CHARTER OF THE COMPENSATION
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 Compensation 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) oversee the Company's compensation philosophy generally;

(b) seek to ensure that compensation decisions both represent sound fiscal policy and enable the Company to attract and motivate qualified personnel;

(c) review and approve the compensation of executives of the Company ("Non-CEO Executives") who are Senior Vice President level or above and report directly to the Company's Chief Executive Officer ("CEO", and together with the Non-CEO Executives, the "Executives") and any other individuals whose compensation is required to be approved by the Committee pursuant to the rules of the Nasdaq Stock Market ("Nasdaq") (such individuals, "Nasdaq Officers");

(d) advise the Board regarding, and facilitate the Board's oversight of, the compensation of the Board and the CEO;

(e) review and monitor matters related to human capital management, including culture initiatives and talent acquisition, development, engagement and retention; and

(f) oversee the Company's management resources, succession planning and management development activities.

1.2. The Committee shall engage in regular and meaningful contact throughout the year with the Board, other Board committee chairpersons, members of senior management and other key Committee advisors, as applicable, to strengthen the Committee's knowledge of sound compensation and human resources policies.

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"). In addition, to the extent required by the Board, each member of the Committee shall qualify as an "outside director" within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended, and shall be a "non-employee director" within the meaning of

Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

2.2. Election and Removal. The members of the Committee shall be elected by the Board, on the recommendation of the Nominating and Corporate Governance Committee of the Board, to serve until their successors are elected. The chairperson of the Committee (the "Chairperson") shall be appointed and removed in accordance with the bylaws of the Company, as may be amended and/or restated from time to time (the "Bylaws"). The Board may remove other members of the Committee from the Committee at any time, with or without cause. In the event that the removal or resignation of a Committee member, or any other occurrence which renders a member unable to discharge his or her duties with respect to the Committee, causes the number of members 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. Non-CEO Executive Compensation. The Committee shall review and approve the individual and corporate goals and objectives applicable to Non-CEO Executive and any Nasdaq Officer compensation and shall evaluate the performance of each Non-CEO Executive and any Nasdaq Officer in light of those goals and objectives. Based on this evaluation, the Committee shall review and approve the compensation of the Non-CEO Executives and any Nasdaq Officers, including salary, bonus and incentive compensation, deferred compensation, perquisites, equity compensation (including awards to induce employment), benefits provided upon retirement, severance or other compensation upon termination of employment, change-in-control benefits and any other forms of Non-CEO Executive or Nasdaq Officer compensation. No Non-CEO Executive or Nasdaq Officer shall be present during voting or deliberations on such Non-CEO Executive's or Nasdaq Officer's own compensation.

If applicable, in evaluating and determining Non-CEO Executive compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act.

3.2. CEO Compensation. The Committee shall review and recommend for approval by the Board the individual and corporate goals and objectives applicable to CEO compensation and shall evaluate the performance of the CEO in light of those goals and objectives. Based on this evaluation, the Committee shall review and recommend for approval by the Board the compensation of the CEO, including salary, bonus and incentive compensation, deferred compensation, perquisites, equity compensation (including awards to induce employment), benefits provided upon retirement, severance or other compensation upon termination of employment, change-in-control benefits and any other forms of CEO compensation. The CEO shall not be present

during voting or deliberations on his or her compensation.

If applicable, in evaluating and determining the CEO's compensation, the Committee shall consider the results of the most recent Say on Pay Vote required by Section 14A of the Exchange Act.

3.3. Plan Recommendations and Approvals. The Committee shall periodically review and make recommendations to the Board regarding the adoption of new incentive compensation plans and equity-based plans and administer the Company's existing incentive compensation plans and equity-based plans that are subject to approval by the Board, including reviewing and approving equity grants in accordance with the Company's equity-based plans, provided that only the Board may authorize any grants made to the CEO and directors of the Company. In addition, the Committee, or a majority of the independent directors serving on the Board, shall approve any tax-qualified, non-discriminatory employee benefit plans (and any parallel nonqualified plans) for which stockholder approval is not sought and pursuant to which options or stock may be acquired by officers, directors, employees or consultants of the Company. To the extent permitted by applicable law, stock exchange rules, the provisions of a specific equity-based plan and the authority delegated by the Board, the Committee may delegate to one or more Executives who are officers of the Company ("Officer") the power to grant equity awards, and amend the terms of such awards, pursuant to such equity- based plan to employees of the Company. Such Officer may not be empowered to grant options or other equity awards, or amend the terms of such awards, to directors of the Company or Executives, and his or her power shall be limited to the parameters set forth in the applicable resolutions adopted by the Committee and the Board.

3.4. Employment and Other Agreements. The Committee shall review and approve any employment, severance, retention, change-in-control or similar agreement proposed to be entered into between the Company and a Non-CEO Executive or a Nasdaq Officer. The Committee shall review any employment, severance, retention, change-in-control or similar agreement proposed to be entered into between the Company and the CEO, and shall recommend such agreement to the Board for approval.

3.5. Director Compensation. The Committee shall review and recommend to the Board the compensation paid to non-employee directors for their service on the Board and on its committees. In making its recommendations, the Committee shall give due consideration to what is customary compensation for non- employee directors of comparable companies and any other factors it deems consistent with the policies and principles set forth in this Charter and the Company's Corporate Governance Guidelines.

3.6. Filings. The Committee shall:

(a) if applicable, review and discuss with Company management the "Compensation Discussion and Analysis" (the "CD&A") required to be included in the Company's filings with the U.S. Securities and Exchange Commission (the "SEC") and, based on such review and discussion, in the case of CD&A proposed to be included in the Company's annual proxy statement or Annual Report on Form 10-K, recommend to the Board whether such CD&A should be included in such proxy statement or Annual Report, as

the case may be; and

(b) prepare the annual Committee report for inclusion in the Company's annual proxy statement as required by the rules of the SEC.

3.7. Non-Executive Compensation and Benefits Plans. The Committee shall review and recommend to the Board the general design and terms of any significant non-Executive compensation and benefits plans including, as relevant, incentive compensation, bonus and change-in-control programs.

3.8. Succession Planning. The Committee shall oversee the maintenance and presentation to the Board of management's plans for succession to senior management positions in the Company, including the position of CEO.

3.9. Clawback. The Committee shall review and recommend for approval by the Board, the implementation or revision of any executive compensation recovery or "clawback" policy of the Company, and the Committee shall oversee the administration and application of such policy.

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 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. 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. 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 meet as frequently as considered necessary by the Committee or the Chairperson, and no less than two times per year. 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 the 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 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 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 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 legal, accounting or other advisors as it deems necessary or appropriate to carry out its responsibilities; provided that, prior to retaining any such advisors, the Committee shall take into consideration the applicable factors affecting independence that are specified by the Nasdaq rules. The Committee shall be directly responsible for the appointment and oversight of the work of any legal, accounting or other advisors.

4.7. Compensation Consultant. The Committee shall have the authority, in its sole discretion, at the Company's expense and without further action by the Board, to engage and terminate any compensation consultant to be used to assist in the evaluation of Executive or Board compensation; provided that, prior to retaining any such consultant, the Committee shall take into consideration the applicable factors affecting independence that are specified by the Nasdaq rules. The Committee may also commission various compensation studies it deems appropriate. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant.

4.8. 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 and compensation consultants.

4.9. 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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