

LEAP THERAPEUTICS, INC.

COMPENSATION COMMITTEE CHARTER

I. Committee Responsibilities

The primary responsibility of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Leap Therapeutics, Inc. (the “Company”) is to assist the Board in discharging its responsibilities relating to compensation of the Company’s executive officers and the Company’s incentive-compensation and equity-based compensation plans. The Committee also prepares the report required by the rules of the Securities and Exchange Commission (the “SEC”) to be included in the Company’s annual proxy statement.

II. Size and Composition Criteria

Except as otherwise permitted by the applicable rules of the Nasdaq Stock Market (“Nasdaq”), the Committee shall consist of at least two members of the Board. The Nominating and Corporate Governance Committee considers and makes recommendations to the Board regarding the size, structure, composition and functioning of the Committee.

Except as otherwise permitted by the applicable Nasdaq rules, each member of the Committee shall be an “independent director” as defined by Nasdaq Rule 5605(a)(2), and also meet the criteria set forth in Nasdaq Rule 5605(d)(2)(A).

Additionally, at least two members of the Committee must qualify as “non-employee directors” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and as “outside directors” for purposes of Section 162(m) of the Internal Revenue Code. The Board designates one member as chair or in its discretion delegates to the Committee the authority to designate a chair.

III. Duties and Responsibilities

Executive Compensation

Among its specific duties and responsibilities relating to executive compensation, the Committee:

(a) Reviews and approves (or recommends that the Board approve) corporate goals and objectives identified as relevant to the compensation of the Chief Executive Officer (the “CEO”), evaluates the CEO’s performance in light of those goals and objectives, and determines and approves (or recommends to the Board to approve) any compensation to be paid by the Company to the CEO. The CEO shall not be present during voting or deliberations relating to CEO compensation.

(b) Reviews and approves (or recommends that the Board approve) corporate goals and objectives for executive officers other than the CEO, evaluates the performance of these executive officers in light of the goals and objectives, and determines and approves (or recommends to the Board

to approve) any compensation to be paid by the Company to any such executive officers after considering the recommendations of the CEO.

(c) Approves (or recommends that the Board approve) equity awards for executive officers.

(d) Reviews and recommends any employment agreements and severance arrangements for executive officers, including change-in-control provisions, plans or agreements.

General Compensation and Employee Benefit Plans

Among its specific duties and responsibilities relating to general compensation and employee benefit plans, the Committee:

(a) Oversees and makes recommendations regarding the Company's overall compensation structure, policies and practices, and assesses whether the Company's compensation structure establishes appropriate incentives for management, partners and employees. Review risks related to executive compensation and the design of compensation programs, plans and arrangements to ensure they align with stockholder interests and satisfy the Company's overall performance objectives and risk management and risk mitigation policies, including ensuring that the Company's executive compensation program, plans and arrangements do not encourage excessive risk-taking.

(b) Oversees, including, where applicable, as plan administrator, the Company's incentive compensation and equity-based compensation plans and other compensation and employee benefit plans.

If necessary or required, the Committee may review and approve (or may in its discretion recommend that the Board approve) corporate goals and objectives for employees who are not executive officers of the Company, may in its discretion evaluate the performance of such employees in light of these goals and objectives, and may in its discretion determine and approve (or may in its discretion recommend to the Board to approve) any compensation to be paid by the Company to any such employees.

Other Responsibilities

Among its specific duties and responsibilities relating to other matters, the Committee:

(a) Reviews and discusses with management the Company's Compensation Discussion and Analysis ("CD&A") and related disclosures that SEC rules require be included in the Company's annual proxy statement, recommends to the Board, based on the review and discussions, whether the CD&A should be included in the annual proxy statement, and prepares the Committee report required by SEC rules for inclusion in the Company's annual proxy statement.

(b) Monitors compliance by executive officers and directors with the Company's stock ownership requirements.

(c) Reviews the compensation of non-management directors for service on the Board and its committees (including a review of perquisites and other personal benefits, if any, provided to the directors) and recommends changes in compensation to the Board.

(d) Considers the results of the most recent shareholder advisory vote on executive compensation as required by Section 14A of the Exchange Act and, to the extent the Committee determines it appropriate to do so, take such results into consideration in connection with the review and approval of executive officer compensation.

(e) To the extent it deems necessary, reviews and approves the terms of any compensation “clawback” or similar policy or agreement between the Company and the Company’s executive officers or other employees subject to Section 16 of the Exchange Act.

(f) Reviews and discusses with management the Company’s strategies and policies relating to human capital management, including talent management, cultural initiatives, values, and diversity, equity, and inclusion. The Committee shall regularly report to the Board on any human capital management matters.

III. EVALUATIONS

On an annual basis, the Committee evaluates its performance. In performing this evaluation, the Committee considers whether its charter appropriately addresses its duties, responsibilities and rights. The Committee reports to the Board regarding the evaluation, including any recommended changes to its duties and responsibilities, charter or the policies and practices of the Company that are relevant to the duties and responsibilities of the Committee.

IV. OUTSIDE ADVISORS

The Committee may in its sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other adviser retained by the Committee, the expense of which shall be borne by the Company. The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration all factors relevant to that person’s independence from management, including the following:

(a) The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser (the “firm”);

(b) The amount of fees received from the Company by the firm as a percentage of the total revenue of the firm;

(c) The firm’s policies and procedures that are designed to prevent conflicts of interest;

(d) Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;

(e) Any shares of the Company owned by the compensation consultant, legal counsel or other adviser; and

(f) Any business or personal relationship of the compensation consultant, legal counsel, other adviser or firm with an executive officer of the Company.

The Committee shall conduct the independence assessment with respect to any compensation consultant, legal counsel or other adviser that provides advice to the Committee, other than: (i) in-house legal counsel; and (ii) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees; or providing information that either is not customized for the Company or that is customized based on parameters that are not developed by the compensation consultant, and about which the compensation consultant does not provide advice.

Nothing herein requires a compensation consultant, legal counsel or other compensation adviser to be independent, only that the Committee consider the enumerated independence factors before selecting or receiving advice from a compensation consultant, legal counsel or other compensation adviser. The Committee may select or receive advice from any compensation consultant, legal counsel or other compensation adviser it prefers, including ones that are not independent, after considering the six independence factors outlined above.

Nothing herein shall be construed to: require the Committee to implement or act consistently with the advice or recommendations of the compensation consultant, legal counsel or other adviser to the Committee; or to affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

V. MEETINGS

The Committee meets as often as may be deemed necessary or appropriate, either in person or telephonically, and at such times and places as the Committee determines. The majority of the members of the Committee constitutes a quorum. The Committee reports regularly to the Board with respect to its activities and responsibilities.

Date Reviewed: April 12, 2023