

## ALECTOR, INC.

### PEOPLE, CULTURE, AND COMPENSATION COMMITTEE CHARTER

(As amended on March 19, 2025)

The People, Culture, and Compensation Committee, formerly referred to as the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of Alector, Inc. (the “**Corporation**”) has been appointed by the Board to perform the duties and responsibilities set forth in this charter with respect to the Corporation and its subsidiaries (collectively, the “**Company**”).

#### **Purpose**

The purposes of the Committee will be to:

1. approve the Company’s annual goals, and subsequently review and approve the Company’s goal attainment;
2. oversee the Company’s compensation policies, plans, benefits programs, and overall compensation philosophy;
3. evaluate the performance of the Company’s Chief Executive Officer (the “**CEO**”) and review, determine, and approve the CEO’s compensation;
4. review the performance of, and review and approve the compensation of executive officers (including officers reporting under Section 16 of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”)) (each an “**Executive Officer**”);
5. review, approve, and administer the Company’s incentive compensation plans, equity compensation plans, and such other plans as will be designated from time to time by the Board; prepare the report of the Committee required by the rules and regulations of the Securities and Exchange Commission (the “**SEC**”); and
6. routinely engage on broader people and culture topics, which may include executive succession planning (providing advice and consultation to the Corporate Governance and Nominating Committee), employee engagement and turnover trends, talent acquisition, retention and management, and leadership development.

The Committee will seek to structure the Company’s compensation plans, policies and programs in order to attract and retain the best available talent for positions of substantial responsibility with the Company, provide incentives for such persons to perform to the best of their abilities for the Company, maintain appropriate levels of risk and reward and promote the success of the Company’s business.

#### **Composition**

1. Membership. The Committee will consist of three or more independent members of the Board. The members of the Committee will be appointed annually by the Board upon

the recommendation of the Corporate Governance and Nominating Committee and will serve until their successors are duly appointed by the Board or until their earlier resignation or removal. The Chairperson of the Committee will be appointed by the Board. The Board may at any time and in its discretion remove any member of the Committee and may fill any vacancy in the Committee.

2. Qualifications. The members of the Committee must satisfy the following qualifications (as well as any other criteria required by Nasdaq Stock Market LLC (“**Nasdaq**”)); provided, however, that the Company may avail itself of any phase-in rules applicable to newly-listed companies:
  - a. each member of the Committee must be a member of the Board who satisfies all applicable definitions of independence for directors promulgated by Nasdaq and the SEC. The determination of independence will be made by the Board;
  - b. unless determined otherwise by the Board, each member of the Committee must be a “non-employee director” as defined in Rule 16b-3 promulgated under Section 16 of the Exchange Act; and
  - c. any other criteria required by applicable law or the rules and regulations of the SEC, Nasdaq and such other qualifications as may be established by the Board from time to time.
3. Chairperson. The Chairperson of the Committee (or in his or her absence, a member designated by the Chairperson or the Committee) will preside at each meeting of the Committee, set the agendas for the Committee meetings and report regularly to the Board regarding the Committee’s activities.

## **Responsibilities**

The following are the principal recurring responsibilities of the Committee. The Committee may have other duties as are consistent with its function and applicable law, rules and regulations and as the Board and Committee deem appropriate.

1. Company Performance. The Committee will have direct responsibility to annually:
  - a. review and approve the Company’s annual goals and objectives,
  - b. review the past year’s Company’s performance and determine and approve the goal attainment,
2. Executive Performance and Compensation. The Committee will have direct responsibility to at least annually:
  - a. evaluate CEO performance and establish individual CEO goals;
  - b. review the Executive Officers’ performance in accordance with Company practice (which may include roles and responsibilities, “what” (outcomes) and “how” (behaviors aligned with Company values), and assessment of pre-defined goals);

- c. report its assessment of CEO performance to the Board;
- d. review and approve the CEO's and each Executive Officer's:
  - i. annual base salary,
  - ii. annual incentive bonus, including the specific target and payout amount,
  - iii. equity compensation,
  - iv. signing bonus or payment of relocation costs, and
  - v. other significant benefits, compensation or arrangements not available to employees generally;
- e. review and approve, as well as approve amendments to or terminations of, any compensatory contracts or similar transactions or arrangements with prospective, current or former Executive Officers and such other employees as the Committee determines, including employment agreements, severance arrangements, transition or consulting agreements, retirement agreements and change-in-control agreements or provisions; and
- f. evaluate the market competitiveness of the compensation of the Executive Officers of the Company and the Company's overall compensation plans.

In determining the long-term incentive component of CEO compensation, the Committee may consider the Company's performance and relative stockholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the Company's CEO in past years.

The CEO may not be present during the voting or deliberations on his or her compensation but may participate in the review or determination of the compensation of each of the other Executive Officers of the Company.

- 3. People and Culture: The committee will routinely engage on broader people and culture topics, which may include executive succession planning (providing advice and consultation to the Corporate Governance & Nominating Committee); employee engagement and turnover trends; talent acquisition, management, and retention; management and leadership development; or culture.
- 4. Establish Stock Ownership Guidelines. The Committee may also establish stock ownership guidelines for the Executive Officers and non-employee directors of the Company and will monitor compliance with any such guidelines.
- 5. Market trends. The Committee shall periodically review and revise a peer group of companies against which to assess the Company's compensation programs and practices to ensure that they are competitive and supportive of the Company's strategy and objectives.

6. Review, Approve, and Administer Employee Compensation Plans. The Committee will review, approve, and administer, including the termination of, the Company's incentive compensation plans, equity compensation plans, employee stock purchase plans and such other plans as will be designated from time to time by the Board. In its administration of the plans, the Committee may (a) grant stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards to individuals eligible for such grants (including grants to individuals subject to Section 16 of the Exchange Act in compliance with Rule 16b-3 promulgated thereunder) in accordance with procedures and guidelines as may be established by the Board and (b) amend such stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards, subject to the terms of the applicable equity plan. The Committee may also adopt, amend and terminate such plans, including approving changes in the number of shares reserved for issuance thereunder, subject to obtaining any required stockholder approval.
7. Stockholder Matters. The Committee will advise the Board on management proposals to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes as applicable, "golden parachute" arrangements and proposals received from stockholders on executive compensation matters, and in conjunction with the Corporate Governance and Nominating Committee, the Committee will oversee management's engagement with stockholders and proxy advisory firms on executive compensation matters. The Committee will review the results of such votes and consider any implications in connection with the Committee's ongoing determinations and recommendations regarding the Company's executive compensation policies and practice.
8. Oversee Compensation Plans and Programs. In consultation with management, the Committee will establish and periodically review and approve changes to a general compensation philosophy for the Company and its subsidiaries. If applicable, the Committee will oversee the development and implementation of the Company's compensation plans, to ensure that these plans are consistent with this general compensation strategy. Evaluate Compensation Risk. The Committee will, at least annually, review and discuss the Company's compensation policies and practices with management to:
  - a. determine whether the policies and practices encourage excessive risk-taking;
  - b. review the relationship between risk management policies and compensation; and
  - c. evaluate compensation policies and practices that could mitigate any such risk.

In addition, the Committee will periodically review and discuss with the Board and the Corporate Governance and Nominating Committee corporate succession plans for Executive Officers and other key employees of the Company

9. Clawback and Recoupment. The Committee will review, approve (or recommend to the Board for approval) and administer, including the adoption, amendment or

termination of any clawback policy allowing the Company to recoup compensation paid to employees, if and as the Committee determines to be necessary or appropriate, or as required by applicable law or stock exchange requirements.

10. Non-Employee Director Compensation. The Committee will at least annually review and recommend to the Board any changes to the form and amount of compensation to be paid for service on the Board and Board committees and for service as a chairperson of a Board committee. In determining Board compensation, the Committee may consider the value and form of similar incentive awards to directors at comparable companies.
11. Compliance. In consultation with management, the Committee will oversee regulatory compliance with respect to compensation matters affecting the Company. When applicable, the Committee will review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and related executive compensation information, approve the CD&A and related compensation information to be included in the Company's annual report on Form 10-K and in its proxy statement, and produce the compensation committee report on executive officer compensation required to be included in the Company's proxy statement or annual report on Form 10-K.
12. Advisors. The Committee will have the right, in its sole discretion, to retain or obtain the advice of compensation consultants, independent legal counsel and other advisors. The Committee will be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel and other advisor retained by the Committee. Such responsibility will include the sole authority to retain or terminate, and to determine the terms of engagement and the extent of funding necessary for payment of reasonable compensation to, compensation consultants, independent legal counsel and other advisors retained by the Committee. The Company will provide appropriate funding for the payment of compensation to its compensation consultants, outside legal counsel and other advisors retained by the Committee.

In selecting a compensation consultant, independent legal counsel or other advisor providing advice to the Committee, the Committee will take into consideration all factors relevant to such person's independence, in accordance with Rule 5605(d)(3)(D), Nasdaq Listing Rules. However, no such independence assessment will be required for in-house legal counsel or any compensation consultant, legal counsel or other adviser whose role is limited to the following activities: consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the listed company, and that is available generally to all salaried employees; or 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 consultant, and about which the compensation consultant does not provide advice. Once it considers these factors, the Committee may select or receive advice from any compensation consultants, independent legal counsel and other advisors that the Committee prefers, including one that is not independent.

The Committee will evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with the applicable rules and regulations of the SEC.

13. Committee Evaluation. The Committee will conduct and present to the Board an annual self-performance evaluation of the Committee.
14. Charter. The Committee will review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval. The Company will make a copy of this charter publicly available on its website and will disclose how to access the Committee's charter in its proxy statement.

## **General**

1. The Committee will meet at such times as the Committee will determine. The Committee may meet in person, by telephone, or video conference.
2. A majority of the total number of Committee members will constitute a quorum of the Committee.
3. If a quorum is present, a majority of the members of the Committee present will be empowered to act on behalf of the Committee.
4. Minutes are kept of each meeting of the Committee, and the Committee will regularly provide reports of its actions to the Board.
5. The Committee may delegate its authority to subcommittees or the Chairperson of the Committee when it deems it appropriate and in the best interests of the Company and when such delegation would not violate applicable law, regulation or Nasdaq or SEC requirements (collectively, "**Applicable Legal Requirements**"). Subject to Applicable Legal Requirements, the Committee may also delegate to one or more officers of the Company the authority to make equity grants to employees or consultants of the Company who are not directors of the Corporation or executive officers of the Company under the Company's equity plans as the Committee deems appropriate and in accordance with the terms of such plans and such guidelines as may be approved by the Committee.
6. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Corporation's bylaws that are applicable to the Committee. The Committee may establish its own meeting schedules, which it will provide to the Board.
7. The Committee may invite to its meetings other Board members, Company management and such other persons as the Committee deems appropriate in order to carry out its responsibilities. No Executive Officer may be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined.

8. Members of the Committee can receive such fees, if any, for their service as Committee members as may be determined by the Board in its sole discretion. Members of the Committee may not receive any compensation from the Company except the fees that they receive for service as a member of the Board or any committee thereof.