

PUMA BIOTECHNOLOGY, INC.
CORPORATE GOVERNANCE GUIDELINES
(As of 11/11/25)

I. The Mission of the Board of Directors

The Board of Directors (the “**Board**”) of Puma Biotechnology, Inc. (the “**Company**”) believes that its primary responsibility is to provide effective governance over the Company’s affairs for the benefit of stockholders. The Board and its committees are responsible for determining that the Company is managed in such a way as to ensure this result. This is an active, not a passive, responsibility. The Board has the responsibility to ensure that in good times, as well as difficult ones, management is capably executing its responsibilities, and has adopted the following guidelines to assist it in the exercise of its responsibility. These guidelines are reviewed periodically and revised as appropriate to reflect the dynamic and evolving processes relating to the operation of the Board and its committees. These Corporate Governance Guidelines (these “**Guidelines**”) are intended as a component of the flexible framework within which the Board, assisted by its committees, directs the affairs of the Company. They are not intended to establish by their own force any legally binding obligations.

II. Selection and Composition of the Board

Size of the Board: The size of the Board is determined by the Board in accordance with the Company’s Bylaws. The size of the Board may vary based upon the size of the business and the availability of qualified candidates. Board size should facilitate active interaction and participation by all Board members. The Board will review from time to time the appropriateness of its size but currently intends to maintain a Board consisting of at least seven (7) members.

Board Membership Criteria: The Nominating and Corporate Governance Committee of the Board (the “**Nominating Committee**”) works with the Board as a whole on an annual basis to determine the appropriate skills and characteristics required of Board members in the context of the current make-up of the Board and its committees. In evaluating the suitability of individual Board members, the Board considers many factors, including their experience, wisdom, integrity, skills (such as understanding of finance and marketing), educational and professional background, geography, culture, viewpoints, background and perspectives and their willingness and ability to devote adequate time to Board duties. At all times, at least one member of the Board must meet the definition of “financial expert” set forth in the Sarbanes-Oxley Act of 2002 (the “**Sarbanes-Oxley Act**”) for service on the Company’s Audit Committee, and all members of the Board serving on the Company’s Audit Committee must meet the requirements of the securities exchange on which the Company’s securities are listed and the Sarbanes-Oxley Act. Board members are expected to prepare for, attend, and participate in all Board and applicable committee meetings. Each Board member is expected to ensure that other existing and planned future commitments do not materially interfere with the member’s service as an outstanding director.

Candidates nominated for the election or re-election to the Board should possess the following qualifications:

- high personal and professional ethics, integrity, practical wisdom and mature judgment;
- broad training and experience at the policy-making level in business, government, education or technology;
- expertise that is useful to the Company and complementary to the background and experience of other Board members;
- willingness to devote the required amount of time to carrying out duties and responsibilities of Board membership;
- commitment to serve on the Board over a period of several years to develop knowledge about the Company's principal operations; and
- willingness to represent the best interests of all stockholders and objectively appraise management performance.

Independent Directors on Board: Independent directors must constitute at least two-thirds of the Board. In the event the Board is not in compliance with this requirement, it will undertake reasonable efforts to return to compliance within 90 days.

Board Definition of What Constitutes Independence for Directors: A director is considered "independent" if he or she satisfies criteria for independence established by the rules of the securities exchange on which the Company's securities are listed. A director shall be considered "independent" for purposes of serving on a Board committee based on the definition of independence used in that committee's charter, which shall conform to any requirements established for such a committee by the rules of the securities exchange on which the Company's securities are listed and any applicable U.S. Securities and Exchange Commission ("**SEC**") rules. In addition to these requirements, to be considered independent, a director cannot:

- have been employed by the Company or any of its subsidiaries for more than one year within the last five calendar years;
- have any personal service contract(s) with the Company or any member of the Company's senior management;
- have any interest in any non-Company related investment that overlaps with an investment by the Company and/or its senior management;
- during the current calendar year or any of the three immediately preceding calendar years, have any business relationship with the Company for which the Company has been required to make disclosure under Item 404 of Regulation S-K, other than for service as a director or for which relationship no more than de minimis remuneration (as defined below) was received in any one such year; *provided, however*, that the need to disclose any relationship that existed prior to a director joining the Board shall not in and of itself render the director non-independent;

- have any of the relationships described in this section with any “affiliate” of the Company as determined pursuant to applicable SEC guidance; nor
- be a member of the immediate family of any person described in this section.

Compliance with these requirements is reviewed annually by the Nominating Committee. Each independent director is expected to confirm his or her independence annually and to promptly inform the Board or the Nominating Committee of any change in his or her independence that would disqualify him or her as an independent director.

A director is deemed to have received remuneration (other than remuneration as a director, including remuneration provided to a nonexecutive Board or committee chairperson), directly or indirectly, if remuneration, other than de minimis remuneration, was paid by the Company, its subsidiaries, or affiliates, to any entity in which the director has a beneficial ownership interest of five percent or more, or to an entity by which the director is employed other than as a director. Remuneration is deemed de minimis remuneration if such remuneration is \$120,000 or less in any calendar year, or, if such remuneration is paid to an entity, if it: (i) is less than or equal to \$1 million in any calendar year, or one percent (1%) of the gross revenues of the entity in any calendar year, whichever amount is less; and (ii) did not directly result in a material increase in the compensation received by the director from that entity.

Selection of New Directors: The entire Board is responsible for nominating members for election to the Board and for filling vacancies on the Board that may occur between annual meetings of the stockholders. The Nominating Committee is responsible for identifying, screening, and recommending candidates to the entire Board for prospective Board membership. When formulating its Board membership recommendations, the Nominating Committee also considers any advice and recommendations offered by the Chief Executive Officer or the Company’s stockholders.

The Board evaluates each individual in the context of the Board as a whole, with the objective of recommending a group that can best perpetuate the success of the business and represent shareholder interests through the exercise of sound judgment using its diversity of experience in these various areas. In determining whether to recommend a director for re-election, the Nominating Committee also considers the director’s past attendance at meetings and participation in and contributions to the activities of the Board.

Extending the Invitation to a Potential Director to Join the Board: The invitation to join the Board is generally extended by the Board itself via the Chairman of the Board and Chief Executive Officer of the Company, together with an independent director, when appropriate.

Director Orientation and Continuing Education: The Company will maintain an orientation program for new directors and a continuing education program for all directors. The orientation program will include comprehensive information about the Company’s business and operations, general information about the Board and its committees, including a summary of director compensation and benefits, and a review of director duties and responsibilities.

Term of Office and Term Limits: The Board does not believe it should establish term limits. While term limits could help ensure that there are fresh ideas and viewpoints available to the

Board, they hold the disadvantage of losing the contribution of directors who have been able to develop, over a period of time, increasing insight into the Company and its operations and, therefore, provide an increasing contribution to the Board as a whole. In connection with each director nomination recommendation, the Nominating Committee shall consider the issue of continuing director tenure and take steps as may be appropriate to ensure that the Board maintains an openness to new ideas and a willingness to critically reexamine the status quo.

Director Retirement Policy: At this time, the Board has not established a policy regarding a maximum age after which a director may not stand for election to the Board. The Board may revise this policy at any time, based on the recommendation of the Nominating Committee, as it deems appropriate in the interests of the Company's stockholders.

Membership on other Boards: A director of the Board may serve as a director of another company only to the extent such position does not conflict or interfere with such person's service as a director of the Company. A director of the Board should obtain approval from the Board prior to accepting an invitation to serve on the board of another public company. A director of the Board may not serve on the board of directors of more than five public companies, including the Company, without the Board's consent; *provided, however*, if a director of the Board is the chief executive officer of a public company that is not the Company, such director shall not serve on the board of directors of more than three public companies, including the Company. The Chief Executive Officer of the Company shall not serve on the board of directors of more than three public companies, including the Company.

Director Responsibilities: The Board, as a whole, has the responsibility to ensure that in good times, as well as difficult ones, management is capably executing its responsibilities. In order for the Board to satisfy its responsibilities, each director, at a minimum, is expected to attend a significant majority of all Board meetings and to carefully review all meeting materials in advance of such meetings. Each director is encouraged to attend each annual stockholder meeting in person.

III. Board Leadership

Selection of Chairman and Chief Executive Officer: The Board believes the positions of Chief Executive Officer and Chairman of the Board may be combined, where appropriate, to provide unified leadership and direction. The Board reserves the right to adopt a different policy should circumstances change. The Chief Executive Officer or Chairman shall work closely with the entire Board and have regular substantive communications with the lead independent director.

Lead Independent Director: If the Chairman of the Board is a member of management or does not otherwise qualify as independent, the independent directors may elect a lead independent director. The lead independent director's responsibilities include, but are not limited to: presiding over all meetings of the Board at which the Chairman of the Board is not present, including any executive sessions of the independent directors; approving Board meeting schedules and agendas; and acting as the liaison between the independent directors and the Chief Executive Officer and Chairman of the Board. At such times as the Chairman of the Board is an independent director, the Chairman of the Board will serve as lead independent director. The Board may modify its leadership structure in the future as it deems appropriate.

Separate Sessions of Independent Directors: The independent directors shall communicate on a regular basis, but not less than two times a year, and shall meet in executive session at the beginning or conclusion of each regularly-scheduled Board meeting.

IV. Board Compensation, Performance and Stock Ownership

Board Compensation: The Company's executive officers shall not receive additional compensation for their service as directors. In accordance with its charter, the Compensation Committee periodically reviews the fees, equity awards and benefits paid and granted, as applicable, to non-employee directors and submits any recommended changes to the Board regarding such fees, equity awards and benefits. The compensation received by the members of the Audit Committee from the Company is specifically limited to those fees paid for their services as directors and members or chairperson of any committees of the Board. The Company believes that compensation for independent directors should be competitive and should encourage increased ownership of the Company's stock through the payment of a portion of director compensation in Company stock, restricted stock units, deferred compensation stock equivalents or options to purchase the Company's stock. The Compensation Committee should report to the Board on a periodic basis as to how the Company's director compensation practices compare with those of other similar type corporations. The Board should make changes in its director compensation practices only upon the recommendation of the Compensation Committee, and following discussion and concurrence by the full Board.

Assessing the Board's Performance: On a periodic basis, the Nominating Committee shall oversee an assessment of the Board and deliver a report to the Board assessing the Board's performance. This report will be discussed with the full Board. This assessment should be of the Board's contribution as a whole and should specifically review areas in which the Board and/or the management believes a better and improved contribution may be made. Its purpose is to increase the effectiveness of the Board as a whole, and not to focus on the performance and comportment of individual directors.

Stock Ownership: The Company believes that non-employee directors should be stockholders and have a financial stake in the Company. The Company encourages such ownership stakes and compensates its non-employee directors with stock options and restricted stock units under the Company equity compensation plan. Additionally, the Company requires each nonemployee director to acquire a minimum level of beneficial ownership of the Company's common stock ("**Common Stock**"), as set forth below (the "**Director Ownership Policy**").

- *Minimum Ownership Requirement.* No later than December 31, 2029 or, if later, December 31st of the year in which the fifth anniversary of a non-employee director's appointment or election to serve on the Board occurs (in either case, the "**Buildup Period**"), a non-employee director is required to maintain beneficial ownership of a number of shares of Common Stock with a value equal to three (3) times the non-employee director's annual cash retainer (not including committee membership or chair retainers) during his or her tenure at the Company (the "**Minimum Ownership Requirement**"); provided, that, consistent with the guidelines in effect prior to April 11, 2025, each non-employee director serving on the Board as of April 11, 2025 is required to retain a minimum level of beneficial

ownership of at least 10,000 shares of Common Stock until the higher Minimum Ownership Requirement is in effect at December 31, 2029.

- *Valuation.* The “value” of a non-employee director’s beneficial ownership shall be calculated by multiplying (i) the sum of the number of shares of Common Stock beneficially owned by the non-employee director (as determined in accordance with the paragraph below) by (ii) the average of the month-end closing prices per share of Common Stock for the 12 month period ending on the Determination Date (as defined below).
- *Counting.* For purposes of the Director Ownership Policy, shares of Common Stock that count toward satisfaction of the Minimum Ownership Requirement shall include (i) issued and outstanding shares of Common Stock (including any shares of restricted Common Stock that vest solely based on the passage of time and any such shares of Common Stock as may be acquired in connection with the exercise of warrants) that are not subject to transfer or other restrictions, in any case whether (a) held directly by the individual or his or her immediate family members residing in the same household; (b) held in a grantor trust for the benefit of the individual or his or her immediate family members residing in the same household; or (c) owned by a partnership, limited liability company or other entity to the extent of the individual’s interest therein (or the interest therein of his or her immediate family members residing in the same household), but only if the individual has or shares powers to vote or dispose of the shares; and (ii) shares of Common Stock subject to outstanding restricted stock unit awards that vest solely based on the passage of time. Shares of Common Stock that count toward satisfaction of the Minimum Ownership Requirement shall not include (x) shares of Common Stock subject to outstanding stock options, whether exercisable or unexercisable; (y) unearned performance-based vesting restricted Common Stock and restricted stock unit awards or other performance-based incentive awards; and (z) other than warrants, all other forms of derivative securities.
- *Determination of Share Ownership.* The determination of compliance with these guidelines shall be made as of the last trading day of each year (the “**Determination Date**”), and shall be reviewed by the Board on an annual basis. Each non-employee director shall certify as to his or her compliance with the Minimum Ownership Requirement during his or her tenure at the Company at least once each year in connection with responding to the Company’s annual Director and Officer Questionnaire.
- *Holding Requirement.* Until a non-employee director meets the applicable Minimum Ownership Requirement, such non-employee director shall be required to retain (and not dispose of or otherwise transfer) all “net settled shares” received from the vesting, delivery and/or exercise of equity awards granted under the Company’s equity incentive plans until such non-employee director comes into compliance with the Director Ownership Policy (the “**Holding Requirement**”). For sake of clarity, the Holding Requirement is in effect during the Buildup Period. “**Net settled shares**” means those shares of Common Stock that remain after payment of (i) the exercise price of stock options or purchase price of other equity awards and all applicable withholding taxes and (ii) all applicable transaction costs.
- *Exceptions.* The Minimum Ownership Requirement and the Holding Requirement may be waived, at the sole discretion of the Board, if compliance would create severe hardship for

a non-employee director, or would violate Section 16(b) of the Securities Exchange Act of 1934, as amended, or would prevent the non-employee director from complying with a court order, as in the case of a divorce settlement. A non-employee director may file notice with the Corporate Secretary or to the Chairman of the Board to be presented to the Board, advising the Board of the circumstances and describing the extent of the waiver requested.

- *Administration.* The Director Ownership Policy may at any time or from time to time be amended, modified or terminated by the Board. The Board shall conduct the general administration of the Director Ownership Policy in accordance with the provisions set forth herein. The Board shall have full power and authority to interpret these provisions and to adopt such rules for the administration, interpretation and application of the Director Ownership Policy as are consistent therewith and to interpret, amend or revoke any such rules. The Board may delegate administrative duties with respect to Director Ownership Policy to one or more agents as it shall deem necessary or advisable. Any decision or action taken by the Board with respect to the administration or interpretation of the Director Ownership Policy shall be conclusive and binding on all persons.
- *Liability.* No member of the Board shall be personally liable for any action or determination made in good faith with respect to the Director Ownership Policy or to any settlement of any dispute between a non-employee director and the Company with respect to the Director Ownership Policy. The Board shall be entitled to rely upon the advice or opinions of any attorneys, consultants, accountants, appraisers, brokers or other persons with respect to all matters concerning the Director Ownership Policy.

V. Board Relationship to Senior Management

Regular Attendance of Non-Directors at Board Meetings: The Board encourages attendance at each Board meeting of non-Board members who are in the most senior management positions of the Company. Should the Chairman or the Chief Executive Officer wish to invite officers as attendees on a regular basis, it is expected that this suggestion would be made to the Board for its concurrence.

Board Access to Senior Management and Independent Advisors: Board members have complete access to the Company's management, subject to reasonable time constraints, in order to ensure that directors can ask any questions and receive all information necessary to perform their duties. It is assumed that Board members will use judgment to be sure that this contact is not detracting from the business operations of the Company, and that such contact, if in writing, be copied to the Chief Executive Officer. Furthermore, the Board encourages the management to bring, from time to time, managers into Board meetings who: (a) can provide additional insight into the items being discussed because of personal involvement in these areas, and/or (b) are managers with future potential that the senior management believes should be given exposure to the Board. Board members also shall have complete access (financial and otherwise), as necessary and appropriate, to independent advisors, but shall act as prudent purchasers of such services.

Board's Interaction with Institutional Investors, Press, Customers, etc.: The Board recognizes the Company's management as spokespersons for the Company, but also understands that individual directors may occasionally communicate with third parties on matters affecting the

Company. Before doing so, to the extent feasible, it is expected that this communication would be made with the concurrence of management and with cognizance of the Company's legal obligation.

VI. Meeting Procedures

Frequency of Meetings: The Board will meet at least four times annually. At least one meeting shall be devoted in part to long-term strategic planning. In addition, special meetings may be called from time to time as determined by the needs of the business. Additionally, meetings may be called whenever requested by the Chairman of the Board, the President or a majority of directors. It is each director's responsibility to attend these meetings.

Selection of Agenda Items for Board Meetings: The Chairman of the Board establishes the agenda for each Board meeting, with input from management and, as necessary or as desired, from other directors.

Board Materials Distributed in Advance: Information and data that is relevant to the Board's understanding of the matters to be discussed at an upcoming Board meeting will be distributed in writing (where feasible) or electronically to all Board members in advance of the meeting. This will help facilitate the efficient use of time at Board meetings to deliberate and make decisions on key Company issues. Management will make every attempt to ensure that the material being distributed is as concise as possible while still providing sufficient information to make informed decisions. The Board acknowledges that certain items to be discussed at Board meetings are of an extremely sensitive nature, and that the distribution of materials on these matters prior to Board meetings may not be appropriate.

Board Presentations: Presentations on specific subjects may be sent to the Board members in advance so that Board meeting time may be conserved and discussion time focused on questions that the Board has about the material. On those occasions in which the subject matter is too sensitive to put on paper, the presentation will be discussed at the meeting.

VII. Committee Matters

Number, Structure, and Independence of Committees: From time to time, the Board may want to form a new committee or disband a current committee depending upon changed circumstances or requirements of the Board. The current committees are the Audit Committee, the Compensation Committee, the Nominating and Corporate Governance Committee and the Research and Development Committee. Each of the members of the Audit, Compensation, Nominating and Corporate Governance and Research and Development Committees shall be "independent" based on the definition of independence used in that committee's charter, which shall conform to any requirements established for such a committee by the rules of the securities exchange on which the Company's securities are listed and any applicable SEC rules. Each committee will perform its duties as assigned by the Board in accordance with the Company's bylaws and as set forth in the committee's charter.

Assignment and Rotation of Committee Members: The Board is responsible for the appointment of committee members according to the criteria that it determines to be in the best interests of the Company and its stockholders. It is the sense of the Board that consideration should

be given to rotating committee members periodically, but the Board does not feel that such a rotation should be mandated as a policy.

Selection of Committee Chairs: The chairperson of each committee shall be appointed by the Board. No member of the Board can serve concurrently as the chairperson of two or more committees.

Frequency and Length of Committee Meetings: Each committee chair, in consultation with committee members, will determine the frequency and length of the meetings of such committee in accordance with the committee's respective charter and other legal and regulatory requirements.

Committee Agendas: The chair of each committee, in consultation with the appropriate members of the committee and management, will develop such committee's agenda. The agendas of the committees will be shared with the full Board. Other Board members are welcome to attend committee meetings; however, committees may exclude from their meetings any person they deem appropriate.

VIII. Leadership Development

Formal Evaluation of the Chairman and the Chief Executive Officer: The Chairman and Chief Executive Officer will be expected to report annually to the independent directors of the Board on his or her goals and objectives for the ensuing year, and also to report annually on the level of achievement of the preceding year's goals and objectives. All Board members shall be invited to those particular meetings, and shall have the opportunity to participate in any appropriate follow-up meetings or discussions. The Compensation Committee shall participate in the evaluation of the Chief Executive Officer and Chairman. The evaluation should be based on objective and subjective criteria including performance of the business, accomplishment of long-term strategic objectives and development of management. The evaluation will be used as a factor by the Compensation Committee when considering the compensation of the Chairman and the Chief Executive Officer.

Succession Planning: The Board deems as one of its most critical functions the selection of a Chief Executive Officer and management team that fits the Company's current culture, understands its business and inspires employees. To that end, the Board (or a committee delegated by the Board) will work on a periodic basis with the Chief Executive Officer and the Company's senior management to establish and evaluate the Company's succession plans that reflect the Company's current business strategy and vision. The executive succession plan may involve creating profiles of ideal candidates based on the Board's understanding of the Company's strategy and vision, and selecting successors expected to fit the Company's needs over time. The Board believes that succession planning and crisis preparation is a collaborative and continuous process. Accordingly, the Chief Executive Officer and Chairman shall report periodically to the Board on succession planning for senior executive positions and efforts relating to preparedness for other crises or unexpected occurrences.

Management Development: The Chief Executive Officer and Chairman shall report periodically to the Board on the Company's program for management development. This report is given at the same time as the succession planning report noted previously.