

GLOBAL BLOOD THERAPEUTICS, INC.

COMPENSATION COMMITTEE CHARTER

I. General Statement of Purpose

The Compensation Committee of the Board of Directors (the “Compensation Committee”) of Global Blood Therapeutics, Inc. (the “Company”), on behalf of the Board of Directors (the “Board”), discharges certain of the Board’s responsibilities relating to compensation of the Company’s executives and its non-employee directors, oversees the Company’s overall compensation philosophy, structure, policies, practices and programs and strategies and policies related to human capital management reviews the Company’s processes and procedures for the consideration and determination of executive and non-employee director compensation, and is responsible for producing the Compensation Committee report for inclusion in the Company’s annual report on Form 10-K or proxy statement relating to its annual meeting of stockholders, in accordance with applicable rules and regulations of the Securities and Exchange Commission. The primary objective of the Compensation Committee is to develop and implement compensation policies and plans that ensure the attraction and retention of key management personnel, the motivation of management to achieve the Company’s corporate goals and strategies, and the alignment of the interests of management with the interests of the Company’s stockholders.

II. Compensation Committee Composition

The number of individuals serving on the Compensation Committee shall be fixed by the Board from time to time but shall consist of no fewer than two (2) members, each of whom shall satisfy the independence standards established pursuant to Rule 5605(a)(2) of the Listing Rules of the NASDAQ Stock Market LLC (as amended from time to time, the “NASDAQ Rules”), subject to any applicable exceptions contained in the NASDAQ Rules. In determining the members of the Compensation Committee, the Board will consider whether the members qualify as “non-employee directors” as defined in Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

The members of the Compensation Committee shall be appointed annually by the Board and may be replaced or removed by the Board at any time, with or without cause. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Compensation Committee. Vacancies occurring, for whatever reason, may be filled by the Board. The Board shall designate one member of the Compensation Committee to serve as Chairperson of the Compensation Committee.

III. Meetings

The Compensation Committee shall meet as often as it determines is appropriate to carry out its responsibilities, which meetings may be in person or by telephone conference or other communications equipment by means of which all persons participating in the meeting can hear each other. A majority of the members of the Compensation Committee shall constitute a quorum for purposes of holding a meeting and the Compensation Committee may act by a vote

of a majority of members present at such meeting. In lieu of a meeting, the Compensation Committee may act by unanimous written consent in accordance with the Company's bylaws. The Chairperson of the Compensation Committee, in consultation with the other members and management, may determine the frequency and length of the Compensation Committee meetings and may set meeting agendas consistent with this Amended and Restated Compensation Committee Charter (this "Charter").

IV. Compensation Committee Activities

The Compensation Committee's purpose and responsibilities shall be to:

A. Review of Charter

- Review and reassess the adequacy of this Charter annually and submit any proposed changes to the Board for approval.

B. Processes and Procedures for Considering and Determining Director and Executive Compensation

- Review and reassess periodically (and where appropriate, make such recommendations to the Board as the Compensation Committee deems advisable with regard to) the Company's processes and procedures for the consideration and determination of executive and non-employee director compensation, and review and discuss with management any description of such processes and procedures to be included in the Company's proxy statement relating to its annual meeting of stockholders or annual report on Form 10-K.
- Review and approve any peer group of companies used to inform the Company's evaluation of compensation for its employees and non-employee directors.

C. Compensation Committee Report and Say-on-Pay Vote

- Review and discuss with management the Compensation Discussion and Analysis, if required, to be included in the Company's proxy statement or annual report on Form 10-K ("CD&A"), as applicable.
- Based on the Compensation Committee's review and discussions with management of the CD&A, if required, make a recommendation to the Board that the CD&A be included in the Company's proxy statement or annual report on Form 10-K, as applicable.
- Prepare the Compensation Committee Report to be included in the Company's proxy statement or annual report on Form 10-K, as applicable, in accordance with the applicable rules and regulations of the Securities and Exchange

Commission, any national securities exchange on which the Company's securities are traded, and any other rules and regulations applicable to the Company.

- Make recommendations to stockholders on approval of the Company's Say-on-Pay proposals and make recommendations to stockholders on the frequency of Say-on-Pay votes.
- Review results of Say-on-Pay votes and consider whether any changes shall be made to the Company's compensation plans and programs as a result of any such stockholder vote.

D. Performance Evaluation of the Compensation Committee

- Periodically conduct an annual self-assessment and performance evaluation of the Compensation Committee and report to the Board on the results of such evaluation.

E. Incentive-Compensation, Equity-Based Plans and Other Plans

- Act as administrator of the Company's equity and incentive-based plans.
- Review and approve grants and awards under incentive-based compensation plans and equity-based plans, in each case consistent with the terms of such plans, and approve new incentive-based compensation plans and amendments thereto (other than the adoption of new equity-based plans and amendments with respect to amending share reserve and class of participants under such plans, which shall require approval by the Board and may be recommended to the Board as the Compensation Committee deems advisable).
- Review and make such recommendations to the Board as the Compensation Committee deems advisable with regard to policies and procedures for the grant of equity-based awards by the Company and other compensation-related policies or guidelines.
- Review and approve welfare, benefit, pension and other similar plans and/or amendments thereto for current and former employees of the Company, including, without limitation, the Company's 401(k) plan, deferred compensation plan, and any other material non-equity-based compensation plan.
- Evaluate and determine, or upon the request of the Board, recommend for determination by the Board, the achievement of corporate performance goals and objectives, as well as milestones, under any incentive or equity-based awards to employees (including officers) of the Company and consultants.

F. Matters Related to Compensation of the Company’s Chief Executive Officer (“CEO”)

- Review and approve the corporate goals and objectives that may be relevant to the compensation of the CEO.
- Evaluate the CEO’s performance in light of the goals and objectives that were set for the CEO and determine and approve the CEO’s compensation based on such evaluation.
- Review periodically the aggregate amount of compensation being paid or potentially payable to the CEO.
- The CEO may not be present during voting or deliberations concerning his or her compensation.

G. Matters Related to Compensation of the Officers Other Than the Chief Executive Officer

- Review and determine the compensation of all individuals at or above the level of Vice President who directly report to the CEO, including “officers” (as defined in Section 16 of the Exchange Act and Rule 16a-1 promulgated thereunder) of the Company (other than the CEO), including, without limitation, with respect to any cash compensation (including severance), incentive compensation plans, equity-based plans, perquisites and other benefits.
- Review periodically the aggregate amount of compensation being paid or potentially payable to the Company’s officers.

V. Additional Compensation Committee Authority

The Compensation Committee is authorized, on behalf of the Board, to do any of the following, as the Compensation Committee deems necessary or appropriate in its discretion:

A. Matters Related to Compensation of the Company’s Directors

- Review and make such recommendations to the Board as the Compensation Committee deems advisable with regard to the compensation of the non-employee directors of the Company, including with respect to any equity-based plans.

B. Matters Related to Compensation of Non-Officer Employees

- Review management’s aggregate decisions regarding the compensation of all employees of the Company other than the Company’s “officers,” as defined in

Section 16 of the Exchange Act and Rule 16a-1 promulgated thereunder, including, without limitation, any 401(k) plan matching policies; provided, that the Compensation Committee retains authority to review and approve compensation for all such employees.

C. Matters Related to Compensation Consulting Firms or Other Outside Advisors

- The Compensation Committee shall have the authority, in its sole discretion, to retain, obtain the advice of, or terminate engagements of compensation consultants, legal counsel and/or other advisers (collectively, “Compensation Advisors”); provided that:
- The Compensation Committee is authorized to, and must, have direct responsibility for the appointment, compensation and oversight of the work of the Compensation Advisors and the Company must provide for appropriate funding, as determined by the Compensation Committee, for payment of reasonable compensation to any such Compensation Advisors; and
- Prior to selecting, or receiving advice from, a Compensation Advisor (other than (1) in-house legal counsel or (2) any Compensation Advisor 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: (i) 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 (ii) providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the Compensation Advisor and about which the Compensation Advisor does not provide advice), the Compensation Committee shall conduct the independence assessment required by Nasdaq Listing Rule 5605(d)(3)(D) or any successor or applicable provision. Although the Compensation Committee shall be required to conduct such independence assessment before selecting or receiving advice from any Compensation Advisor, the Compensation Committee shall not be precluded from retaining the services of any Compensation Advisor that it may determine is not independent. In addition, nothing herein shall affect the Compensation Committee’s ability to exercise its own judgment in the fulfillment of its duties hereunder or require the Compensation Committee to implement or act consistently with the advice or recommendation of any Compensation Advisor.
- The Compensation Committee shall evaluate whether any compensation consultant retained by it has any conflict of interest required to be disclosed under Item 407(e)(3) (iv) of Regulation S-K and, if so, shall review such disclosure.

D. Succession Planning

- Review and discuss with the Board corporate succession plans for the CEO and other executive officers of the Company as appropriate in light of relevant facts and circumstances.

E. Matters Related to Company Compensation

- Oversee the Company's overall employee compensation philosophy, structure, policies and programs, plans, and short- and long-term strategies with respect to cash, bonuses, long-term incentives, sales force incentive plans and programs, and other compensation plans.

F. Matters Related to Human Capital

- Oversee the Company's policies and strategies relating to culture and human capital management.

VI. General

- The Compensation Committee may establish and delegate authority to one or more subcommittees consisting of one or more of its members, when the Compensation Committee deems it appropriate to do so in order to carry out its responsibilities. In addition, the Compensation Committee may delegate to the CEO or a subcommittee consisting of the CEO and at least one other executive officer the authority to approve equity grants and incentive compensation to individuals other than executive officers.
- The Compensation Committee shall make regular reports to the Board concerning areas of the Compensation Committee's responsibility.
- The Compensation Committee shall periodically review the Company's overall compensation philosophy, policies and practices, including, without limitation, whether they could lead to unnecessary risk-taking behavior by the Company's personnel.
- In carrying out its responsibilities, the Compensation Committee shall be entitled to rely upon advice and information that it receives in its discussions and communications with management and such experts, advisors and professionals with whom the Compensation Committee may consult. The Compensation Committee shall have the authority to request that any officer or employee of the Company, the Company's outside legal counsel, the Company's independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the Compensation Committee or meet with any members of or advisors to the Compensation Committee.
- The Compensation Committee shall have full access to the books and records of the Company.

- The Compensation Committee may perform such other functions as may be requested by the Board from time to time.

ADOPTED: July 23, 2015

EFFECTIVE: August 11, 2015

AMENDED: December 19, 2018

AMENDED: January 9, 2020

AMENDED EFFECTIVE: January 1, 2021

AMENDED EFFECTIVE: January 1, 2022