerging science suggests that opportunities to substantially reduce this burden through treatment exist.

Ongoing Research To Support Patients and Health Care Providers

Consistent with our approach of putting patients at the center of everything we do, we continue to further our research of LUPKYNIS for patients living with LN.

To track the impact of LUPKYNIS, we initiated ENLIGHT-LN®, a U.S-based prospective, observational registry designed to characterize the real-world effectiveness profile and utilization patterns of voclosporin in the U.S.

The registry supports the interests of patients, clinicians, regulatory bodies, payers and industries by obtaining longitudinal data on LUPKYNIS.

Enlight-LN REGISTRY

Registry of US Adult Patients Treated with Lupkynis™ (voclosporin) for Lupus Nephritis

Committing to Patient Safety

Patient Safety

At Aurinia, we are committed to serving and empowering patients. This includes collecting, assessing, and reporting all adverse events (AEs, or side effects), other safety findings, and product quality complaints (PQCs) associated with the use of our products. To enable Aurinia to provide up-to-date safety information on our products and ensure the quality of our medications, your support is vital, whether you are a patient, family member, or healthcare provider.

Through maintaining our Quality Management System (QMS) and having at least 95% of our employees complete quality and patient safety training, we hope to continue to deliver our long-term impact.

Since its launch, we have not had any product recalls for LUPKYNIS.

How to Report

All information that pertains to an AE, other safety findings, or a PQC must be directed to Aurinia.

Important Note: Patients should always inform their doctors and ask for medical advice about any safety concerns.

Please report these by one of the following methods:

» **Public Users**
  - Call the Aurinia Pharmaceuticals Call Center on 1-833-672-0028 to report AEs and PQCs.

» **Login Users**
  - *Note, this access is not available to the public, and only available to users/partners with a login (username and password).*
  - Alternatively, call the Aurinia Pharmaceuticals Call Center on 1-833-672-0028 to report AEs and PQCs.

AEs can also be reported to the FDA's Adverse Event Reporting System via the MedWatch Online Voluntary Reporting Form or by calling 1-800-332-1088.

Guided by Our Values

Guided by our values, we continue to carefully develop a culture of inclusivity and engagement to drive achievement.

We strive to create an empowered environment that:

- Values innovation, integrity, personal development
- Celebrates and rewards performance excellence
- Puts patient needs and caring for each other first

In 2022, our priority was to enhance our approach to talent management. We conducted a company-wide survey followed up with focus groups, which contained a limited number of cross-functional employees who interacted with the leadership team for the definition of our final values (see more on page 5).

As of December 31, 2022, we employed 316 employees: 264 employees in the United States, 47 employees in Canada, and 5 employees in the United Kingdom, all of whom are expected to live our vision, mission and values, and adhere to the company's Code of Ethics and Conduct.

Our Employees by Country
USA: 264
Canada: 47
UK: 5

There have not been significant fluctuations in the number of our employees between 2021 to 2022, as shown in tables 1 & 2 (see below). Notably, for all of our offices of operation, part-time employees are considered to be those that work less than 40 hours per week, but if they do work more than 30 hours per week, they qualify for the same benefits as full-time employees do.

The Compensation Committee of our Board of Directors has the primary responsibility for overseeing our human capital management activities, including assessing the effectiveness of employee programs and advising management on strategic goals and overall human resource strategies. Other committees may also have responsibilities that impact our human capital management.
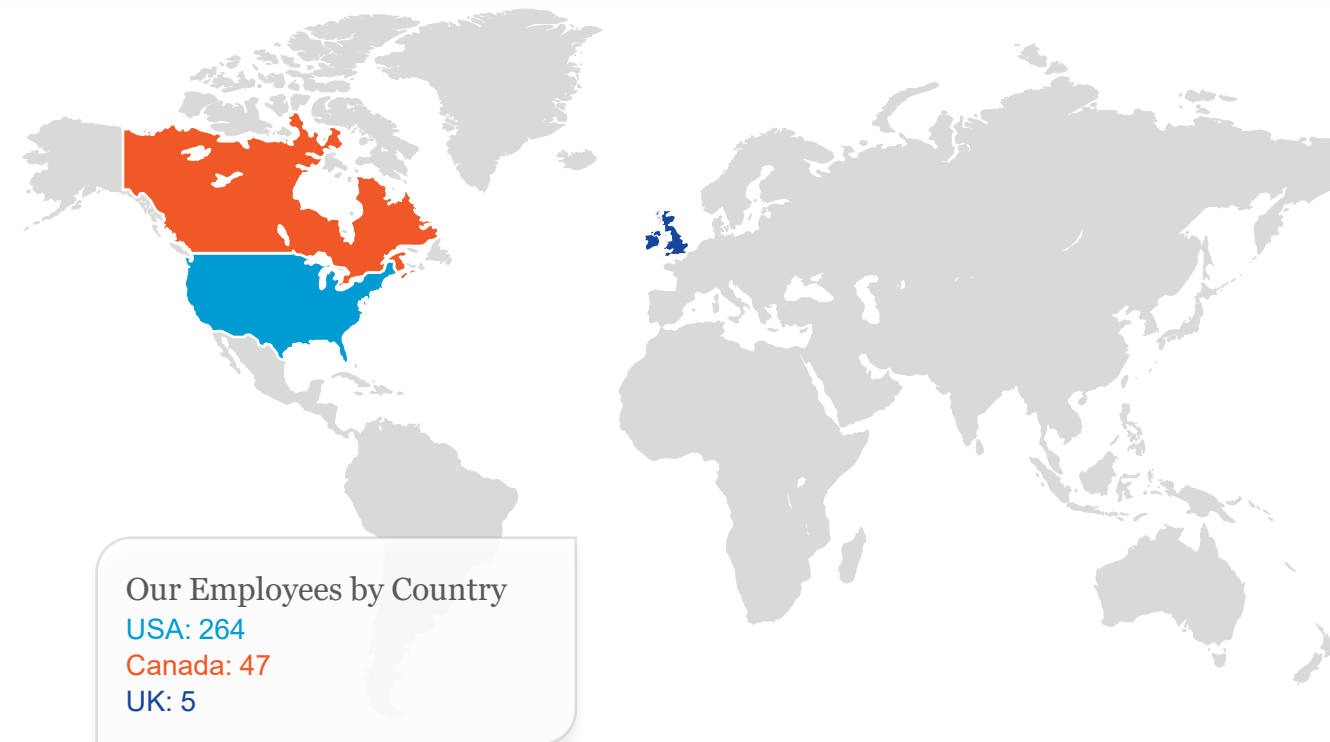
Growing our Team

Table 1: Number of employees by contract, employment type, gender and region (2021)

Contract and employment type	Unit	2021				
		Men	**Women**	USA	Canada	UK
Full-time (head count)	N	144	157	243	54	4
Part-time (head count)	N	0	1	0	0	1
Total	**N**	**144**	**158**	**243**	**54**	**5**

Table 2: Number of employees by contract, employment type, gender and region (2022)

Contract and employment type	Unit	2022				
		Men	**Women**	USA	Canada	UK
Full-time (head count)	N	152	163	263	47	4
Part-time (head count)	N	1	1	1	0	1
Total	**N**	**152**	**164**	**264**	**47**	**5**

Prioritizing Employees' Health and Safety

Employee Health and Wellbeing

Our employees' health, safety, and overall wellbeing is a top priority for us. We track this in a variety of ways, including providing all our employees access to healthcare benefits, measuring the number of employees participating in our health and wellness events, ensuring 100% of our employees are covered by an occupational health and safety management system, and minimizing work-related injuries.

We are committed to maintaining compliance with all legal and regulatory requirements in the countries we operate.

In FY2022, there has been one work-related injury and zero for FY2021. The incident during FY2022 was a slip & fall which resulted in an injured back.

Our Response to COVID-19

We are committed to providing safe and healthy working conditions and an atmosphere of open communication for all our employees. In response to the COVID-19 pandemic, we quickly implemented safety and health standards and protocols for our employees while continuing to offer a safe environment as an essential service to our customers. Under the current conditions, employees are empowered to work from both the office and at home. Our offices are equipped with personal protective equipment (PPE) (including access to COVID-19 test kits), other equipment, and enhanced cleaning supplies. When recommended by the Centers for Disease Control and Prevention (CDC) or mandated by local regulations, we required our employees to adhere to appropriate protocols for social distancing, limiting density, reporting and documenting exposures, and wearing masks at all times. We have followed the COVID-19 guidance provided by local medical authorities for each of our offices. We have also established periodic mental health sessions to help our employees during this unprecedented time to manage stress and anxiety.

Talent Management and Retention

We strive to engage and retain our employees throughout the employment life cycle. Within management, our Human Resources (HR) function has global responsibility for advising and assisting the overall business on human resource matters and executing our overall human capital management strategies. Effective performance management is key to goal attainment. All our employees are provided with routine performance feedback aligned with our pay for performance philosophy, which ties compensation to performance.

As part of our annual review of compensation, we include the most current industry market compensation data compiled by Radford to assess whether our employee pay is fair and competitive. We take proactive measures to ensure there are no pay gaps related to race, age, gender and ethnicity across the organization, functions, and levels. We offer a competitive benefit plan as part of our total rewards package. We have also established a parental leave program where our employees continue to accrue their annual performance bonus and continue to receive equity compensation while on leave.

- **89% of our employees were hired after LUPKYNIS FDA submission in late 2019 and FDA approval in 2021**
- **29% are Millennials (age range 27-41)**
- **48% of our employees are Generation X (age range 42-57)**
- **14% are Baby Boomers (age range 58-67)**

Table 3: New employee hires by age group, gender and region (2021)

Age	Unit	2021				
		Men	**Women**	USA	Canada	UK
< 30 years	N	2	0	1	1	0
	%	3%	0%	1.5%	1.5%	0%
Total < 30 years	**N**	**2**				
30 - 50 years	N	20	14	24	8	2
	%	30.3%	21.2%	36%	12%	3%
Total 30 - 50 years	**N**	**34**				
> 50 years	N	12	18	27	2	1
	%	18.2%	27.3%	41%	3%	1.5%
Total > 50 years	**N**	**30**				
Total new employee hires by gender & region	N	34	32	52	11	3
Total new employee hires	**N**	**66**				

Recruiting and Retaining Diverse Talent is Key to Advancing our Mission

Table 4: New employee hires by age group, gender and region (2022)

Age	Unit	2022				
		Men	**Women**	USA	Canada	UK
< 30 years	N	2	2	4	0	0
	%	2%	2%	5%	0%	0%
Total < 30 years	N	4				
30 - 50 years	N	25	26	50	1	0
	%	29%	31%	59%	1%	0%
Total 30 - 50 years	N	51				
> 50 years	N	14	16	27	3	0
	%	16%	19%	32%	4%	0%
Total > 50 years	N	30				
Total new employee hires by gender & region	N	41	44	81	4	0
Total new employee hires	N	85				

Table 5: Employee turnover by gender and region (2021)

Rate	Unit	2021				
		Men	Women	USA	Canada	UK
Rate of turnover	%	9%	11%	18%	2%	0%
Total turnover	%	20%				

Table 6: Employee turnover by gender and region (2022)

Rate	Unit	2022				
		Men	Women	USA	Canada	UK
Rate of turnover	%	13%	15%	24%	4%	0%
Total turnover	%	28%				

Developing Personal and Professional Skills and Capabilities

LinkedIn Learning Metrics

Developing employees' skills and capabilities aligned with the company's growth strategy ensures we have the right talent in the right places across the organization to be successful. LinkedIn Learning, a self-directed learning and development platform, was launched at the end of June 2022 for all employees. It provides more than 16,000 courses and other resources for employees to further develop skillsets that can enhance their performance and personal and professional value. We have created a list of curated LinkedIn Learning courses to promote visibility to those aligned with Aurinia's business needs, values and competencies.

Table 7: Average hours of training per employee by category and gender related to LinkedIn Learning (2022)

Employee Type	Unit	2022	
		Men	Women
Executives and Managers	h	38.6	67.7
Average training hours	h	1.0	1.4
Non-Managers	h	17.9	124.6
Average training hours	h	1.1	0.7
Total number of training hours	h	148.8	
Average training hours per employee	h	1.1	

Incorporating Core Competencies and Developmental Training

Developing Employee Competencies

Strategy achievement year over year is essential to building a sustainable company. Along with our Mission, Vision and Values, incorporating core competencies is essential for our success. We are using a well-researched model to select those employees that closely correlate to high performance and align with our values.

These competencies will be incorporated into our business practices, including talent development, talent acquisition, talent management and performance assessment. The first aspect of this includes talent development. A Development Workshop was piloted in Q4 2022 for Individual Contributors and Managers. A key element of the workshop included 'assessing' oneself against the competency model and utilizing this as a platform to hold a Development Discussion with managers and to create a Personal Development Plan. All employees have access to developmental tools and training, giving specific development ideas to help further each competency.

Regulatory and Compliance Training

We provide our employees with developmental training in accordance with their specific role and career path, paying considerable attention to any new upcoming regulations and procedures. Note that the training tables on the right do not include hours spent in regulatory and compliance trainings for all employees. Additional periodic sessions on compliance-related topics and specific training modules were conducted for employees as necessary.

Table 8: Average hours of developmental training per employee by category and by gender (2021)

Employee Type	Unit	2021	
		Men	Women
Executives and Managers	h	69.5	108.5
Average training hours	h	1	1.2
Non-Managers	h	41	85.5
Average training hours	h	0.9	1
Total number of training hours	h	**304.5**	
Average training hours per employee	h	**0.96**	

Table 9: Average hours of developmental training per employee by category and by gender (2022)

Employee Type	Unit	2022	
		Men	Women
Executives and Managers	h	76.1	72
Average training hours	h	1.4	1.4
Non-Managers	h	118.6	161.2
Average training hours	h	1.7	1.6
Total number of training hours	h	**427.8**	
Average training hours per employee	h	**1.5**	

Aurinia™

Encouraging Diverse Thinking and Ideas

Diversity, Equity, and Inclusion (DEI)

We strive to create an environment that accelerates diverse thinking and ideas into scientific breakthroughs and building a sustainable company. We value every voice and respect every perspective as we unravel the challenges inherent in developing groundbreaking therapies for patients from diverse cultures and geographies. We are committed to cultivating a highly engaged workforce by continually incorporating authentic diversity, equity, equality, and inclusion efforts into our behaviors and culture to create an organization rich with ideas, perspectives, and experiences.

Our Diversity Policy promotes cultural diversity and respects people irrespective of age, race, color, gender, sexual preference, nationality, or physical ability. This policy is a living document that is maintained and reviewed at least annually.

Our DEI journey is led by four primary drivers:

- People
- Culture
- Capabilities and Governance
- Market

For each of these pillars, we have developed a detailed plan and actions to achieve our goals.

DEI in Action

- Parental Leave Policy
- Diversity Candidate Slates
- Culture Creation
- Advocacy Wins
- Social Media Profiling
- Pay Advancement
- Government Affairs Engagement
- Board Diversity
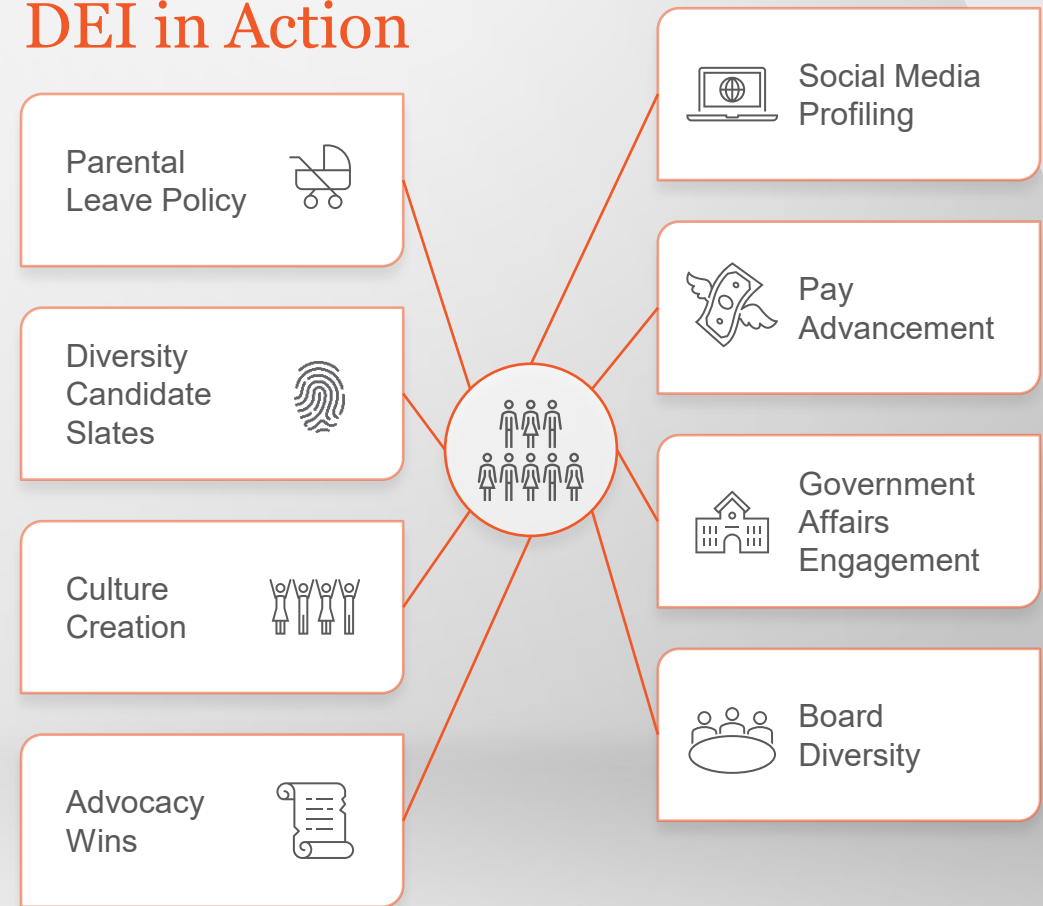
Comparing Compensation

Table 10: Ratio of basic salary and remuneration of women to men (2021)[1]

2021								
Totals								
Category	**Count[2]**		**Salary**			**Remuneration**		
	Men	**Women**	**Men**	**Women**	**Ratio**	**Men**	**Women**	**Ratio**
Executives	8	0	$3,573,502.84	N/A	N/A	$20,809,540.91	N/A	N/A
Managers	90	104	$15,155,031.67	$16,727,975.39	110%	$25,742,238.54	$28,258,024.15	110%
Non-Managers	73	82	$9,297,032.01	$8,750,893.93	94%	$11,523,711.51	$11,151,763.81	97%
Averages								
Category	**Count**		**Average Salary**			**Average Remuneration**		
	Men	**Women**	**Men**	**Women**	**Ratio**	**Men**	**Women**	**Ratio**
Executives	8	0	$446,687.855	N/A	N/A	$2,601,192.61	N/A	N/A
Managers	90	104	$168,389.24	$160,845.92	96%	$286,024.87	$271,711.77	95%
Non-Managers	73	82	$127,356.60	$106,718.22	84%	$157,859.06	$135,997.12	86%

[1]Tables 10 and 11 show the ratio of basic salary and remuneration of women to men; remuneration includes additional benefits and equity expenses, plus salary. This percentage is the figures for women divided by the figures for men. This allows us to gauge how our employees are being compensated by gender.
[2]The "Count" columns are inclusive of all employees paid during each calendar year and is not based on a year-end headcount.

Comparing Compensation

Table 11: Ratio of basic salary and remuneration of women to men (2022)[1]

2022								
Totals								
Category	**Count[2]**		**Salary**			**Remuneration**		
	Men	**Women**	**Men**	**Women**	**Ratio**	**Men**	**Women**	**Ratio**
Executives	10	0	$4,423,942.32	N/A	N/A	$19,810,584.05	N/A	N/A
Managers	108	134	$18,479,967.00	$19,657,807.75	106%	$30,625,184.14	$33,265,624.63	109%
Non-Managers	73	75	$9,095,884.50	$7,617,110.29	84%	$11,519,618.50	$9,919,009.03	86%
Averages								
Category	**Count**		**Average Salary**			**Average Remuneration**		
	Men	**Women**	**Men**	**Women**	**Ratio**	**Men**	**Women**	**Ratio**
Executives	10	0	$442,394.23	N/A	**N/A**	$1,981,058.40	N/A	N/A
Managers	108	134	$171,110.80	$146,700.06	**86%**	$283,566.52	$248,250.93	88%
Non-Managers	73	75	$124,601.16	$101,561.47	**82%**	$157,802.99	$132,253.45	84%

[1]Tables 10 and 11 show the ratio of basic salary and remuneration of women to men; remuneration includes additional benefits and equity expenses, plus salary. This percentage is the figures for women divided by the figures for men. This allows us to gauge how our employees are being compensated by gender.
[2]The "Count" columns are inclusive of all employees paid during each calendar year and is not based on a year-end headcount.

Governance

Maintaining the Commitment to Best Practices

We understand that adhering to established best practices of corporate governance is critical to earning and maintaining the trust of our shareholders, customers, employees, and other stakeholders, and is essential to building long-term value. Our Governance and Nomination Committee is responsible for developing our approach to environmental, social, and governance issues and implementing high standards of corporate governance practices. Our CEO and CFO are also responsible for leading and managing our approach to corporate social responsibility.

An effective control system enables companies to pursue their objectives consistently through informed decisions. As part of our commitment, we established a consistent monitoring and control system across operations. This includes internal controls over financial reporting, Good Manufacturing Practices (GMP), quality control and assurance within our supply chain, accuracy of government reporting and routine internal audits over key functions of our business.

ESG area	Sustainability Topic	Policies and Procedures
Environment	• Emissions • Energy management	• LEED (Leadership in Energy and Environmental Design) Building certificates
Social	• Labor Practices and Equal Pay • Employee Wellbeing • Talent Management and Retention • Employee Health & Safety • Employee Engagement, DEI • Customer Privacy and Data Security	• Code of Ethics • Diversity Policy • Corporate Performance System • Information Security Policy • Acceptable Use Policy • Data Protection and Classification Policy • Data Privacy Policy • Quality Management System
Governance	• Business Ethics • Systemic Risk Management • Responsible Supply Chain Management	• Business Continuity Program • Health and Wellness program • Whistleblower Policy • Code of Ethics • Bullying and Harassment Policy • Financial Reporting Controls • Fraud Policy • Corporate Disclosure Policy

Enforcing our Corporate Code of Ethics and Conduct

The foundation of our corporate governance principles and practices are built on our reputation for openness, integrity, and accountability. It is these principles that guide us every day.

We have adopted a Corporate Code of Ethics and Conduct, (Code of Conduct) applicable to all of our employees, executive officers and directors. The Code of Conduct is also available on our website.

Each of our employees is expected to be familiar with and at least 95% must acknowledge their understanding of our code of conduct annually. In FY2022, 98% of our employees completed the Corporate Code of Ethics and Conduct training. Additionally, every employee must complete healthcare compliance training on an annual basis. 95% of our commercial field personnel and home personnel must be trained on healthcare compliance annually; in FY2022, 97% of our employees completed module one of healthcare compliance, while 96% completed module two of this training.

Compliance Training Completion Rates for FY2022

- **Code of Conduct – 98%**

- **Healthcare Compliance (Module 1) – 97% (Module 2) – 96%**

- **Data Privacy – 100%**

Audit Committee

The Audit Committee of our Board of Directors is responsible for monitoring the implementation of the Code of Conduct and must approve any material changes to or waivers of the Code of Conduct regarding our directors or executive officers, and disclosures made in our annual report in such regard. In addition, we intend to post on our website all disclosures that are required by law or the listing standards of the applicable stock exchange concerning any amendments to, or waivers from, any provision of the Code of Conduct. There have been no waivers from the Code of Conduct sought or granted.

The Code of Conduct is part of our commitment to adhere to the highest levels of ethical, compliance and legal standards. Detailed information on other aspects of our corporate governance policies and programs, which include our Fraud Policy, are available on our website. In addition to these corporate governance policies, we also maintain written policies and procedures that are established to ensure all of our interactions with health care practitioners are ethical and in line with ever evolving laws and guidance in each of the jurisdictions in which we operate. Each of these are reviewed on a regular basis to ensure they are up to date, and all applicable members of our team are trained on them.

Fostering a Culture of Openness, Integrity, and Accountability

To help foster a culture of openness, integrity, and accountability, we have a Board of Directors that is comprised of accomplished leaders from various backgrounds and a breadth of experience in scientific and corporate matters. They set our goals and make determinations on material business initiatives and decisions, as well as set the direction for our business.

Governance and Nomination Committee

Our Governance & Nomination Committee of our Board of Directors is responsible for monitoring ESG matters, as laid out in our Corporate Governance Charter. The Committee will develop and monitor our approach to ESG issues and, subject to approval by the Board, to implement and administer a system of corporate governance which reflects best practices in corporate governance.

This Committee reports annually to our shareholders through our annual proxy and management information circular to shareholders. These reports are made in accordance with applicable securities laws, on our system of corporate governance, and the operation of its system of governance. Though our employees have not formally been delegated responsibility for management of sustainability-related topics or impact management in our corporate governance, each employee has a role in advancing ESG within Aurinia.

Independence of the Board of Directors

Our Board has determined that all our directors, except Peter Greenleaf, are independent directors, as defined under applicable Nasdaq rules. In making such a determination, our Board considered the relationships that each such non-employee director has with our company and all other facts and circumstances that our Board deemed relevant in determining his or her independence, including the beneficial ownership of our capital stock by each non-employee director. Peter is considered to have a material relationship with Aurinia by virtue of being the President and CEO.

Pursuant to applicable Canadian securities laws, our Board has determined that all our directors, except Peter Greenleaf and Dr. Daniel Billen, are independent directors. Dr. Daniel Billen is not considered independent under applicable Canadian securities laws due to payments made to him as a consultant in prior years.

Also, there are no family relationships among any of our directors or executive officers. We disclose detailed information in our US Securities and Exchange Commission (SEC) filings available on our corporate website. In addition, to avoid potential conflicts of interest, Dr. George Milne, Director and Chairman of the Board, is not an executive.

Following the Diversity Policy

Board Diversity

We have adopted a written Diversity Policy, which focuses on the identification and nomination of directors and executive officers requires that the Board of Directors consider diversity on the Board from several aspects, including but not limited to gender, age, ethnicity and cultural diversity. In addition, when assessing and identifying potential new members to join the Board of Directors or our executive team, the Board shall consider the current level of diversity on the Board and the executive team. The Board has followed our Diversity Policy in considering potential candidates for election and appointment of members of the Board and the executive team.

The Governance & Nomination Committee of the Board of Directors regularly considers our Diversity Policy and our diversity needs, and reports to the Board as needed on our advancements related to this policy. In connection with such reviews, the Governance & Nomination Committee will consider the effectiveness of our approach to diversity and will recommend to the Board any changes that it considers appropriate. The Board continues to seek more diversity on the Board and in senior executive positions.

The table on the right sets out voluntarily disclosed information regarding certain diversity elements for our Board of Directors.

Table 12: Diversity of Our Board of Directors

Country of Principal Executive Office	Canada		
Foreign Private Issuer	No		
Disclosure Prohibited under Home Country Law	No		
Total Number of Directors	8		
Part I: Gender Identity			
Gender	Female		Male
Directors	2		6
Part II: Age Group			
Age	< 30	30-50	> 50
Directors	0	3	5
Part III: Demographic Background			
Underrepresented in Home Country Jurisdiction	0		
LGBTQ+	0		
Did Not Disclose Demographic Background	1		

Evaluating Corporate Risks

As a pharmaceutical company whose main priority is helping patients, we have a proactive approach to addressing risk, helping to safeguard the long-term sustainability of our business.

We follow all applicable regulations and laws according to the industry in which we work, and the jurisdictions in which we operate. This extends to our corporate risk management approach. Our evaluation of corporate risks ensures that we meet our strategic objectives while ensuring a responsible management of our business.

Annually, our executive team members, Board of Directors, and members of primary departments identify risks, their severity, and their likelihood, in addition to key mitigation strategies. With reference to cybersecurity, we are committed to protecting our information technology systems and have adopted a robust plan and an Information Security Policy approved in 2021. We maintain an appropriate level of cybersecurity and ransomware insurance that is reviewed and renewed annually.

Business Continuity Program

Aurinia annually conducts a business continuity exercise, with our team members from various departments. The purpose of this exercise is to invest in our long-term feasibility and identify risk areas we can address.

We conducted our 2022 business continuity exercise in July 2022. During our exercise with these team members, we identified:

- Critical processes in place
- Risk Mitigation actions (including specific business continuity plans)

After interviews with representatives of the primary departments were conducted, workshops were held altogether where we identified potential risks, internal and external dependencies, applications, and recovery strategies.

During the process, we identified risks related to the following matters:

- Commercialization
- Patents and proprietary technology
- Financial position and need for additional capital
- Drug development and regulatory approval
- Reliance on third parties and partners
- Government regulation
- Human capital, IT, and growth management
- Industry
- Common shares
- The COVID-19 pandemic

Please read the section risk factors in our most recently filed annual report on Form 10-K, filed in February 2023, for further information and detail regarding the risks we have identified associated with our business.

By identifying these risks in our Business Continuity Program, we hope to continue to fulfill our purpose as a company by continuing to deliver pharmaceuticals that improve our patients' lives.

Following the Information Security Policy

The Information Security Policy, in line with best practices such as GDPR (EU General Data Protection Regulation), manages and executes the information security framework for preserving the confidentiality, integrity, availability, and privacy of our information assets. Routine information security training and updates are rolled out to the employee population and metrics are tracked to ensure we have a strong security posture. To uphold this, we aim to have at least 95% of employees trained on data security and acknowledge our privacy policy annually. In FY 2022, our employees totaled 1,581 hours of cybersecurity training. For data privacy, 100% of our employees completed this training. An information security update is provided quarterly to the Audit Committee, with a detailed review provided at least annually.

Duties and Responsibilities of the Board and Executives in Sustainability Reporting

According to our Corporate Governance Charter, the duties and responsibilities of the Governance & Nomination Committee of our Board of Directors include the following key responsibilities:

Firstly, to develop and monitor our overall approach to environmental, social and corporate governance issues and, subject to approval by the Board, to implement and administer a system of corporate governance which reflects best practices.

Secondly, to report annually to our shareholders, through our annual proxy and management information circular to shareholders in accordance with applicable securities laws, on our system of corporate governance and the operation of its system of governance.

Thirdly, to analyze and report to the Board the relationship of each director to Aurinia and significant shareholders as to whether such a director is an independent director.

Finally, to advise the Board or any of the committees of the Board of any corporate governance issues which the Governance & Nomination Committee determines ought to be considered by the Board or any such committee. And to review with the Board, as required, but not less than annually, the role of the Board, the terms of reference of each of the committees of the Board and the methods and processes by which the Board fulfills its duties and responsibilities. Please view our Corporate Governance Charter for further information.

Overseeing our Risk Management Process

Role of the Board in Risk Oversight

One of the key functions of our Board is informed oversight of our risk management process. Our Board does not have a standing risk management committee, but rather administers this oversight function directly through the Board of Directors as a whole, as well as through various standing committees of our Board that address risks inherent in their respective areas of oversight. Our Audit Committee of the Board is responsible for overseeing the management of risks associated with our financial reporting, accounting, and auditing matters, as well as business-related risks (such as leadership, continuity, health and safety of employees, and matters relating to our clinical trials), reviewing as required our processes around the management and monitoring of such risks, as well as conducting a risk assessment review.

Our Audit Committee also receives regular reports in respect to our cyber security awareness and processes. Both the Board as a whole and the various standing committees receive periodic reports from the standing committees, as well as incidental reports as matters may arise. It is the responsibility of the committee chairs to report findings regarding material risk exposures to the Board as quickly as possible.

Environment

![Aurinia logo]

Doing our Part to Help the Environment

We seek to improve the health and sustainability of our planet, as the wellbeing of our planet directly impacts the health of humanity. We recognize that energy, water, materials use, greenhouse gas emissions, material and hazardous waste, and transportation are among the largest contributors to our environmental footprint. Many of our impacts on the planet are indirect – for instance, we do not manufacture the drug product, the capsules, or the packaging for LUPKYNIS ourselves, but instead do so through our manufacturing partners located across the globe. This contributes to our Scope 3 emissions as a result.

Similarly, we do not transport LUPKYNIS to specialty pharmacies or specialty distributors directly, but instead do so through a third-party logistics firm. However, although our direct impact on the environment may be small, we take our direct and indirect role in environmental protection matters very seriously. As a first step to assess our impact, our facilities, manufacturing, supply chain and procurement teams began a process of collecting data across these areas. Our next steps will be to establish better tracking and measurement tools, refine strategies, and determine targets to drive our, and our partners' environmental performance. This process will enable us to increase our internal and external transparency and report progress against specific goals.
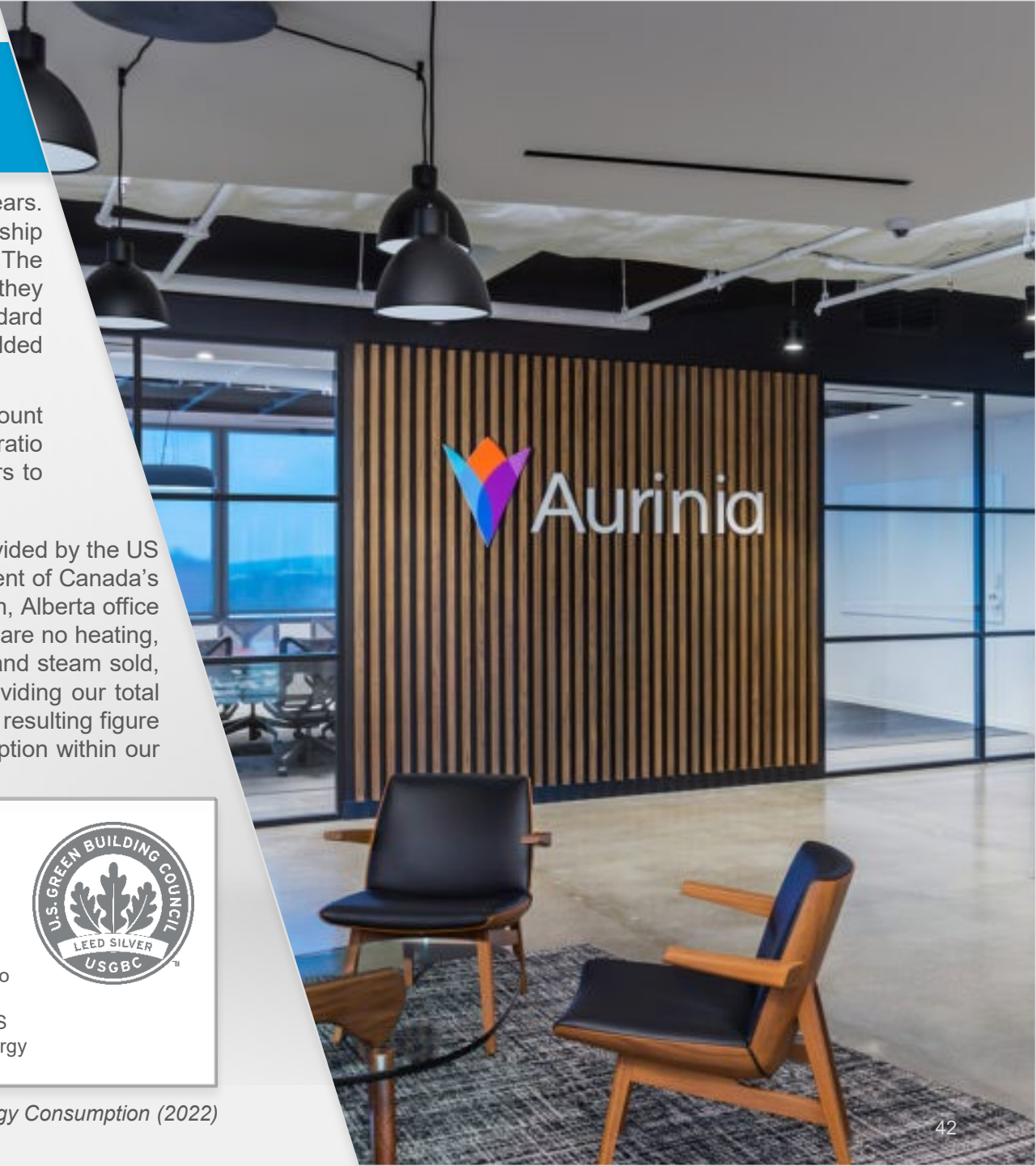
Managing our Energy Consumption

Our energy consumption is an ESG priority that we hope to improve upon in the coming years. Currently, Our Rockville, Maryland office is certified LEED Silver. LEED is short for **L**eadership in **E**nergy and **E**nvironmental **D**esign and is used to recognize sustainable architecture. The types of buildings that are LEED certified are designed with the environment in mind: they consume less resources, create less waste, and emit fewer emissions compared to standard buildings. In addition, LEED-certified buildings have higher indoor air quality and have the added benefit of reducing our energy costs.

Because all of our offices are leased buildings, we are not able to calculate the precise amount of electricity our leased space has used, in addition to the renewable/non-renewable energy ratio of this electricity. This is a metric that can be calculated by working with our building owners to provide us with specific energy usage for our leased offices.

The table below contains estimated energy usage based on the area method using data provided by the US Energy Information Administration for our Rockville, Maryland office, and from the Government of Canada's Comprehensive Energy Use Database for our Victoria office, British Columbia and Edmonton, Alberta office locations. Because our offices use heating and cooling systems that run on electricity, there are no heating, cooling, or steam consumption measures to report. Regarding electricity, heating, cooling, and steam sold, we do not sell any form of energy, therefore, this measurement is not applicable. When dividing our total energy consumption in kilowatt hours (kWh) by FY2022 revenue to find energy intensity, the resulting figure is $0.008/kWh. This figure includes all forms of energy, and only considers energy consumption within our organization.

2022				
Energy	**Electricity (kWh)**	**Heating**	**Cooling**	**Steam**
Rockville, MD (LEED Silver)	613,862	N/A	N/A	N/A
Victoria, BC	340,799	N/A	N/A	N/A
Edmonton, AB	96,881	N/A	N/A	N/A
Total	1,051,542	N/A	N/A	N/A

Rockville, MD (LEED Silver)

LEED certified buildings use about 25% less energy compared to normal buildings according to the US Department of Energy

Table 13: Energy Consumption (2022)

Following the Operational Control Approach for Emissions

Another ESG priority we have identified is our greenhouse gas (GHG) emissions. GHG emissions occur because of fuels being burned as a result of our operations. There are three scopes of emissions: scope 1, 2, and 3. Scope 1 includes emissions caused by owned assets, such as company vehicles, offices, and generators. Scope 2 covers emissions resulting from our purchased electricity. Because we lease all our corporate offices, the electricity purchased for these offices falls into Scope 2 emissions. Scope 3 involves activities outside of our control, such as downstream and upstream activities. As this is our first year of reporting GHG emissions, we have focused on measuring our Scope 1 and 2 footprint. The base year for our GHG emissions calculation is FY2022, and we follow the operational control approach for emissions, which includes only emissions sources that we have full control over. The GHG Protocol has been applied for the calculation of our GHG emissions.

Three Scopes Of Emissions:

Scope 1
Owned Assets

Scope 2
Purchased Electricity

Scope 3
Upstream and Downstream

Limiting Emissions Caused by Owned Assets

Scope 1
Owned Assets

Scope 1 emissions are calculated by taking the emissions caused by owned assets and multiplying this figure with an emissions factor.

Because Aurinia does not have any owned assets that cause GHG emissions, there are no Scope 1 emissions to disclose for FY2022. If assets that cause emissions are acquired, this will be disclosed in future reports.

Table 14: Scope 1 GHG Emissions (2022)

Emissions	
Scope	**Amount**
Scope 1	Emissions (mtCO$_2$e)
N/A	N/A

Limiting Emissions Caused by Purchased Electricity

Scope 2
Purchased Electricity

Scope 2 emissions that result from the generation of purchased electricity consumed by us are an additional priority. There are two allocation methods of calculating Scope 2 emissions: Market-based and Location-based. (See right)

Market-Based

The market-based method measures emissions based on the agreed energy mix between the energy provider and Aurinia. Because our building owners are unable to provide us with the breakdown of renewable to non-renewable energy provided by the energy company, we were not able to calculate market-based Scope 2 emissions for FY2022.

Location-Based

The location-based method uses the average emissions intensity of grids where the energy consumption occurs. To measure our Location-based Scope 2 emissions, because our building owners only provide a general utilities expenditure without a specific energy usage breakdown for our office spaces, we calculated our usage using the area method with data provided by the US Energy Information Administration for our Rockville, Maryland office, and from the Government of Canada's Comprehensive Energy Use Database for our offices in Canada. (See next page for more information on our calculation process)

Results

The data in the table on the right with our total emissions for FY2022 (table 15) has been presented in metric tons of carbon dioxide equivalents ($mtCO_2e$) for comparability purposes; the US EIA data and Government of Canada's data includes carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O), emissions adjusted using global warming potential values from the fourth Intergovernmental Panel on Climate Change (IPCC) assessment. Including CO2 equivalents ensures that all emissions are accounted for.

Table 15: Scope 2 GHG Emissions (2022)

Emissions	
Scope	**Amount**
Scope 2 (Location-based)	Emissions ($mtCO_2e$)
Rockville, Maryland	134.74
Victoria, BC, Canada	1.99
Edmonton, Alberta, Canada	62.00
Total	**198.74**

Limiting Emissions Caused by Purchased Electricity

Our Scope 2 emissions, as shown in the previous table, were calculated by using the area method. This method involved estimating our energy usage per square foot via research provided by government sources. After we determined our estimated energy usage, we multiplied this figure by grid emissions factors provided by the US Environmental Protection Agency's (EPA) eGrid for the state of Maryland for our Rockville office, and Canada's National Inventory Report for grid emissions factors for our Canadian offices. The state of Maryland's grid emits less CO_2e per kWh compared to grids across the US and in rural regions of Canada.

The resulting total emissions, as illustrated in the previous table, are 198.74 metric tons of CO_2e. The respective emissions intensity of our Scope 1 and 2 impact is $0.001 cents per kg CO_2e, which has been calculated by taking our total emissions in kilograms divided by our revenue for FY2022. This calculation includes all GHGs.

Limiting Emissions Outside of our Control

Scope 3
Upstream and Downstream

Our Scope 3 footprint comes from employee commuting, business travel, transportation, and activities along our supply chain.

Because most of our emissions fall into Scope 3, measuring and reducing our impact will be an area of concentration in the coming years. The company makes an effort to limit business travel when applicable through the use of video conferencing.

As information from our building owners becomes more available, our GHG emissions calculations will become more precise. We have calculated our emissions using the best available data and have consulted national government sources to estimate energy usage and emissions factors to the best of our ability.

Getting LUPKYNIS to Patients

Current Supply Chain

In order to supply commercial inventory for LUPKYNIS and semi-finished products, we have established relationships with contract manufacturing organizations (CMOs), coupled with supply agreements, for the manufacturing of active pharmaceutical ingredient or drug substance, encapsulation of voclosporin 7.9 mg capsules as well as packaging of LUPKYNIS commercial cartons. Voclosporin requires a specialized drug substance manufacturing process and is manufactured in Visp, Switzerland. The drug substance is then sent to a different CMO in St. Petersburg, FL for formulation and encapsulation. After completion, capsules are then sent to another CMO in Philadelphia, PA for USA commercial packaging.

End-to-end supply chain*

Visp, Switzerland ①
Manufacturing of Drug Substance

St. Petersburg, FL ②
Formulation & Encapsulation

Philadelphia, PA ③
Commercial Packaging & Labeling

*All suppliers in this graphic are third-party suppliers

Enhancing our Supply Chain

Future Supply Chain

One area where we continue to focus within is our global supply chain. We are working to enhance the supply chain logistics by increasing its resiliency to change and improving efficiency. The aim is to shorten the overall journey of the final product, with significant reduction in the cost of goods and carbon footprint per batch. We are working towards changes in the delivery of LUPKYNIS outside of the US, which, if implemented, could reduce kilometers traveled by more than 80%.

We plan to achieve a significant reduction in our carbon footprint through changes to the supply chain in the EU and the US that will shorten routes. This will decrease our GHG emissions, costs, and risk dramatically.

Appendix

Scope & Methodology

Aurinia Pharmaceuticals Inc. (Aurinia) is domiciled in Canada, please see our website for more information. We have multiple employees in three countries, including the United States, United Kingdom and Canada. We also have a global reach through our ex-US partnership with Otsuka Pharmaceutical Co., LTD (Otsuka). However, this report includes Aurinia and its subsidiaries on a consolidated basis.

This ESG report is our first publication and has been developed in reference to the GRI Standards. We report annually in alignment with our financial report and include the same group of entities covered in our financial reporting for the fiscal year ended December 31st, 2022. Because this is our first sustainability report in reference to the GRI Standards, no restatement was required during 2022.

This ESG report has not been externally assured by a third party, as it is not required; our entire Executive Management Team reviews the report before its annual publishing. Questions regarding the report can be directed to corporateaffairs@auriniapharma.com.

Terms and Abbreviations

Page	Abbreviation	Definition
4	FDA	U.S. Food and Drug Administration
4	LN	Lupus Nephritis
6	SLE	Systematic Lupus Erythematosus
8	IND	Investigational New Drug Applications
10	DEI	Diversity, Equity, and Inclusion
11	ESG	Environmental, Social, Governance
12	NPOs	Non-profit organizations
17	HCPs	Healthcare providers
17	DSA	Disease state awareness
19	R&D	Research & Development
21	AEs	Adverse effects
21	PQCs	Product quality complaints
21	QMS	Quality Management System
24	PPE	Personal protective equipment
24	CDC	Centers for Disease Control and Prevention
25	HR	Human Resources function
33	GMP	Good Manufacturing Practices
33	LEED	Leadership in Energy and Environmental Design
35	SEC	US Securities and Exchange Commission
38	GDPR	EU General Data Protection Regulation
42	kWh	Kilowatt hours
43	GHG	Greenhouse gas
45	$mtCO_2e$	Metric tons of carbon dioxide equivalent
45	CO_2	Carbon Dioxide
45	CH_4	Methane
45	N_2O	Nitrous oxide
45	IPCC	Intergovernmental Panel on Climate Change
46	EPA	Environmental Protection Agency
48	CMO	Contract Manufacturing Organization

GRI Content Index

Statement of use	Aurinia Pharmaceuticals Inc. has reported the information cited in this GRI content index for the period *1/01/2022-12/31/2022* with reference to the GRI Standards. For a detailed explanation of the disclosures, please refer to www.globalreporting.org.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia*
	2-2 Entities included in the organization's sustainability reporting	Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia*
	2-3 Reporting period, frequency and contact point	Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia*
	2-4 Restatements of information	Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia*
	2-6 Activities, value chain and other business relationships	2-6-a; 2-6-c Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia* 2-6-b, d Aurinia's 2022 ESG Report: Chapter 1: *About Aurinia*
	2-7 Employees	Aurinia's 2022 ESG Report: Chapter 3: Social
	2-9 Governance structure and composition	2-9-a, b Aurinia's 2022 ESG Report: Chapter 4: Governance 2-9-c (iii; iv; vii) Aurinia's Management Board page
	2-10 Nomination and selection of the highest governance body	2-10-a, b Aurinia's Governance & Nomination Committee Charter. Aurinia's Proxy Statement 2-10-b (ii, iii) Aurinia's 2022 ESG Report: Chapter 4: Governance
	2-11 Chair of the highest governance body	Aurinia's 2022 ESG Report: Chapter 4: Governance

GRI Content Index

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	2-12-a Aurinia's 2022 ESG Report: Chapter 4: Governance CFO Position 2-12-b & c Aurinia's 2022 ESG Report: Chapter 4: Governance 2-12-c Aurinia's Corporate Governance Charter
	2-13 Delegation and responsibility of managing impacts	Aurinia's 2022 ESG Report: Chapter 4: Governance Aurinia's Corporate Governance Charter CFO Position
	2-14 Role of the highest governing body in sustainability reporting	Aurinia's 2022 ESG Report: Chapter 4: Governance Aurinia's Corporate Governance Charter
	2-15 Conflicts of interest	Aurinia's 2022 ESG Report: Chapter 4: Governance Aurinia's 2022 Proxy Statement Aurinia's Code of Ethics and Conduct
	2-16 Communication of critical concerns	Aurinia's 2022 ESG Report: Chapter 3: Social

GRI Content Index

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Aurinia's Corporate Governance Charter
	2-18 Evaluation of the performance of the highest governance body	Aurinia's Corporate Governance Charter
	2-19 Remuneration policies	2-19-a, b Aurinia's Proxy Statement
	2-20 Process to determine remuneration	2-20-a-i Aurinia's Proxy Statement
	2-21 Annual total compensation ratio	Aurinia's Proxy Statement
	2-22 Statements on sustainable development strategy	2-22-a Aurinia's Proxy Statement > *Corporate Responsibility* Chapter 2: Aurinia's Sustainability Approach and Commitments
	2-23 Policy commitments	2-23-a Aurinia's Proxy Statement > *Corporate Responsibility* 2-23-b Aurinia's Code of Ethics and Conduct 2-23-f Aurinia's 2022 ESG Report
	2-24 Embedding policy commitments	2-24-a Aurinia's 2022 Proxy Statement
	2-25 Processes to remediate negative impacts	CFO Position Mandate of the Board of Directors Aurinia's Proxy Statement
	2-26 Mechanisms for seeking advice and raising concerns	2-26-a Aurinia's Whistleblower Policy Aurinia's 2022 ESG Report: Chapter 3: Social

GRI Content Index

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	2-27-a, b, c, d Aurinia's 2022 ESG Report: Chapter 3: Social Aurinia's Compliance Program
	2-28 Membership associations	2-28-a Aurinia's 2022 ESG Report: Chapter 3: Social
	2-29 Approach to stakeholder engagement	2-29-a Aurinia's 2022 ESG Report: Chapter 2: Aurinia's Sustainability Approach and Commitments
	2-30 Collective bargaining agreements	2-30-a Aurinia's 2022 ESG Report: Chapter 3: Social
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1-a, b Aurinia's 2022 ESG Report: Chapter 2: Aurinia's Sustainability Approach and Commitments
	3-2 List of material topics	3-2-a,b Aurinia's 2022 ESG Report: Chapter 2: Aurinia's Sustainability Approach and Commitments
	3-3 Management of material topics	3-1-c Aurinia's 2022 ESG Report: Chapter 4: Governance
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1-a, b Aurinia's 2022 ESG Report: Chapter 3: Social
	401-2 Benefits provided to full-time employees not provided to temporary or part-time employees	401-2-a Aurinia's 2022 ESG Report: Chapter 3: Social
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1-a, Aurinia's 2022 ESG Report: Chapter 3: Social
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3-a, Aurinia's 2022 ESG Report: Chapter 3: Social
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1-a, b Aurinia's 2022 ESG Report: Chapter 3: Social
	403-5 Worker training on occupational health and safety	403-5-a Aurinia's 2022 ESG Report: Chapter 4: Governance
	403-6 Promotion of worker health	403-5-a, b Aurinia's 2022 ESG Report: Chapter 3: Social
	403-9 Work-related injuries	Aurinia's 2022 ESG Report: Chapter 3: Social

GRI Content Index

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
General disclosures		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1-a Aurinia's 2022 ESG Report: Chapter 4: Governance 405-1-b Aurinia's 2022 ESG Report: Chapter 3: Social
	405-2 Ratio of basic salary and remuneration of women to men	405-2-a, b Aurinia's 2022 ESG Report: Chapter 3: Social
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1-a, b, c, d, e, f, g Aurinia's 2022 ESG Report: Chapter 5: Environment
	305-2 Energy indirect (Scope 2) GHG emissions	305-2-a, c, d, e, f, g Aurinia's 2022 ESG Report: Chapter 5: Environment
	305-6 Emissions of ozone-depleting substances (ODS)	305-6-a, b, c, d Aurinia's 2022 ESG Report: Chapter 5: Environment
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions	305-7-a, b, c Aurinia's 2022 ESG Report: Chapter 5: Environment
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1-c, d, e, g Aurinia's 2022 ESG Report: Chapter 5: Environment 302-1-f Aurinia's 2022 ESG Report: Chapter 5: Environment
	302-3 Energy intensity	302-3-a, b, c, d Aurinia's 2022 ESG Report: Chapter 5: Environment
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	205-2 Aurinia's Code of Ethics & Conduct
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1-a, b Aurinia's 2022 ESG Report: Chapter 4: Governance
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services,	416-2-a, b Aurinia's 2022 ESG Report Chapter 3: Social
GRI 413: Local Communities 2016		Aurinia measures KPIs on the number of patient education programs and awareness events annually

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