

**COMPENSATION AND LEADERSHIP DEVELOPMENT
COMMITTEE CHARTER
OF ARDELYX, INC.**

This charter (this “Charter”) governs the operations of the Compensation and Leadership Development Committee (the “Committee”) of the Board of Directors (the “Board”) of Ardelyx, Inc., a Delaware corporation (the “Company”). The Company shall make this charter available on its website at www.ardelyx.com.

I. Purpose and Delegation of Duties

The purpose of the Committee is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers and directors, the Company’s overall compensation structure, policies and programs, succession planning for the Company’s Chief Executive Officer (the “CEO”) and other executive officers, and the Company’s strategies, policies and practices with respect to human capital management and talent development.

The Committee shall ensure that its responsibilities are designed to encourage high performance, promote accountability and assure that employee interests are aligned with the interests of the Company’s stockholders. In addition to the powers and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board from time to time consistent with the Company’s bylaws (as in effect from time to time) and applicable law. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise shall be exercised and carried out by the Committee as it deems appropriate without requirement of Board approval, and any decision made by the Committee (including any decision to exercise or refrain from exercising any of the powers delegated to the Committee hereunder) shall be at the Committee’s sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the Committee shall have and may exercise all the powers and authority of the Board. To the fullest extent permitted by law, the Committee shall have the power to determine which matters are within the scope of the powers and responsibilities delegated to it.

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee, but only to the extent consistent with the Company’s certificate of incorporation, bylaws, applicable laws, regulations and The Nasdaq Stock Market LLC (“Nasdaq”) rules.

II. Membership

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of Nasdaq except as otherwise permitted by applicable Nasdaq rules, and meet all other applicable independence standards for members of compensation committees, unless otherwise determined by the Board.

The members of the Committee, including the Chairperson of the Committee (the “Chair”), shall be appointed and may be removed, with or without cause and with or without

prior notice, by the Board. Any action duly taken by the Committee shall be valid and effective, whether or not the members of the Committee at the time of such action are later determined not to have satisfied the requirements for membership provided herein.

III. Meetings and Procedures

The Chair (or in his or her absence, a member designated by the Chair) shall preside at each meeting of the Committee and set the agendas for Committee meetings. The Committee shall have the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company's bylaws that are applicable to the Committee.

The Committee should meet as often as it determines advisable to fulfill its duties and responsibilities, but in no event less than two (2) times per year. Meetings of the Committee may be called by the Chair upon notice given at least twenty-four (24) hours prior to the meeting, or upon such shorter notice as shall be approved by the Committee. The Chair shall designate a secretary for each meeting who shall record minutes of all formal actions of the Committee. A majority of the Committee members, present in person or by phone, shall constitute a quorum. A majority of the members present shall decide any questions brought before the Committee, except to the extent otherwise required by the Company's certificate of incorporation or bylaws (each as in effect from time to time). Notwithstanding the foregoing, in the event the Committee consists of only two (2) members, both members must be present, in person or by phone, to constitute a quorum, and any questions brought before the Committee must be decided by unanimous vote. Meetings of the Committee may be held by conference call. Unless otherwise restricted by the Company's bylaws, any action required or permitted to be taken at any meeting of the Committee may be taken without a meeting if all members of the Committee consent thereto in writing (including by electronic transmission), and such writing (including any electronic transmission) is filed with the minutes of the Committee.

All non-management directors who are not members of the Committee may attend and observe meetings of the Committee, but shall not participate in any discussion or deliberation unless invited to do so by the Committee, and in any event shall not be entitled to vote. The Committee may, at its discretion, include in its meetings members of the Company's management, compensation and benefits consultants or any other person whose presence the Committee believes to be necessary or appropriate. Notwithstanding the foregoing, the CEO and other officers may not be present during voting or deliberations concerning his, her or their compensation, and the Committee may exclude from its meetings any persons that it deems appropriate to exclude, including, but not limited to, any non-management director who is not a member of the Committee.

Consistent with applicable requirements of the Securities Exchange Act of 1934 (the "Exchange Act") and Nasdaq listing standards, the Committee shall (i) have the sole authority to retain and/or replace, as needed, any independent legal counsel, compensation and benefits consultants and other outside experts or advisors as the Committee believes to be necessary or appropriate (collectively, "Compensation Advisers"); (ii) be directly responsible for the appointment, determination of compensation and oversight of the work of any Compensation Advisers retained by the Committee; (iii) subject to any exceptions under Nasdaq listing standards, undertake an analysis of the independence of each Compensation

Adviser under the independence factors specified in the applicable requirements of the Exchange Act and Nasdaq listing standards, with such analysis to occur prior to selection of such Compensation Adviser and as appropriate thereafter; and (iv) have such additional authority and responsibility as may be required from time to time under the rules and guidelines of the Exchange Act and Nasdaq listing standards. The Committee may also utilize the services of the Company's regular legal counsel or other advisors to the Company as Compensation Advisors. The Company shall provide for appropriate funding, as determined by the Committee in its sole discretion, for payment of compensation to any such Compensation Advisors retained by the Committee.

The Committee shall keep regular minutes of any meetings where actions are taken (unless such actions are taken and reported to the Committee's satisfaction in the minutes of the Board meetings). Any such minutes kept by the Committee shall be distributed to each member of the Committee. The Secretary of the Company shall maintain the original signed minutes for filing with the corporate records of the Company.

IV. Duties and Responsibilities

1. *Executive Compensation Benchmarking.* The Committee shall, at least annually, review the compensation philosophy of the Company, shall obtain information on market trends in executive compensation, and shall review the competitiveness of the Company's executive compensation programs to ensure (a) the attraction and retention of officers; (b) the motivation of officers to achieve the Company's business objectives; and (c) the alignment of the interests of officers with the long-term interests of the Company's stockholders.

2. *CEO Evaluation and Compensation.* The Committee shall, at least annually, review and recommend to the Board for approval the corporate goals and objectives relevant to CEO and other officer compensation, evaluate CEO and officer performance in light of those goals and objectives, and, determine and approve all compensation of the officers, other than the CEO, and recommend to the Board for approval all compensation of the CEO, based on such evaluation. The Board shall retain the authority to determine and approve, upon the recommendation of the Committee, the compensation of the CEO, unless such authority has been delegated to the Committee.

3. *Employment Agreements.* The Committee shall, periodically and as and when appropriate, review and approve the following as they affect the officers, other than the CEO: (a) any employment agreements and severance arrangements, including any amendments, supplements or changes thereto; (b) any change-in-control agreements and change-in-control provisions affecting any elements of compensation and benefits and (c) any special or supplemental compensation and benefits for the officers and individuals who formerly served as officers, including supplemental retirement benefits and the perquisites provided to them during and after employment. The Board shall retain the authority to approve the foregoing as it relates to the CEO, upon the recommendation of the Committee, unless such authority has been delegated to the Committee by the Board.

4. *Incentive and Equity Compensation.* The Committee shall oversee the Company's compliance with the requirement under Nasdaq rules that, with limited exceptions, stockholders approve equity compensation plans. Subject to such stockholder approval, and except as otherwise required by the Exchange Act, or other applicable law, the Committee shall

review and approve, or recommend to the Board, any amendments to, and terminations of, all the Company's incentive compensation and equity-based plans and arrangements (the "Plans") to the extent allowable under such Plan. The Committee has full authority to administer the Plans (except to the extent the terms of a Plan require administration by the full Board), and to make grants of cash-based and equity-based awards under such Plans. The Committee shall also review the results of any stockholder votes related to executive compensation and consider whether to recommend adjustments to the Company's executive compensation policies and practices as a result of such votes.

5. *Corporate Goals and Objectives.* The Committee shall review and recommend to the Board for approval corporate goals and objectives as may be relevant to the compensation of the Company's executive officers and other employees. On an annual basis, the Committee shall review the Company's performance against the corporate goals and objectives and recommend to the Board a corporate goal modifier which represents the percentage of achievement against the corporate goals and objectives.

6. *Perquisite Benefits.* The Committee shall periodically review and evaluate policies concerning perquisite benefits.

7. *Change of Control Payments.* The Committee shall determine the Company's policy with respect to change of control or "parachute" payments.

8. *Regulatory Compliance.* The Committee shall monitor the Company's compliance with applicable legal requirements of the Sarbanes Oxley Act of 2002 and the Dodd-Frank Wall Street Reform and Consumer Protection Act relating to employee compensation and benefits.

9. *Compensation Discussion and Analysis.* To the extent that the Company is required to include a "Compensation Discussion and Analysis" ("CD&A") in the Company's proxy statement or annual report on Form 10-K, the Committee shall review and discuss with the management of the Company the CD&A, and based on such discussions, determine whether to recommend to the Board that the CD&A be included in the Company's proxy statement and annual report on Form 10-K.

10. *Compensation and Leadership Development Committee Report.* The Committee shall produce the annual Compensation and Leadership Development Committee Report for inclusion in the Company's proxy statement and annual report on Form 10-K in compliance with the rules and regulations promulgated by the Securities and Exchange Commission (the "SEC").

11. *Director Compensation.* The Committee shall periodically review and make recommendations to the Board with respect to the compensation of the Board's non-management directors.

12. *Clawback Policy.* The Committee will administer and oversee the Company's compliance with the compensation recovery policy required by applicable SEC and Nasdaq rules.

13. *Succession Planning.* The Committee will oversee the Company's succession

planning for the CEO and other executive officers (including, but not limited to, policies regarding succession in the event of an emergency or retirement of an executive officer), and will review such executive succession plans periodically. The Committee will also evaluate candidates for the CEO and assist management in evaluating candidates for certain executive positions.

14. *Human Capital Management.* The Committee will oversee and periodically review with management the Company’s strategies, policies and practices with respect to human capital management and talent development, including with respect to matters such as diversity, equity and inclusion, workplace environment and culture, employee engagement and effectiveness, and talent recruitment, development and retention.

15. *Reports to the Board of Directors.* The Chair shall report to the Board regarding the activities of the Committee at appropriate times and as otherwise requested by the Board.

16. *Committee Self-Evaluation.* The Committee shall, periodically and with input from the Nominating and Corporate Governance Committee of the Board (the “Nominating and Corporate Governance Committee”) if deemed appropriate, perform an evaluation of the performance of the Committee and its members, including a review of this Charter, and provide any written material with respect to such evaluation to the Board or the Nominating and Corporate Governance Committee, as appropriate, including any recommendations for changes in procedures or policies governing the Committee.

17. *Review of this Charter.* The Committee shall, at least annually and with input from the Nominating and Corporate Governance Committee if deemed appropriate, review and reassess this Charter and submit any recommended changes to the Board for its consideration.

Adopted: May 23, 2014

Amended: June 18, 2025