

**SYNDAX PHARMACEUTICALS, INC.**  
**CORPORATE GOVERNANCE GUIDELINES**

**A. INTRODUCTION**

The following Corporate Governance Guidelines (the “**Guidelines**”) have been adopted as guidelines and principles for the conduct of the Board of Directors (the “**Board**”) of Syndax Pharmaceuticals, Inc. (the “**Company**”). They reflect the Board’s commitment to monitoring the effectiveness of decision-making at the Board and management level and ensuring adherence to good corporate governance principles, all with a goal of enhancing stockholder value over the long term. The Guidelines are subject to review by the nominating and corporate governance committee of the Board (the “**Nominating Committee**”) at least annually.

The Guidelines should be interpreted in the context of all applicable laws and regulations and the Company’s certificate of incorporation (as may be amended or restated from time to time, the “**Certificate of Incorporation**”), bylaws (as may be amended or restated from time to time, the “**Bylaws**”) and other policies. The Guidelines are statements of policy and are not intended to supersede or interpret any Federal or state law, rule or regulation, including the Delaware General Corporation Law, or the Company’s Certificate of Incorporation or Bylaws.

**B. THE BOARD OF DIRECTORS**

**1. Size**

Pursuant to the Company’s Bylaws, the number of directors constituting the Board may be established by resolution of the Board. The Nominating Committee will periodically review the size of the Board and may recommend adjustments from time to time.

**2. Composition of the Board of Directors – Independence**

The Company defines an “independent” director in accordance with the applicable provisions of the Securities Exchange Act of 1934, as amended, together with the rules promulgated thereunder (the “**Exchange Act**”) and the applicable rules of The Nasdaq Stock Market (the “**Nasdaq**”). Because it is not possible to anticipate or explicitly provide for all potential situations that may affect independence, the Nominating Committee annually reviews each director’s status as an independent director and whether any independent director has any other relationship with the Company that, in the judgment of the Board, would interfere with the director’s exercise of independent judgment in carrying out such director’s responsibilities as a director. The Board will annually make a determination as to whether each director is “independent” under the applicable provisions of the Exchange Act and the applicable rules of the Nasdaq. The following guidelines will apply to independence:

- (a) Per Se Exclusions. A director will not be deemed independent if: (i) the director was employed by the Company or a subsidiary of the Company within the previous three years; (ii) a family member of the director was employed by the Company or a subsidiary of the Company as an executive officer within the previous three years; (iii) the director or any of his or her family members accepted any compensation (including political contributions and payments pursuant to consulting or personal service contracts) from the Company or any subsidiary of the Company of more than \$120,000 during any period of twelve consecutive months within three years preceding the Company’s determination of independence (other than (A) payments for service as a member of the Board or a

committee of the Board, (B) compensation paid to a family member who is a nonexecutive employee of the Company or a subsidiary of the Company, or (C) benefits under a tax-qualified retirement plan, or non-discretionary compensation); (iv) the director or a family member of the director is a partner in, or an executive officer or controlling stockholder of, any for-profit or not-for-profit organization to which the Company made or from which the Company received, payments in the current fiscal year or any of the past three fiscal years that exceed 5% of the recipient's consolidated gross revenues for that year or \$200,000, whichever is more (other than (A) payments arising solely from investments in the Company's securities or (B) payments under non-discretionary charitable contribution matching programs); (v) the director or a family member of the director is or was employed as an executive officer of another entity that has or had within the past three years as a member of its compensation committee of the board of directors any of the Company's executive officers; and (vi) the director or a family member of the director is a partner of the Company's independent auditors, or was a partner or employee of the Company's independent auditors and worked on the Company's audit during any of the past three years. For the purpose of the Guidelines, "family member" means a person's spouse, parents, children and siblings, whether by blood, marriage or adoption, or anyone residing in such person's home.

- (b) Board Determinations. In connection with relationships other than those listed in subsection (a) above that preclude a determination of independence, the determination of whether the relationship would interfere with the director's independent judgment in carrying out his or her responsibilities shall be made by the Board, subject to applicable listing standards or legal requirements.
- (c) Additional Committee Membership Requirements. Members of the Nominating Committee, audit committee of the Board (the "**Audit Committee**") and of the compensation committee of the Board (the "**Compensation Committee**") are subject to additional requirements as further described in each committee's charter, including the additional independence criteria under applicable rules.

### ***3. Board Leadership Structure and Selection of Chairperson and Chief Executive Officer***

The Board elects its chairperson and appoints the Company's Chief Executive Officer according to its view of what is best for the Company at any given time. The Board does not believe there should be a fixed rule as to whether the offices of the chairperson and Chief Executive Officer should be vested in the same person or two different people, or whether the chairperson should be an employee of the Company or should be elected from among the non-employee directors. The needs of the Company and the individuals available to play these roles may dictate different outcomes at different times, and the Board believes that retaining flexibility in these decisions is in the best interest of the Company. The Nominating Committee will periodically review this matter and provide recommendations to the Board.

In the event the Board elects as its chairperson, a director who is not independent, the Board shall also designate a lead director who is independent. The lead director's duties shall include: (i) presiding at all meetings of the Board at which the chairperson is not present, including executive sessions of the independent directors; (ii) serving as liaison between management and the independent directors; (iii) presiding over meetings of the independent directors; (iv) consulting with the chairperson in planning and setting schedules and agendas for Board meetings to be held during the year; and (v) performing such other functions as the Board may direct.

#### ***4. Board Membership Criteria***

The Nominating Committee is responsible for reviewing with the Board, in accordance with its Charter, the appropriate qualities, skills and characteristics desired of nominees for Board members in the context of the current make-up of the Board. In conducting this assessment, the Board considers diversity (including diversity of gender, ethnic background and country of origin), age, skills and other factors that it deems appropriate to maintain a balance of knowledge, experience, and capability on the Board. For incumbent directors, the Board reviews those directors' overall service to the Company during their term, including the number of meetings attended, level of participation, quality of performance, and any other relationships and transactions that might impair the directors' independence. The Board as a whole should collectively possess a broad range of skills, expertise, industry and other knowledge, and business and other experience useful to the effective oversight of the Company's business. In identifying director candidates, the Nominating Committee in its discretion may consult with members of the Board, management, consultants and other individuals likely to possess an understanding of the Company's business and knowledge of suitable director candidates. The Nominating Committee may consider the following criteria, among others the Committee shall deem appropriate, in recommending candidates for election to the Board:

- diversity of personal background, perspective and experience;
- personal and professional integrity, ethics and values;
- whether candidate has sufficient time to devote to the affairs of the Company;
- experience in corporate management, such as serving as an officer or former officer of a publicly held company, and a general understanding of marketing, finance and other elements relevant to the success of a publicly traded company in today's business environment;
- experience relevant to the Company's industry and with relevant social policy concerns;
- experience as a board member or executive officer of another publicly held company;
- relevant academic expertise;
- practical and mature business judgment, including ability to make independent analytical inquiries;
- promotion of a diversity of business or career experience relevant to the success of the Company; and
- any other relevant qualifications, attributes or skills.

#### ***5. Meeting Attendance***

Directors must be willing to devote sufficient time to carrying out their duties and responsibilities effectively. Board members are expected to prepare for, attend, and participate in meetings of the Board and the committees of which they are members. Although the Board recognizes that, on occasion, circumstances may prevent Board members from attending meetings, the Board expects its members to ensure that other commitments do not materially interfere with the performance of their duties. All Board members are encouraged, but not required, to attend our Annual Meeting of Stockholders.

#### ***6. Selection of Board Members; Vacancies***

The Board is responsible for filling vacancies in its membership, replacing directors who are unable to continue to serve effectively, and nominating candidates to stand for election at the annual meeting of stockholders. The Board has delegated to the Nominating Committee the process of identifying and screening candidates when a vacancy is to be filled and making preliminary recommendations to the

Board for nominations. In accordance with the Bylaws, directors elected by the Board to fill a vacancy or newly created directorship shall hold office until the expiration of the term for which elected and until their respective successors are elected, except in the case of the death, resignation or removal of any director.

#### ***7. Stockholder Recommendations of Director Nominees***

The Nominating Committee will consider director candidates recommended by the Company's stockholders. The Nominating Committee does not intend to alter the manner in which it evaluates a candidate for nomination to the Board based on whether or not the candidate was recommended by a Company stockholder.

For nominations of potential candidates made other than by the Board, the stockholder or other person making such nomination must comply with the Company's Bylaws, including without limitation, submission of the information or other materials required with respect to proposed nominees. Each potential candidate must provide a list of references and agree (i) to be interviewed by members of the Nominating Committee or other directors in the discretion of the Nominating Committee and (ii) to a background check or other review of the qualifications of a proposed nominee by the Company. Prior to nomination of any potential candidate by the Board, each member of the Board will have an opportunity to meet with the candidate. Upon request, any candidate nominated will agree in writing to comply with these Corporate Governance Guidelines and all other policies and procedures of the Company applicable to the Board.

#### ***8. Occupations and Limits on Other Board Service***

Directors should not serve on boards of public companies in addition to the Company's Board where such service is likely to interfere with the performance of the director's duties to the Company, taking into account the individual, the nature of his or her other activities and such other factors or considerations as the Board deems relevant. In order to help assure that directors have sufficient time to devote to their responsibilities, non-employee directors should generally serve on no more than a total of four other public company boards, without the approval of the Board. In selecting nominees for membership, the Board shall take into account the other demands on the time of a candidate. Further executive directors should serve on no more than a total of three company boards and/or outside affiliations, two of which may be public company boards (inclusive of the Company), without approval from the Nominating Committee.

Board members must notify the chairperson before accepting an invitation to serve on the board of directors of another public company. The Board may make exceptions to these general standards if the Board believes it to be in the interest of the Company and its stockholders and determines that such simultaneous service will not impair the ability of the director to serve effectively on the Company's Board. A director who retires or materially changes his or her present job (other than an ordinary course promotion) should notify the Board and the Nominating Committee. While the Board does not believe any director who retires or materially changes his or her present job should necessarily leave the Board, the Nominating Committee should have the opportunity to review his or her qualifications. In any case, each Board member is expected to ensure that other existing and planned future commitments do not interfere with service as a Company director and do not pose an actual or potential conflict of interest.

#### ***9. Term of Office***

The Board has determined that an arrangement of staggered three-year terms of office is in the Company's best interest. It both provides continuity of membership and is an effective part of a structure

designed to provide the Board with tools to negotiate for better terms for stockholders in the event of an unsolicited takeover effort. The Board reviews that determination periodically and will recommend to the stockholders that it be modified if it appears appropriate to do so.

#### ***10. Term Limits***

The Board does not believe it should establish term limits. While term limits could help ensure that there are fresh ideas and viewpoints available to the Board, they may sometimes force the Company to lose the contribution of directors who over time have developed increased insight into the Company and its operations. The Board seeks, therefore, to maintain a balance of directors who have longer terms of service and directors who have joined more recently.

#### ***11. Retirement Age***

The Board believes that it is inappropriate to have a retirement age for directors.

#### ***12. Board Compensation***

The Compensation Committee shall review the compensation and benefits paid to non-employee directors at least once a year and recommend any appropriate changes to the Board for its approval. Directors who are officers or employees shall not receive any additional compensation for serving on the Board. To assist in setting compensation, the Compensation Committee or the Board may request compensation information from the Company or from independent consultants. The Company's management, the Compensation Committee or independent consultants shall, from time to time, present a comparison report to the Board, comparing the Company's compensation for non-employee directors with that of the Company's peer group of companies.

#### ***13. Orientation and Continuing Education***

Members of the Board are selected with attention to their diverse professional backgrounds and experience. In addition to their individual professional expertise, it is important that members of the Board be knowledgeable about the Company and its business. They should also be familiar with the duties and responsibilities of directors of public companies and emerging practices in corporate governance.

The Nominating Committee, with assistance from the Company's management, shall be responsible for acclimating new directors to the Company's culture and provide information to familiarize new directors with the Company's strategic plans, its significant financial, accounting and risk management issues, compliance programs, code of ethics and other key Company policies, principal officers, independent auditors and outside legal advisors. In addition, the orientation program shall include a review of the Company's expectations as to directors and committee member duties and responsibilities (including a review of the directors' fiduciary duties).

Each director is encouraged to be involved in continuing director education on an ongoing basis to enable him or her to better perform his or her duties and to recognize and deal appropriately with issues that arise. Board members are encouraged to attend seminars, conferences, and other continuing education programs designed especially for directors of public companies, including but not limited to, accredited director education programs. The Company shall pay all reasonable expenses related to continuing director education. Although most of the outside directors have significant experience on boards of directors, participation in such programs is helpful to keep them abreast of current developments in the evolving area of corporate governance and other matters relevant to their service on the Board.

#### ***14. Voting for Directors***

Directors are elected in accordance with the Certificate of Incorporation and Bylaws. In any election of directors, each director will be elected provided in the Bylaws. The Company's policy regarding election of directors will be summarized in each proxy statement relating to an election of directors.

#### ***15. Annual Performance Evaluation***

The Nominating Committee will conduct an annual review to determine whether the Board and its committees are functioning effectively. The review will focus on the Board's and the committees' contribution to the Company and will seek to identify specific areas, if any, that need improvement or strengthening. Such review may include, if deemed necessary or appropriate by the Nominating Committee, reviews and/or presentations by the Company's independent advisors, including its legal counsel and independent auditing firm. The Nominating Committee shall be responsible for overseeing the evaluation process of the Board and its committees and reporting its assessments to the Board.

The Nominating Committee also will conduct an annual review to ensure that the Company is in compliance with all applicable Nasdaq listing requirements and to ensure that all required certifications and public disclosures are made.

### **C. BOARD MEETINGS**

#### ***1. Number of Meetings***

The Board expects to have at least four regular Board meetings each year.

#### ***2. Attendance and Preparation***

The Company expects Board members to prepare for, attend and participate in all meetings of the Board and committees on which they serve. Directors should notify the Company's Secretary when they will be absent from a meeting. Directors are also encouraged to attend the Company's annual meeting of stockholders. The Company will provide directors with appropriate materials before each meeting, except in unusual or exigent circumstances.

#### ***3. Board Chairpersonship; Selection of Agenda Items for Board Meetings***

The chairperson of the Board, and in the absence of the chairperson of the Board, the lead director, or if there is no lead director, the senior independent director present shall preside at meetings of stockholders and the Board.

The chairperson of the Board and the lead director, if any, in consultation with appropriate members of management, and the Board committee chairpersons, will develop the agenda for each Board meeting and circulate to the Board members in advance of each meeting. Although materials relevant to the agenda are generally circulated to the Board in advance, exceptions are sometimes made for materials related to particularly sensitive topics. Each Board member is encouraged to suggest the inclusion of items on the agenda.

#### ***4. Board Presentations; Access to Employees and Independent Advisors***

The Board has full access to any Company employee. It is the Company's policy that employees may contact Board members directly to express concerns about the direction or management of the Company.

Board members may, at the expense of the Company, consult with outside legal, financial and accounting advisors to assist them in the performance of their duties to the Company and its stockholders.

The Board encourages presentations at its meetings by employees who can provide additional insight into the topics because of their direct involvement in the area, or have leadership potential of which the Board should be aware.

### ***5. Executive Sessions of Independent Directors***

The independent directors will meet in executive session without management and any non-independent directors at least quarterly. The lead director, if any, or an independent director selected by a majority of the Board, will preside over and develop the agenda for the executive sessions of independent directors. The lead director, if any, or an independent director selected by a majority of the Board, may call meetings of the independent directors of the Board. Each Board member is encouraged to suggest the inclusion of items to be discussed in the executive sessions of independent directors. The lead director, if any, will serve as liaison between management and the independent directors.

## **D. BOARD COMMITTEES**

### ***1. Standing and Special Committees***

The Board currently has standing committees for (i) Audit, (ii) Compensation, (iii) Nominating and Corporate Governance and (iv) Science and Technology. Only independent directors may serve on the Audit Committee, Compensation Committee and Nominating Committee. Each of these committees operates under a written charter outlining its duties and responsibilities. The Board may form new standing committees when it believes the work of the Board requires it. The Board also appoints special committees from time to time to assist it in carrying out particular responsibilities.

### ***2. Assignment and Term of Service of Committee Members***

The Board, with the advice of the Nominating Committee, appoints the members and the chairperson of each of its standing committees. Where possible, the chairperson of a standing committee will have had previous service on the committee. There are no fixed terms for service on standing committees. If the Board does not appoint a chairperson, the standing committee members may designate a chairperson by majority vote. Standing committee members shall serve for such term or terms as the Board may determine or until earlier resignation or death. Standing committee members may be removed from the committee, with or without cause, by the Board.

### ***3. Frequency and Length of Committee Meetings and Committee Agenda***

Each standing committee shall fix its own rules of procedure, which shall be consistent with the Bylaws. Pursuant to their own rules of procedure, the committees shall, with the assistance of appropriate members of management, determine the frequency and length of meetings of the committee and develops the agenda for each meeting. At the direction of the chairperson, a member of the committee or a member of management takes minutes of each committee meeting. Board members who are not members of a committee are nevertheless welcome to attend its meetings.

## **E. OVERSIGHT OF RISK**

The Board believes that risk management is an important part of establishing, updating and executing on the Company's business strategy. The Board, as a whole and at the committee level, has oversight

responsibility relating to risks that could affect the corporate strategy, business objectives, compliance, operations and the financial condition and performance of the Company. The Board focuses its oversight on the most significant risks facing the Company and on its processes to identify, prioritize, assess, manage and mitigate those risks. The Board and its committees receive regular reports from members of the Company's senior management on areas of material risk to the Company, including strategic, operational, financial, legal and regulatory risks. While the Board has an oversight role, management is principally tasked with direct responsibility for management and assessment of risks and the implementation of processes and controls to mitigate their effects on the Company.

The Audit Committee, as part of its responsibilities, oversees the Company's significant financial and operational risk exposures, including but not limited to accounting matters, liquidity and credit risks, corporate tax positions, insurance coverage, and cash investment strategy and results. The Audit Committee is also responsible for overseeing the management of risks relating to the performance of the Company's internal audit function (if required) and its independent registered accounting firm, as well as the Company's systems of internal controls and disclosure controls and procedures. The Compensation Committee is responsible for overseeing the Company's major compensation-related risk exposures, including risks related to executive compensation and overall compensation and benefit strategies, plans, arrangements, practices and policies. The Nominating Committee oversees the Company's major legal compliance risk exposures, including the Company's procedures and any related policies with respect to risk assessment and risk management. These committees provide regular reports to the full Board.

## **F. MANAGEMENT REVIEW AND RESPONSIBILITY**

### ***1. Evaluation and Compensation of Officers***

The Compensation Committee annually evaluates the performance of, and approves the compensation for, the Chief Executive Officer. It also determines and approves or recommends to the Board for approval the compensation for the executive officers of the Company, other than the Chief Executive Officer, and any executive officers whose compensation is required to be disclosed in detail in the Company's regular annual proxy statement. In evaluating and determining or making recommendations regarding such executive compensation, the Compensation Committee may, at its sole discretion, give consideration to the recommendations of the Chief Executive Officer.

### ***2. Succession Planning***

The Board plans for the succession to the position of the Chief Executive Officer. The Nominating Committee annually reviews and assesses the Company's succession plans for the Chief Executive Officer and other officers and senior executives of the Company, and makes recommendations to the Board as necessary.

### ***3. Board Interaction with Institutional Investors, Press, Customers, Etc.***

The Board believes that management should speak for the Company. Individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company in accordance with the Company's Public Disclosure Policy, but it is expected that outside Board members would do this with the knowledge, and in most instances at the request, of management.

## **G. TRANSACTIONS WITH DIRECTORS**

It is the policy of the Board that any transaction in which a director (or any member of a director's immediate family) has a personal or financial interest (direct or indirect) should be scrutinized in



accordance with the Company's Related Party Transaction Policy and reviewed by the Nominating Committee in compliance with the Company's policies. It is incumbent upon each director to promptly notify the Nominating Committee when he or she becomes aware of a matter in which he or she (or any member of a director's immediate family) has, or may have, a personal or financial interest (whether direct or indirect) or may otherwise have a potential conflict of interest.

#### **H. REVIEW AND MODIFICATION OF THESE PRINCIPLES**

The Guidelines, as set forth herein, will be reviewed by the Nominating Committee at least annually. If the Nominating Committee determines that modifications are in order, it will make recommendations of changes for the Board to consider. The Guidelines, as may be amended from time to time, shall be posted on the Company's website.

**Effective:** March 2, 2016

**Amended:** June 9, 2019, May 11, 2022