



## Deciphera Pharmaceuticals, Inc Comprehensive Compliance Program

Effective April 15th, 2020 Deciphera Pharmaceuticals, Inc (“Deciphera”) has established a Comprehensive Compliance Program (“Compliance Program”) which is consistent with the recommendations outlined in the April 2003 Office of Inspector General U.S. Department of Health and Human Services (“OIG Guidance”) publication entitled “*Compliance Program Guidance for Pharmaceutical Manufacturers*” as well as provisions of the “*Code on Interactions with Healthcare Professionals*” created by the Pharmaceutical Research and Manufacturers of America (“PhRMA Code”), as updated in September 2019.

Our Compliance Program applies to Deciphera officers, directors, employees and, in certain situations, our agents and independent contractors (“Representatives”) and is intended to promote a culture which supports the ethical behavior of our Representatives and provides a framework for the identification and prevention of compliance infractions as established by our written policies.

Our Compliance Program contains the Seven Elements of an Effective Compliance Program, as outlined below.

**Effective Lines of Communication** which encourage open communication without fear of recrimination or retaliation. Deciphera Representatives may report an actual/potential violation to the confidential Deciphera Compliance Hotline (twenty-four hours a day, seven days a week) by calling 1-888-DCPH 4 WB. There is also an online reporting option: <http://www.openboard.info/DCPH>

**Implementing Written Policies and Procedures** for Deciphera management, employees and agents (including Deciphera’s Code of Business Conduct and Ethics) which can be found on our website at <https://investors.deciphera.com/corporate-governance/documents-charters>

**Designating a Compliance Committee** that is overseen by the Deciphera Compliance Officer. The Deciphera Compliance Committee includes leadership from various departments within Deciphera. The Chief Compliance Officer has a direct line of communication with the Board of Directors, if needed.

**Effective Training and Education is conducted** for each Deciphera Representative. Every Representative is trained on the Compliance Program and Code of Business Conduct and Ethics as well as those policies, procedures and laws applicable to their specific job description.

**Deciphera Conducts Internal Monitoring and Auditing** activities to gauge and enhance compliance amongst its employees and identify areas needing improvement.

Deciphera **Enforces Standards Through Well-Publicized Disciplinary Guidelines**. Violations or potential violations are investigated and reported to the Compliance Committee. Disciplinary action can include warnings, corrective action plans, suspension and/or termination of employment.

Deciphera **Responds Promptly to Detected Problems and Undertakes Corrective Action** upon becoming aware of Compliance violations. This includes a thorough investigation into the circumstances surrounding the alleged/suspected violation and corrective measures

### California Annual Declaration

As required by, and in accordance with the definitions set forth in California Health and Safety Code §§ 119400-119402, Deciphera has established an annual dollar limit on gifts, promotional materials, or items or activities that the company may give or otherwise provide to an individual medical or health care professional in California.

Copies of our Compliance Program and Deciphera’s Annual Declaration of Compliance for California can be requested by calling the Deciphera Compliance Hotline at 1-888-DCPH 4 WB or by visiting the Deciphera website at <https://investors.deciphera.com/corporate-governance/documents-charters>