

## SYNDAX PHARMACEUTICALS, INC.

### AUDIT COMMITTEE CHARTER

#### I. Purpose

The purpose of the audit committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Syndax Pharmaceuticals, Inc. (the “*Company*”) is to assist the Board in fulfilling its oversight responsibilities regarding the Company’s financial accounting, reporting and internal controls over financial reporting. The Committee’s principal functions are to:

- oversee the Company’s accounting and financial reporting process and the audits of the Company’s financial statements by the Company’s independent registered accounting firm (the “*Independent Auditor*”);
- monitor the periodic reviews of the adequacy of the accounting and financial reporting processes and systems of internal control that may be conducted by the Independent Auditor and the Company’s financial and senior management;
- evaluate the Company’s compliance with legal and regulatory requirements under applicable securities law, including risk assessment;
- interact directly with and evaluate the performance of the Independent Auditors, including engaging or dismissing the Independent Auditor and monitoring the Independent Auditor’s qualifications and independence;
- evaluate the performance of the Company’s internal audit function, if applicable; and
- facilitate communication among the Independent Auditor and the Company’s financial and senior management and the Board.

#### II. Membership

The Committee shall be composed of three or more independent directors of the Board, with the exact number to be determined by the Board. A director shall qualify as independent if the Board has affirmatively determined that such director is independent, consistent with the basic independence criteria set forth in the Company’s Corporate Governance Guidelines, Rule 10A-3 of the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), and the listing rules of the Nasdaq Stock Market (“*Nasdaq*”). In addition, each member of the Committee must satisfy the following additional requirements:

- no Committee member or immediate family member of such Committee member may be an affiliated person of the Company or any of its subsidiaries, as that term is defined by the Securities and Exchange Commission (the “*SEC*”);
- each Committee member shall be free from any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment as a Committee member;
- no Committee member shall accept, directly or indirectly, any consulting, advisory or other compensatory fee from the Company or any of its subsidiaries, except (a) fees received as a member of the Committee, the Board or any other Board committee, or (b) fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service with the Company; provided that such compensation is not contingent in any way on continued service; and

- no Committee member shall have participated in the preparation of the financial statements of the Company or any of its subsidiaries (exclusive of former subsidiaries that are no longer subsidiaries of the Company) during the past three years.

All members of the Committee must have the ability to read and understand fundamental financial statements, including a balance sheet, income statement and cash flow statement. In addition, at least one member of the Committee shall be an “audit committee financial expert” within the definition adopted by the SEC, and have past employment experience in finance or accounting, requisite professional certification in accounting, or any other comparable experience or background which results in the individual’s financial sophistication, including being or having been a chief executive officer, chief financial officer or other senior officer with financial oversight responsibilities.

The members of the Committee, including the chairperson (the “*Chair*”) of the Committee, shall be appointed by the Board. If the Board does not appoint a Chair, the Committee members may designate a Chair by their majority vote. Committee members shall serve for such term or terms as the Board may determine or until earlier resignation or death. Vacancies occurring on the Committee will be filled by the Board. Committee members may be removed from the Committee, with or without cause, by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee.

### **III. Meetings and Procedures**

1. The Committee shall meet as often as it deems necessary, but in no event less than four times per year.
2. The Committee shall meet separately or together with the Company’s Chief Executive Officer, Chief Financial Officer (or functional equivalent) and Controller (or Assistant Controller) (or functional equivalent) at such times as it deems appropriate to review the financial affairs of the Company.
3. The Committee shall meet separately with the Independent Auditor at such times as it deems appropriate, but not less than quarterly.
4. Any member of the Committee or the Board may call a meeting of the Committee.
5. The Chair will set the agenda for Committee meetings and conduct the proceedings of those meetings.
6. The Committee may delegate authority to one or more members of the Committee where appropriate, but no such delegation shall be permitted if the authority is required by law, regulation or applicable listing standards to be exercised by the Committee as a whole.
7. The Committee may request that any directors, officers or employees of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such information as the Committee requests or meet with any member of the Committee or any of its Advisors (as defined below).
8. The Committee shall fix its own rules of procedure, which shall be consistent with the bylaws of the Company (as may be amended from time to time, the “*Bylaws*”) and this Charter.
9. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

#### **IV. Duties and Responsibilities**

The Committee's responsibilities are for oversight, as described under "Purpose" above. The members of the Committee are not employees of the Company, and they do not perform management's or any Independent Auditors' functions. The Committee relies on the expertise and knowledge of management, the internal auditors, and any Independent Auditors in carrying out its oversight responsibilities. Management is responsible for preparing accurate and complete financial statements in accordance with GAAP, crafting periodic reports, and establishing and maintaining appropriate accounting principles and financial reporting policies and satisfactory internal control over financial reporting. The Independent Auditors will audit the Company's annual consolidated financial statements and the effectiveness of the Company's internal control over financial reporting and review the Company's quarterly financial statements. It is not the Committee's responsibility to prepare or certify the Company's financial statements, guarantee the audits or reports of the Independent Auditors, certify as to whether any Independent Auditors are "independent" under applicable law or Nasdaq listing requirements, or ensure that the financial statements or periodic reports are complete and accurate, conform to GAAP, or otherwise comply with applicable law or Nasdaq listing requirements or the Company's policies.

The Committee shall have the following responsibilities; *provided, however*, that this list of responsibilities is intended to be a guide and to remain flexible to account for changing circumstances and needs. Accordingly, the Committee may depart from or supplement such responsibilities, and establish policies and procedures, to the extent permitted by applicable law and stock exchange listing requirements.

##### ***Financial Statements and Disclosures***

1. Review and discuss with management the Company's quarterly and annual results and the related earnings press release prior to distribution to the public.
2. Review the Company's quarterly and annual financial statements, including any report on the Company's internal control over financial reporting.
3. In connection with the Committee's review of the annual financial statements:
  - discuss the financial statements and the results of the Independent Auditor's audit of the financial statements with the Independent Auditor, any internal audit department and management;
  - discuss any items required to be communicated by the Independent Auditor in accordance with the auditing standards of the Public Company Accounting Oversight Board (the "**PCAOB**") and applicable SEC rules and regulations. These discussions should include an overview of the planned scope and timing of the audit, the Independent Auditor's judgments about the quality and appropriateness of the Company's accounting principles, the reasonableness of significant judgments, the clarity of the disclosures in the Company's financial statements and any significant difficulties encountered during the course of the audit, including any restrictions on the scope of work or access to required information; and
  - discuss with the Company's management and the Independent Auditor the Company's selection, application and disclosure of critical accounting policies and practices.
4. In connection with the Committee's review of the quarterly financial statements:

- discuss with the Independent Auditor and the Company’s management the results of the Independent Auditor’s review of the quarterly financial statements as specified by the PCAOB for a review of interim financial information;
  - discuss significant issues, events and transactions and any significant changes regarding accounting principles, practices, policies, judgments or estimates with the Company’s management and the Independent Auditor; and
  - resolve any disagreements between the Company’s management and the Independent Auditor regarding financial reporting.
5. Review with management and the Independent Auditors the financial statements and disclosures under Management’s Discussion and Analysis of Financial Condition and Results of Operations and “Risk Factors,” as appropriate, to be included in the Company’s annual report on Form 10-K (or the annual report to stockholders if distributed prior to the filing of Form 10-K) or quarterly report on Form 10-Q prior to the filing of such reports.
  6. Recommend to the Board whether the annual financial statements should be included in the Company’s Annual Report on Form 10-K.
  7. Prepare the audit committee report required by the SEC rules to be included in the Company’s annual proxy statement.
  8. Oversee compliance with the requirements of the SEC for disclosure of the Independent Auditor’s services and Committee members, and their qualifications and activities.
  9. Discuss on a general basis the type of information to be disclosed and type of presentation to be made regarding financial information and earnings guidance to analysts and rating agencies (including, without limitation, reviewing any pro forma or non-GAAP information).

***Internal Control and Procedures***

1. Periodically discuss with the Company’s principal accounting officer the function of the Company’s disclosure controls and procedures and any disclosure committee that may be established by the Company. Discuss with the Company’s principal executive officer and principal financial officer their conclusions regarding the effectiveness of the Company’s disclosure controls and procedures.
2. Review and discuss with the Independent Auditor and the Company’s management any periodic reviews of the adequacy of the Company’s accounting and financial reporting processes and systems of internal control, including the adequacy and effectiveness of the Company’s information and cyber security policies, the internal controls regarding information security, and any significant deficiencies and material weaknesses in their design or operation as well as any significant changes in internal controls.
3. Oversee and discuss with management, at least annually, the Company’s policies with respect to risk assessment and risk management, but the Board shall continue to have overall responsibility for evaluating key business risks faced by the Company, including but not limited to information security, competition and regulation. Areas of focus for the Committee shall include 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, data privacy, the adequacy and effectiveness of the Company’s information security

policies and practices and internal controls regarding information security, including cyber security, and back-up of information systems and the actions management has taken to limit, monitor or control such exposures. The Committee will review and discuss with management the adequacy of the Company's insurance programs, including director and officer insurance, product liability insurance and general liability insurance.

4. Obtain reports on significant findings and recommendations with respect to internal controls over financial reporting, together with management responses and any special audit steps adopted in light of any material control deficiencies.
5. Review any fraud involving management or any employee of the Company with a significant role in the Company's internal control over financial reporting that is disclosed to the Committee.
6. Discuss any comments or recommendations of the Independent Auditor outlined in their annual management letter or internal control reports and review with the Independent Auditor and management, as appropriate. If appropriate, approve a schedule for implementing any recommended changes and monitor compliance with the schedule.
7. Work with the Nominating and Corporate Governance Committee to establish procedures for the receipt, retention and treatment of complaints received regarding accounting, internal accounting controls or auditing matters, the prompt internal reporting of violations of the Company's Code of Business Conduct and Ethics and confidential, anonymous submission by the Company's employees of concerns regarding questionable accounting or auditing matters, including under the Company's Whistleblower Policy, and any changes therein. Oversee the review of any such complaints and submissions that have been received relating to accounting, internal accounting controls, financial or auditing matters, including the current status and the resolution if one has been reached.
8. Consider the establishment, and oversee the activities, of any internal audit function within the Company.
9. Annually review and assess internal controls and treasury functions including cash management procedures.
10. Review disclosure regarding internal controls required under the SEC rules to be contained in the Company's periodic filings with the SEC and any attestations or reports by the Independent Auditor relating to such disclosure prior to distribution to the public.

#### ***Interaction with the Independent Auditor***

1. Be directly responsible for the appointment, compensation, retention and oversight of the work of the Independent Auditor (including resolution of any disagreements between the Company's management and the Independent Auditor regarding financial reporting) for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attest services for the Company, and the Independent Auditor shall report directly to the Committee. In addition, the Committee may replace any existing Independent Auditor engaged for the financial reporting process with a different public accounting firm.
2. Approve the fees and other compensation to be paid to the Independent Auditor and pre-approve non-audit services provided by the Independent Auditor before the Independent Auditor is engaged by the Company or its subsidiaries to render non-audit services. The Committee may, as permitted by applicable law and Nasdaq listing requirements, establish pre-approval policies and procedures for the engagement of the Independent

Auditor to render services to the Company, including without limitation policies that would allow the delegation of pre-approval authority to one or more members of the Committee; provided, that any pre-approval decision is reported to the Committee at its next scheduled meeting.

3. Obtain and review, at least annually, a formal, written report by the Independent Auditor describing all relationships between the auditing firm and the Company in order to assess the firm's independence, consistent with the rules of the PCAOB and other regulatory authorities. The Committee shall actively engage in a dialogue with the Independent Auditor regarding any disclosed relationships or services that may impact the objectivity and independence of the Independent Auditor.
4. Meet with the Independent Auditor prior to initiation of the audit to discuss the planning and staffing of the audit, including the impact of applicable rotation requirements and other independence rules on the staffing of the audit.
5. Review and discuss quarterly with the Independent Auditor the reports prepared by the Independent Auditor and provided to the Committee relating to the communications required under the auditing standards of the PCAOB and applicable SEC rules and regulations.
6. Meet with management, the Independent Auditor and the internal auditor in connection with results of the Independent Auditor's audit of the financial statements, review of the internal auditor's performance and procedures to be followed.
7. Conduct an annual evaluation of the Independent Auditor's performance and their independence, including considering whether the Independent Auditor's quality controls are adequate.
8. Evaluate management's cooperation with the Independent Auditor during their audit examination, including any significant difficulties or disagreements encountered during the audit, if any.

#### ***General***

1. Discuss with management and the Independent Auditor any correspondence from or with regulators or governmental agencies, any employee complaints or any published reports that raise material issues regarding the Company's financial statements, financial reporting process, accounting policies or internal audit function.
2. Discuss with the Company's general counsel, if one is appointed, or outside counsel any legal matters brought to the Committee's attention that could reasonably be expected to have a material impact on the Company's financial statements.
3. Oversee the policies and procedures as required by applicable law and Nasdaq listing requirements governing how the Company may employ employees or former employees of the Company's Independent Auditor.

#### **V. Studies and Advisors**

The Committee, in discharging its responsibilities, may conduct, direct, supervise or authorize studies of, or investigations into, matters within the Committee's scope of responsibility, with full access to all books, records, facilities and personnel of the Company. The Committee shall have the authority, in its sole discretion, to obtain the advice of outside legal counsel and other consultants, accountants, experts and advisors as it deems necessary (each an "*Advisor*," and collectively, the "*Advisors*") to assist the

Committee in connection with its functions, including any studies or investigations. The Committee shall be directly responsible for the appointment, compensation, and oversight of any Advisors retained by the Committee. The Company will provide for appropriate funding, as determined by the Committee, for (i) payment of reasonable compensation to any Independent Auditor engaged for the purpose of preparing or issuing an audit report or performing other audit, review or attest services for the Company, (ii) payment of reasonable compensation to any Advisor retained by the Committee and (iii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties and functions.

## **VI. Minutes and Reports**

The Committee will maintain written minutes of its meetings and copies of its actions by written consent, and will cause such minutes and copies of written consents to be filed with the minutes of the meetings of the Board. The Committee shall report regularly to the Board regarding its actions and make recommendations to the Board as appropriate.

## **VII. Delegation of Duties**

The Chairperson shall have the delegated authority to act on behalf of the Committee in connection with (1) approval of the retention of outside service providers and advisors (including negotiation and execution of their engagement letters), (2) preapproval of audit or non-audit services, (3) reviewing with management the Company's proposed earnings press releases and other financial information and guidance regarding the Company's results of operations provided publicly or to ratings agencies, (4) approval of payment of ordinary administrative and other expenses incurred by the Committee described in the previous paragraphs, and (5) as may otherwise be determined by the Committee. The Committee also may form and delegate authority to one or more subcommittees consisting of one or more members of the Board (whether or not he, she or they are on the Committee) to the extent allowed under applicable law and stock exchange listing requirements. By delegating an issue to the Chairperson or a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to the Chairperson or a subcommittee, doing so will not limit or restrict future action by the Chairperson or subcommittee on any matters delegated to it. Any action or decision of the Chairperson or a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to these responsibilities.

## **VIII. Committee Self-Assessment; Review of Charter**

The Committee will annually evaluate its performance. The Committee will review and reassess the adequacy of this Charter at least annually, and recommend to the Board any changes the Committee determines are appropriate.

## **IX. Publication**

The Company shall make this Charter freely available to stockholders on request and, provided that the Company is subject to the periodic reporting requirements of the Exchange Act, shall publish it on the Company's website.

**Effective:** March 2, 2016

**Amended:** June 5, 2020, May 11, 2022