

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER OF ARDELYX, INC.

This charter (this “Charter”) governs the operations of the Nominating and Corporate Governance 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 identify individuals qualified to become Board members consistent with criteria approved by the Board, to recommend that the Board select the director nominees for the next annual meeting of shareholders, to develop and recommend to the Board a set of Corporate Governance Guidelines, to oversee the evaluation of the Board and its various committees and the assignment and rotation of Board members to the various committees.

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. 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 of the Committee, to the extent consistent with the Company’s certificate of incorporation, bylaws, Corporate Governance Guidelines and applicable laws, regulations and The Nasdaq Stock Market LLC (“Nasdaq”) rules.

II. Membership

The Committee shall be composed of two (2) or more directors, as determined by the Board, each of whom (a) satisfies the independence requirements of Nasdaq and (b) has experience, in the business judgment of the Board, that would be helpful in addressing the matters delegated to the Committee. If at any time and for so long as the Committee is not solely comprised of members meeting the independence requirements of Nasdaq (subject to applicable exceptions), then the duty and responsibility of the Committee set forth in Article IV Section 1 below shall be exercised by the directors of the Board constituting at least a majority of the Board’s directors that are independent (within the meaning of Nasdaq Rule 5605(a)(2), including without limitation as contemplated by Nasdaq Rule 5605(e)(1)(A)).

The members of the Committee, including the chairperson (the “Chair”) of the Committee, shall be appointed by the Board. Committee members may be removed from the Committee, with

or without cause, 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 shall meet on a regularly scheduled basis at least one (1) time per year and more frequently as the Committee deems necessary or desirable. 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 at the pleasure 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, or any other person whose presence the Committee believes to be desirable and appropriate. Notwithstanding the foregoing, the Committee may exclude from its meetings any person it deems appropriate, including but not limited to, any non-management director who is not a member of the Committee.

The Committee may retain any independent counsel, experts or advisors that the Committee believes to be desirable and appropriate. The Committee may also use the services of the Company's regular legal counsel or other advisors to the Company. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to any such persons employed by the Committee and for ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Committee shall have the authority to retain and terminate any search firm to be used to identify director candidates, including the authority to approve such search firm's fees and other retention terms.

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

IV. Duties and Responsibilities

1. Director Nominees.

- (a) At an appropriate time prior to each annual meeting of stockholders at which directors are to be elected or reelected, the Committee shall recommend to the Board for nomination by the Board such candidates as the Committee, in the exercise of its judgment, has found to be well qualified and willing and available to serve.
- (b) At an appropriate time after a vacancy arises on the Board or a director advises the Board of his or her intention to resign, the Committee shall recommend to the Board for appointment by the Board to fill such vacancy, such prospective member of the Board as the Committee, in the exercise of its judgment, has found to be well qualified and willing and available to serve.

2. Criteria for Selecting Directors. The criteria to be used by the Committee in recommending directors and by the Board in nominating directors are as set forth in the Company's Corporate Governance Guidelines.

3. Director Changes in Position or Circumstances. The Committee will review any notification by a director of his or her resignation or material changes in employment or of circumstances that may adversely reflect upon the director or the Company, in accordance with the Corporate Governance Guidelines. Based on this review, the Committee may recommend that the Board request such director to resign from the Board.

4. Board Evaluations. The Committee shall oversee the Board in the Board's review of its performance (including its composition and organization), which will occur once per fiscal year, and will make appropriate recommendations regarding the nomination of directors for additional terms, and the manner in which performance may be improved.

5. Governance Matters. The Committee may make recommendations to the Board regarding governance matters, including, but not limited to, the Company's certificate of incorporation, bylaws, this Charter and the charters of the Board's other committees. The Committee shall also consider, develop and recommend to the Board such policies and procedures with respect to the nomination of directors or other corporate governance matters as may be required or required to be disclosed pursuant to any rules promulgated by the Securities and Exchange Commission, Nasdaq, or otherwise considered to be desirable and appropriate in the discretion of the Committee.

6. Board Committee Structure and Membership. The Committee shall periodically review and assess the composition of the various committees of the Board and recommend, for approval

by the Board, the assignment and rotation of Board members to such committees.

7. *Corporate Governance Guidelines.* The Committee shall, on a regular basis, review and recommend revisions to the Corporate Governance Guidelines.

8. *Stockholder Nominees.* The Committee shall review director candidates recommended by the Company's securityholders and make a recommendation to the Board regarding such director nominee; *provided* such director nominee is submitted by the securityholder in accordance with the procedures set forth in the Company's bylaws.

9. *Board Leadership Structure.* The Committee shall review the leadership structure of the Board to assess whether it is appropriate given the specific characteristics and circumstances of the Company and recommend any changes in such leadership structure to the Board.

10. *Environmental and Social Matters.* The Committee will periodically review, and provide oversight with respect to, the Company's strategy, initiatives, policies and risks concerning environmental and social matters (with the Compensation and Leadership Development Committee having primary responsibility for matters relating to human capital management).

11. *Reports to the Board of Directors.* The Committee shall regularly report to the Board on its findings and actions.

12. *Self-Evaluation.* The Committee shall periodically 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, as appropriate, including any recommendations for changes in procedures or policies governing the Committee. The Committee shall conduct such evaluation and review in such manner as it deems appropriate.

13. *Review of this Charter.* The Committee shall review and reassess this Charter at least annually and submit any recommended changes to the Board for its consideration.

Adopted: May 23, 2014

Amended: June 18, 2025