DECIPHERA PHARMACEUTICALS, INC.

Code of Business Conduct and Ethics

Introduction

Purpose and Scope

Deciphera Pharmaceuticals, Inc. (the "Company") has established this Code of Business Conduct and Ethics (this "Code") to aid the Company's officers and employees in making ethical and legal decisions when conducting the Company's business and performing their day-to-day duties.

The day-to-day responsibility for administering and interpreting the Code is the Company's General Counsel (the "Compliance Officer").

The Company expects its officers and employees to exercise reasonable judgment when conducting the Company's business. The Company encourages its officers and employees to refer to this Code frequently to ensure that they are acting within both the letter and the spirit of this Code. The Company also understands that this Code will not contain the answer to every situation you may encounter or every concern you may have about conducting the Company's business ethically and legally. In these situations, or if you otherwise have questions or concerns about this Code, the Company encourages each officer and employee to speak with their supervisor or, if you are uncomfortable doing that, with the Compliance Officer.

Contents of this Code

This Code has two sections which follow this Introduction. The first section, "***Standards of Conduct***," contains the actual guidelines that our officers and employees are expected to adhere to in the conduct of the Company's business. The second section, "***Compliance Procedures***," contains specific information about how this Code functions including who administers this Code, who can provide guidance under this Code and how violations may be reported, investigated, and punished. This section also contains a discussion about waivers of and amendments to this Code.

A Note About Other Obligations

The Company's officers and employees generally have other legal and contractual obligations to the Company, including adhering to Company policies and SOPs. This Code is not intended to reduce or limit the other obligations that you may have to the Company. Instead, the standards in this Code should be viewed as the *minimum standards* that the Company expects from its officers and employees in the conduct of the Company's business.

Standards of Conduct

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Conflicts of Interest

The Company recognizes and respects the right of its officers and employees to engage in outside activities which they may deem proper and desirable, provided that these activities do not impair or interfere with the performance of their duties to the Company or its affiliated entities or their ability to act in the Company's best interests. In most, if not all, cases this will mean that our officers and employees must avoid situations that present a potential or actual conflict between their personal interests and the Company's interests.

A "conflict of interest" occurs when an officer's or employee's personal interest interferes with the Company's interests. Conflicts of interest may arise in many situations. For example, conflicts of interest can arise when an officer or employee takes an action or has an outside interest, responsibility or obligation that may make it difficult for them to perform the responsibilities of their position objectively and/or effectively in the Company's best interests. Conflicts of interest may also occur when an officer or employee or his or her immediate family member receives some personal benefit (whether improper or not) as a result of the officer's or employee's position with the Company. Each individual's situation is different and in evaluating his or her own situation, an officer or employee will have to consider many factors.

Any material transaction or relationship that reasonably could be expected to give rise to a conflict of interest should be reported promptly to the Compliance Officer. The Compliance Officer may notify the Chief Executive Officer of the Company as they deem appropriate. Actual or potential conflicts of interest involving the Compliance Officer should be disclosed directly to the Chief Executive Officer.

Compliance with Laws, Rules, and Regulations

The Company seeks to conduct its business in compliance with applicable laws, rules, and regulations. No officer or employee shall engage in any unlawful activity in conducting the Company's business or in performing his or her day-to-day company duties, nor shall any officer or employee instruct others to do so.

Protection and Proper Use of the Company's Assets

The Company's assets include its intellectual property rights, Company equipment, physical servers, and communication facilities, among others. Loss, theft, and misuse of the Company's assets has a direct impact on the Company's business and its profitability. Employees and officers are expected to protect the Company's assets that are entrusted to them and to protect the Company's assets in general. Employees and officers are also expected to take steps to ensure that the Company's assets are used only for legitimate business purposes.

Corporate Opportunities

Employees and officers owe a duty to the Company to advance its legitimate business interests when the opportunity to do so arises. Each employee and officer is prohibited from:

- diverting to himself or herself or to others any opportunities that are discovered through the use of the Company's property or information or as a result of his or her

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position with the Company unless such opportunity has first been presented to, and rejected by, the Company;

- using the Company's property or information or his or her position for improper personal gain; or

- competing with the Company.

Confidentiality

Confidential information generated and gathered in the Company's business plays a vital role in the Company's business, prospects, and ability to compete. "Confidential information" includes all non-public information that might be of use to competitors or harmful to the Company or its customers if disclosed. Officers and employees may not disclose or distribute the Company's confidential information, except when disclosure is authorized by the Company or required by applicable law, rule or regulation or pursuant to an applicable legal proceeding. Officers and employees shall use confidential information solely for legitimate company purposes. Officers and employees must return all of the Company's confidential and/or proprietary information in their possession to the Company when they cease to be employed by or to otherwise serve the Company.

Fair Dealing

Competing vigorously, yet lawfully, with competitors and establishing advantageous, but fair, business relationships with customers and suppliers is a part of the foundation for long-term success. However, unlawful and unethical conduct, which may lead to short-term gains, may damage a company's reputation and long-term business prospects. Accordingly, it is the Company's policy that officers and employees must endeavor to deal ethically and lawfully with the Company's collaborators, customers, suppliers, competitors and employees in all business dealings on the Company's behalf. No officer or employee should take unfair advantage of another person in business dealings on the Company's behalf through the abuse of privileged or confidential information or through improper manipulation, concealment or misrepresentation of material facts.

Accuracy of Records

The integrity, reliability and accuracy in all material respects of the Company's books, records and financial statements is fundamental to the Company's continued and future business success. No officer or employee may cause the Company to enter into a transaction with the intent to document or record it in a deceptive or unlawful manner. In addition, no officer or employee may create any false or artificial documentation or book entry for any transaction entered into by the Company. Similarly, officers and employees who have responsibility for accounting and financial reporting matters have a responsibility to accurately record all funds, assets and transactions on the Company's books and records.

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Political Contributions/Gifts

Business contributions to political campaigns are strictly regulated by federal, state, provincial and local law in the U.S., Japan and other jurisdictions. Accordingly, all political contributions proposed to be made with the Company's funds must be coordinated through and approved by the Compliance Officer. Officers and employees may not, without the approval of the Compliance Officer, use any of the Company's funds for political contributions of any kind to any political candidate or holder of any national, state, provincial or local government office. Officers and employees may make personal contributions but should not represent that they are making any such contribution on the Company's behalf. Similar restrictions on political contributions may apply in other countries. Specific questions should be directed to the Compliance Officer.

Bribes, Kickbacks and Other Improper Payments

The Company does not permit or condone bribes, kickbacks or other improper payments, transfers or receipts. No officer or employee should offer, give, solicit or receive any money or other item of value for the purpose of obtaining, retaining or directing business or bestowing or receiving any kind of favored treatment. In particular, the U.S. Foreign Corrupt Practices Act ("FCPA") prohibits any U.S. individual or business from authorizing, offering or paying money or anything of value, directly or indirectly, to any foreign official or employee, political party, or candidate for public office for the purpose of obtaining or maintaining business or for any other business advantage. Violation of the FCPA could subject the Company and its individual officers and employees to serious fines and criminal penalties.

International Trade Controls

Many countries regulate international trade transactions, such as imports, exports and international financial transactions. In addition, the U.S. prohibits any cooperation with boycotts against countries friendly to the U.S. or against firms that may be "blacklisted" by certain groups or countries. It is the Company's policy to comply with these laws and regulations even if it may result in the loss of some business opportunities. Employees should learn and understand the extent to which U.S. and international trade controls apply to transactions conducted by the Company.

Compliance Procedures

Communication of Code

All officers and employees will be supplied with a copy of the Code upon beginning service at the Company. Updates of the Code will be provided from time to time. A copy of the Code is also available to all officers and employees on the Company's intranet.

Monitoring Compliance and Disciplinary Action

The Company's management shall take reasonable steps from time to time to (i) monitor compliance with the Code, and (ii) when appropriate, impose and enforce appropriate disciplinary measures for violations of the Code.

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Disciplinary measures for violations of the Code will be determined in the Company's sole discretion and may include, but are not limited to, counseling, oral or written reprimands, warnings, probation or suspension with or without pay, demotions, reductions in salary, termination of employment or service, and restitution.

Reporting Concerns/Receiving Advice

Communication Channels

Be Proactive. Every employee is encouraged to act proactively by asking questions, seeking guidance and reporting suspected violations of the Code and other policies and procedures of the Company, as well as any violation or suspected violation of applicable law, rule or regulation arising in the conduct of the Company's business or occurring on the Company's property. **If any employee believes that actions have taken place, may be taking place, or may be about to take place that violate or would violate the Code or any law, rule or regulation applicable to the Company, they are obligated to bring the matter to the attention of the Company.**

Seeking Guidance. The best starting point for an officer or employee seeking advice on ethics-related issues or reporting potential violations of the Code will usually be their supervisor. However, if the conduct in question involves their supervisor, if the employee has reported the conduct in question to their supervisor and does not believe that they dealt with it properly, or if the officer or employee does not feel that they can discuss the matter with their supervisor, the employee may raise the matter with the Compliance Officer.

Our whistleblower hotline number is 888-DCPH-4WB for U.S. callers and +41 080-056-1650 for international callers. There is also an online reporting option: https://www.whistleblowerservices.com/dcph.

Communication Alternatives. Any officer or employee may communicate with the Compliance Officer, or report potential violations of the Code, by any of the following methods:

- In writing (which may be done anonymously as set forth below under "Anonymity"), addressed to the Compliance Officer, by U.S. mail to c/o Deciphera Pharmaceuticals, Inc., 200 Smith Street, Waltham, MA 02451;

- Online at https://www.whistleblowerservices.com/dcph (which may be done anonymously as set forth below under "Anonymity"); or

- By phoning a voicemail account that we have established for receipt of questions and reports of potential violations of the Code. The voicemail account may be reached at 888-DCPH-4WB for U.S. callers and +41 080-056-1650 for international callers. Calls may be made anonymously as set forth below under "Anonymity."

Reporting Accounting and Similar Concerns. Any concerns or questions regarding any potential violations of the Code, any company policy or procedure or applicable law, rules or regulations that involves accounting, internal accounting controls, or auditing matters will be directed to the Compliance Officer. Officers and employees may also communicate directly with

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the Compliance Officer regarding such matters by the following methods (which may be done anonymously as set forth below under "Anonymity"):

- In writing (which may be done anonymously as set forth below under "Anonymity"), addressed to Compliance Officer, by U.S. mail to c/o Deciphera Pharmaceuticals, Inc., 200 Smith Street, Waltham, MA 02451;

- Online at https://www.whistleblowerservices.com/dcph (which may be done anonymously as set forth below under "Anonymity"); or

- By phoning a voicemail account that we have established for receipt of questions and reports of potential violations of the Code. The voicemail account may be reached at 888-DCPH-4WB for U.S. callers and +41 080-056-1650 for international callers. Calls may be made anonymously as set forth below under "Anonymity."

Cooperation. Employees are expected to cooperate with the Company in any investigation of a potential violation of the Code, any other company policy or procedure, or any applicable law, rule or regulation.

Misuse of Reporting Channels. Employees must not use these reporting channels in bad faith or in a false or frivolous manner or to report grievances that do not involve the Code or other ethics-related issues.

Anonymity

When reporting suspected violations of the Code, the Company prefers that officers and employees identify themselves to facilitate the Company's ability to take appropriate steps to address the report, including conducting any appropriate investigation. However, the Company also recognizes that some people may feel more comfortable reporting a suspected violation anonymously.

If an officer or employee wishes to remain anonymous, they may do so, and the Company will use reasonable efforts to protect the confidentiality of the reporting person subject to applicable law, rule or regulation or to any applicable legal proceedings. In the event the report is made anonymously, however, the Company may not have sufficient information to look into or otherwise investigate or evaluate the allegations. Accordingly, persons who make reports anonymously should provide as much detail as is reasonably necessary to permit the Company to evaluate the matter(s) set forth in the anonymous report and, if appropriate, commence and conduct an appropriate investigation.

No Retaliation

The Company expressly forbids any retaliation against any officer or employee who, acting in good faith on the basis of a reasonable belief, reports suspected misconduct. Specifically, the Company will not discharge, demote, suspend, threaten, harass or in any other manner discriminate against, such an officer or employee in the terms and conditions of their employment. Any person who participates in any such retaliation is subject to disciplinary action, including termination.

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Waivers and Amendments

No waiver of any provisions of the Code for the benefit of an officer (which includes without limitation, for purposes of this Code, the Company's principal executive, financial and accounting officers) or any other employee shall be effective unless approved by the Compliance Officer.

No waiver of any provisions of the Code for the benefit of the Compliance Officer shall be effective unless approved by the Chief Executive Officer.

All amendments to the Code must be approved in writing by the Compliance Officer.

ADOPTED: September 21, 2017
EFFECTIVE: September 26, 2017
LAST AMENDED AND RESTATED: FEBRUARY 18, 2025

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Document Approvals

Approved Date: 2/26/2025

Task: Approve Document Verdict: Approve	Meghan McDevitt, Director, Corporate Counsel • Legal and Compliance (meghan.mcdevitt@deciphera.com) Legal Approval 26-Feb-2025 19:47:51 GMT+0000

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