

AMBRX BIOPHARMA, INC.

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

PURPOSE AND POLICY

The purpose of the Compensation Committee (the “*Committee*”) of the Board of Directors (“*Board*” or “*Directors*”) of Ambrx Biopharma, Inc. (“*Ambrx*”) is to:

- help the Board oversee Ambrx’s compensation policies, plans, and programs;
- review and determine the compensation to be paid to Ambrx’s executive officers and Directors;
- when required, review and discuss with management Ambrx’s compensation disclosures in the “Compensation Discussion and Analysis” section of Ambrx’s annual reports, registration statements, proxy statements, or information statements filed with the Securities and Exchange Commission (the “*SEC*”); and
- when required, prepare and review the Committee report on executive compensation included in Ambrx’s annual proxy statement in accordance with applicable rules and regulations of the SEC.

The term “*compensation*” includes salary, long-term incentives, bonuses, perquisites, equity incentives, severance arrangements, retirement benefits and other related benefits and benefit plans.

COMPOSITION

The members of the Committee, including the Chairperson, will be appointed by and serve at the discretion of the Board. Vacancies occurring on the Committee will be filled by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee. The Committee will consist of at least two members of the Board. Each member of the Committee will satisfy: (i) the independence requirements imposed by the SEC and the Nasdaq Stock Market LLC (“*Nasdaq*”), including any exceptions permitted by such requirements; (ii) unless otherwise approved by the Board, the “non-employee director” requirements under Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”); (iii) any other qualifications determined by the Board; and (iv) any other requirements imposed by applicable law.

AUTHORITY

The Committee will have access to all Company books, records, facilities and personnel as deemed necessary or appropriate by any member of the Committee, including human resources

personnel when preparing the “Compensation Discussion and Analysis” for inclusion in Ambrx’s public filings. If the Committee concludes that it is necessary or desirable to retain legal, accounting, or other outside advisors or compensation consultants to assist in the evaluation of director and officer compensation, it may do so and determine compensation and other retention terms for those advisors at Ambrx’s expense. The Committee may also pay, at Ambrx’s expense, ordinary administrative expenses it deems appropriate in carrying out its duties. The Committee will have authority to require that any of Ambrx’s personnel, legal, accounting, or other outside advisors attend any meeting of the Committee or meet with any member of the Committee or any of its special, legal, accounting, or other outside advisors.

The Committee may form and delegate authority to one or more subcommittees to the extent allowed under applicable law, including a subcommittee composed of one or more officers of Ambrx to grant share awards under Ambrx’s equity incentive plans to persons who are not then subject to Section 16 of the Exchange Act. By delegating an issue to a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to a subcommittee, doing so will not limit or restrict future action by the subcommittee on any matters delegated to it. By approving this charter (this “*Charter*”), the Board delegates authority to the Committee with respect to these responsibilities.

RESPONSIBILITIES

The Committee’s responsibilities are a guide and should remain flexible to account for changing circumstances and needs. The Committee may supplement or deviate from its duties, as appropriate, and establish policies and procedures consistent with applicable rules and regulations. The Committee shall have the following responsibilities:

1. **Overall Compensation Strategy.** The Committee will review, modify, and oversee Ambrx’s overall compensation philosophy, strategy and policies, including:

- reviewing, evaluating, and approving employment agreements, severance agreements, change-of-control protections, corporate performance goals and objectives relating to the compensation, and other compensatory arrangements of Ambrx’s executive officers and other senior management and adjusting compensation, as appropriate;
- evaluating and approving the compensation plans and programs advisable for Ambrx and evaluating and approving the modification or termination of existing plans and programs;
- overseeing the administration of the Company’s cash-based and equity-based compensation plans (including recommendations to the Board with respect to any new compensation plans) that are stockholder approved and/or where participants include executive officers or other senior management;
- reviewing and certifying awards under corporate performance-based plans;
- granting awards under equity-based plans for persons subject to Section 16 of the Exchange Act;

- establishing equity compensation policies to appropriately balance the perceived value of equity compensation and the dilutive and other costs of that compensation to Ambrx;
- reviewing compensation practices and trends to assess the adequacy and competitiveness of Ambrx's executive compensation programs as compared to companies in Ambrx's industry and exercise its judgment in determining the appropriate levels and types of compensation to be paid;
- approving any loans by Ambrx to employees to the extent permitted by applicable law;
- reviewing and approving any compensation arrangement for any executive officer involving any subsidiary, special purpose or similar entity, with consideration of the potential for conflicts of interest in such arrangements and whether the arrangement has the potential to benefit Ambrx;
- at least annually reviewing Ambrx's practices and policies of employee compensation (including incentive and commission plans at and below the executive level) as they relate to risk management and risk-taking incentives, to determine if such compensation policies and practices are reasonably likely to have a material adverse effect on Ambrx;
- overseeing the Ambrx's submissions to stockholders on executive compensation matters, including stockholder advisory votes on executive compensation and the frequency of such votes, incentive and other executive compensation plans, and amendments to such plans (to the extent required under Nasdaq listing standards)and
- evaluating the efficacy of Ambrx's compensation policy and strategy in achieving expected benefits to Ambrx and otherwise furthering the Committee's policies.

2. **Compensation of Chief Executive Officer.** The Committee will review and approve (or recommend to the Board) the compensation and other terms of employment of Ambrx's Chief Executive Officer and evaluate the Chief Executive Officer's performance in achieving corporate performance goals and objectives. The evaluation will take into account the policies of the Committee and the criteria for evaluating the Chief Executive Officer's performance including:

- fostering a corporate culture that promotes the highest level of integrity and the highest ethical standards;
- developing and executing Ambrx's long-term strategic plan and conducting the business of Ambrx in a manner appropriate to enhance long-term stockholder value;
- achieving the Chief Executive Officer's individual performance goals and objectives; and
- the achievement of any other corporate performance goals and objectives deemed relevant to the Chief Executive Officer as established by the Committee.

The Chief Executive Officer may not be present during the voting or deliberations regarding his or her compensation.

3. **Compensation of Other Executive Officers and Senior Management.** The Committee will review and approve the individual and corporate performance goals and objectives of Ambrx's other executive officers and other senior management, as appropriate. The Committee will determine and approve all elements of the compensation and other terms of employment of these executive officers and other senior management, as appropriate, taking into consideration the person's success in achieving his or her individual performance goals and objectives and the corporate performance goals and objectives deemed relevant to the person as established by the Committee. The Chief Executive Officer may be present during these discussions, but may not vote.

4. **Stockholder Advisory Votes.** The Committee will consider the results of the most recent stockholder 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.

5. **Compensation of Directors.** The Committee will review and recommend to the Board for its approval the type and amount of compensation to be paid or awarded to members of the Board.

6. **Selection, Use of Compensation Consultants and Other Advisors.** The Committee will have sole responsibility for the appointment, authority to select, retain, and terminate any compensation and oversight of the work of compensation consultants, legal counsel, or any other advisors engaged for the purpose of advising the Committee. These compensation consultants or other advisors and consultants will report directly to the Committee, at Ambrx's expense. The Committee may select compensation consultants, legal counsel and other advisors to the Committee only after assessing the independence of these persons in accordance with Nasdaq requirements.

7. **Administration of Benefit Plans.** The Committee will have full power and authority to adopt, amend, terminate, and administer Ambrx's equity awards, pension, and profit sharing plans, bonus plans, benefit plans and other similar programs. The Committee will have full power and authority to administer these plans, establish guidelines, interpret plan documents, select participants, approve grants and awards, approve modifications to awards and exercise other power, as appropriate. The Board will retain the right to act on all such matters without limiting the Committee's authority, subject to compliance with applicable laws and regulations.

8. **Compensation Discussion and Analysis.** When required, the Committee will review and discuss with management Ambrx's "Compensation Discussion and Analysis" and recommend to the Board that the CD&A be included in Ambrx's annual proxy statement or annual report on Form 10-K.

9. **Clawbacks.** The Committee will review and approve, to the extent it deems necessary, the terms of any compensation "clawback" or similar policy (including as may be required by applicable law) or agreement between Ambrx and its executive officers or other employees subject to Section 16 of the Exchange Act for recovering incentive-based compensation. The Committee

will also administer and make such determinations as are authorized by any compensation “clawback” or similar policy approved by Ambrx (including as may be required by applicable law).

10. **Conflict of Interest Disclosure.** The Committee will review and discuss with management any conflicts of interest raised by the work of a compensation consultant or other advisor hired by the Committee or management and how such conflict is being addressed, and prepare any necessary disclosure in Ambrx’s public filings in accordance with applicable SEC rules and regulations.

11. **Other Matters.**

- **Committee Reports.** The Committee will oversee the preparation of any report required by applicable rules and regulations to be included in Ambrx’s public filings relating to compensation policy and practices. In addition, when required, the Committee will prepare and review the Committee report on executive compensation to be included in Ambrx’s annual proxy statement or annual report on Form 10-K in accordance with applicable SEC rules and regulations.
- **Committee Self-Assessment.** The Committee will periodically evaluate its performance and the adequacy of this Charter.
- **General Authority.** The Committee will perform such other functions and have such other powers as may be necessary or appropriate in complying with the policies of this Charter.

The Committee shall perform all its duties on the basis of the considerations required to be taken into account by the rules for compensation committees under Nasdaq and the SEC, all applicable codes of practice and laws, the responsibilities set forth in this charter and the committee’s view of good practice at the relevant time. In addition, while carrying out its duties, the members of the Committee shall have due regard to their duties as Directors of Ambrx pursuant to the Cayman Islands Companies Act, as revised from time to time.

MEETINGS AND MINUTES

The Committee will meet whenever its members deem a meeting necessary or appropriate. The Committee will determine where and when to meet and provide this schedule in advance to the Board.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

Unless otherwise directed by the Committee, each regularly scheduled meeting will conclude with an executive session that excludes members of management. From time to time, or when requested by the Board, the Chairperson of the Committee will report to the Board.

The Committee will maintain written minutes of its meeting and regularly report to the Board on its actions and recommendations. At meetings of the Committee, actions and decisions by a majority of Committee members present at the meeting will be the act or decision of the Committee. The Committee may act by unanimous written consent; when it does so, those actions will be filed in the minute book.

Adopted: June 10, 2021

Amended: October 11, 2023