



# Monopar Therapeutics

## Corporate Governance and Nominating Committee Charter

**Adopted by the Board of Directors on January 13, 2022**  
(as amended on October 4, 2021)

### Purposes of the Committee

The purposes of the Corporate Governance and Nominating Committee (“Committee”) of the Board of Directors (the “Board”) of Monopar Therapeutics Inc. (the “Company”) are to:

- Oversee the composition of the Board to ensure that qualified individuals, meeting the criteria of The Nasdaq Stock Market LLC (“Nasdaq”) and regulations of the Securities and Exchange Commission (“SEC”), serve as members of the Board and its committees; and
- Oversee the development and implementation of corporate governance principles and policies, make recommendations to the Board regarding such corporate governance issues and update the Board on any corporate governance issues that arise.

### Membership of the Committee

#### Appointment and Removal

- Members of the Committee shall be appointed by the Board, shall serve at the discretion of the Board and shall serve until a successor is duly elected or the member is removed or resigns.
- A member of the Committee shall be automatically removed if the member (1) is no longer a Director of the Company, (2) is determined by the Board to no longer be “independent” as that term is defined by Nasdaq and, if applicable, the Sarbanes-Oxley Act of 2002 (the “Sarbanes-Oxley Act”), or (3) is ineligible because of other rules or requirements.
- Committee members may otherwise be removed or replaced by a majority vote, and at the discretion, of the Board.

#### Number and Qualifications

- The Committee will be comprised of at least three directors. All members must be “independent” as that term is defined by Nasdaq and, if applicable, the Sarbanes-Oxley Act. In affirmatively determining the independence of any director who will serve on the Committee, the Board shall consider all factors specifically relevant to determining whether a Director has a relationship to the Company which is material to that Director's ability to be independent from management in connection with the duties of a Committee member, including, but not limited to the source of compensation of such Director, including any consulting, advisory or other compensatory fee paid by the Company to such Director other than fees paid for his or her capacity as a member of the Board; and

- Each member of the Committee shall qualify as a “Non-Employee Director” for the purposes of Rule 16b-3 under the Exchange Act, and as an “outside director” for the purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended (the “Code”), and be otherwise free from any relationship that, in the judgment of the Board, would interfere with his or her exercise of business judgment as a Committee member.

### **Committee Structure and Operations**

- The Board, taking into account the views of the Chair of the Board and the members of the Committee, shall designate one member of the Committee as its chair.
- The Committee shall meet when deemed necessary or desirable by the Committee or its chair, at least one time per year. The Committee may invite such members of management and other persons to its meetings as it may deem desirable or appropriate. The Committee may exclude anyone with a potential conflict of interest in the matters under discussion.
- The Committee shall maintain written minutes of its meetings and copies of its actions by unanimous written consent and will cause such minutes and copies of actions by unanimous written consents to be filed with the Company’s corporate documents. The minutes of the Committee and actions by the unanimous written consent of Committee members will be distributed to the other members of the Board.
- The Committee shall report regularly to the Board summarizing each of the Committee's meetings, including the principal subjects considered or discussed and the conclusions and actions of the Committee, which can be fulfilled through the distribution of the Committee meeting minutes and actions by unanimous written consent to other members of the Board. The Committee shall report on requests as to specific subjects as requested by the Board.
- The Committee shall annually conduct a self-evaluation and report the results of the self-evaluation to the Board.

### **Committee Duties and Responsibilities**

The operation of the Committee shall be subject to the provisions of the Company’s Bylaws and Section 141 of the Delaware General Corporation Law, each as in effect from time to time. The Committee’s functions and procedures should remain flexible to most effectively address changing circumstances. To implement the Committee’s purposes and policies, the Committee shall be charged with the following duties and responsibilities, with the understanding, however, that the Committee may supplement and, except as otherwise required by applicable law or the requirements of Nasdaq, deviate from these activities as appropriate under the circumstances:

### **Identification, Nomination and Termination of Directors**

- To annually review the tenure, performance, and contributions of existing Board members to the extent they are candidates for re-election and consider all aspects of each candidate's qualifications and skills with the goal of ensuring to the extent reasonably possible that the Board has diversity of experience and perspectives as well as race, gender, geography, and areas of expertise. To further this goal, the Committee will include in each search, highly qualified candidates who reflect diverse experiences and backgrounds, including diversity of gender and race;
- As vacancies arise, in coordination with the Board Chair and the Chief Executive Officer, to identify, review and evaluate individuals qualified to serve on the Board consistent with above criteria along with criteria approved by the Board and to seek out nominees to enhance the relevant experience, expertise, diversity and needed qualifications of the Board; where the Company is legally required by contract or otherwise to provide third parties with the ability to

nominate a Board member, the selection and nomination of such Board member need not be subject to the Committee's process;

- To periodically review and assess the independence of directors, including whether a majority of the Board continues to be independent from management in both fact and appearance, as well as within the meaning prescribed by Nasdaq and other applicable regulations;
- To recommend to the Board for selection of the Director nominees to be voted upon either by the Board for service until the next annual meeting of stockholders or at the next annual meeting of the stockholders of the Company for service until the subsequent annual meeting of stockholders;
- To consider recommendations for Board nominees and proposals submitted by the Company's stockholders pursuant to the procedures described in the Company's Bylaws and/or proxy statement and to establish any policies, requirements, criteria and procedures, including policies and procedures to facilitate stockholder communications with the Board, and to recommend to the Board appropriate action on any such proposal or recommendation;
- To review all resignations tendered by Directors and recommend to the Board if any action, including the acceptance or rejection of such resignation, should be taken;
- To review the continued appropriateness of Board membership when a Director resigns from his or her present employment or who materially changes his or her position or joins a new public company board; in the Committee's review, it shall determine whether it believes that such Director's change in circumstances represents a conflict of interest or otherwise inhibits such Director's ability to serve the best interest of the Company and its stockholders;
- To perform an annual evaluation of the Board and each committee of the Board, based on procedures and guidelines established by the Committee. The Committee may agree to accept any self-evaluation performed by the committees of the Board in satisfaction of this duty;
- To recommend to the full Board, in consultation with the Chair of the Board, the appropriate size and needs of the Board, including, without limitation, regarding committees of the Board to be maintained, created or terminated; and
- To recommend to the Board, in consultation with the Chair of the Board, the chair and membership of the committees of the Board and to recommend removal of committee members from the committees based on such criteria as the Committee or Board shall from time to time establish.

The Committee shall be responsible for reviewing with the entire Board, as needed, the appropriate skills and characteristics required of Directors in the context of the current make-up of the Board and the anticipated needs of the Board and the Company.

If a Director believes that a significant issue involving corporate governance at the Company exists, that Director shall promptly bring such issue directly to the attention of a Committee member. Absent unusual circumstances, discussion of such issues with the Committee should occur prior to raising the matter with other Directors or members of management.

### **Executive Sessions**

The Committee shall ensure that, as part of each regularly scheduled meeting of the Board of Directors, the outside or non-employee directors shall meet in executive session prior to the conclusion of such Board meeting. Executive sessions will be chaired by the Chair of the Board, or, in the case

of executive sessions at which the principal items to be considered are within the scope of any specific committee, such meeting may be chaired by the chair of such committee. The Board can waive such executive session at any ad hoc Board meeting should the subject of such meeting not warrant an executive session.

## **Compliance**

The Committee shall have the following additional duties:

- To oversee and evaluate compliance by the Board and management of the Company with the Company's Code of Business Conduct and Ethics and the Corporate Compliance Program;
- To review and pre-approve all outside board memberships for a for-profit company, other commercial entity, or advisory board, for the CEO, officers and senior managers of the Company, to assess whether such proposed membership creates or has the potential to create either a conflict of interest or an appearance of one;
- To ensure that a toll-free telephone number is established and maintained for employees to anonymously report complaints to the Chair of the Board or Chair of the Audit Committee or both (depending on the type of complaint) relating to financial fraud, environmental hazards, illegal or unfair employment practices, and unethical behavior; and
- To make any public disclosures required by applicable law in the course of exercising its authority.

## **Training**

The Committee shall coordinate the training of Directors to the extent required by the SEC and the listing requirements of Nasdaq, as amended from time to time.

## **Other Duties**

The Committee has the following additional duties, when appropriate:

- To periodically assess the directors and officers ("D&O") insurance policy of the Company and make recommendations to the Board for the initiation, renewal or amendment of D&O insurance coverage or the replacement of the underwriter;
- To assess policies and practices of the Company with respect to the indemnification of directors by the Company and payments made pursuant to such policies and practices;
- To recommend guidelines to the Board for corporate succession planning as it relates to the Company's Chief Executive Officer;
- To develop, a set of corporate governance principles to be applicable to the Company, periodically review and assess these principles and their application, and recommend any changes deemed appropriate to the Board for its consideration; and
- To perform any other activities required by applicable law, rules or regulations, including the rules of the SEC and any stock exchange or market on which the Company's securities may be listed from time to time, and perform such other activities that are consistent with this Charter, the Company's Bylaws and governing instruments, as the Committee or the Board deem necessary or appropriate and as assigned by the Board.

## **Committee Reports**

The Committee shall produce the following reports and provide them to the Board:

- The results of the annual evaluation of the Board and each committee of the Board.
- An annual performance self-evaluation of the Committee, which evaluation shall compare the performance of the Committee with the requirements of this Charter. The performance evaluation shall also include an annual review of the adequacy of this Charter and shall recommend to the Board any revisions the Committee deems necessary or desirable, although the Board shall have the sole authority to amend this Charter. The performance evaluation shall be conducted in such manner as the Committee deems appropriate.

## **Delegation to Subcommittee**

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee or to the chair of the Committee, whether or not such delegation is specifically contemplated under any plan or program.

## **Resources and Authority of the Committee**

The Committee shall be authorized to access such internal and external resources as the Committee deems necessary or appropriate to fulfill its defined responsibilities, including engagement of independent counsel, consultants and other professional advisors, as well as executive search firms to help identify director candidates, in each case at the expense of the Company. The Committee shall have sole authority to approve fees, costs, compensation and other terms of engagement of such outside resources and advisors, all of which will be promptly paid by the Company. The Committee shall have the authority to perform such other functions, and shall have such powers, as may be necessary or appropriate in the efficient and lawful discharge of its responsibilities hereunder. The Committee shall also have the authority to pay, at the expense of the Company, ordinary administrative expenses that, as determined by the Committee, are necessary or appropriate in carrying out its duties. The Committee shall have full access to all books, records, facilities and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge his or her responsibilities hereunder. The Committee shall have the authority to require that any of the Company's personnel, counsel or any other consultant or advisor to the Company attend any meeting of the Committee or meet with any member of the Committee or any of its special legal, accounting (previously coordinated with the Audit Committee) or other advisors and consultants. The Committee is empowered to investigate any matter brought to its attention and to retain counsel, auditors (in coordination with the Audit Committee) or other experts as required and to recommend to the Board resolution of any matter brought to its attention.

The approval of this Charter by the Board shall be construed as a delegation of authority to the Committee with respect to the responsibilities set forth herein.