

# GAMBLING.COM GROUP LIMITED

## Compensation Committee Charter

The Board of Directors (the “**Board**”) of Gambling.com Group Limited (the “**Company**”) has constituted and established a Compensation Committee (the “**Committee**”) with the authority, responsibility and specific duties as described in this Compensation Committee Charter (this “**Charter**”).

This Charter does not derogate from nor supersede, and instead will be read in conjunction with, the terms set forth in any Compensation Policy (the “**Compensation Policy**”) as adopted or amended from time to time by the Committee, whether in accordance with any requirements set forth in the Companies (Jersey) Law 1991 and the regulations promulgated thereunder, as may be amended from time to time (the “**Companies Law**”), or otherwise. If and only to the extent that any term of this Charter contradicts any requirements under the Companies Law relating to the Compensation Policy, or the Compensation Policy itself, then the terms of the Companies Law and the Compensation Policy will prevail.

### 1. Purpose

The purpose of the Committee is to:

- 1.1. Assist the Board in fulfilling its responsibilities relating to compensation of the Company’s directors, chief executive officer (the “**CEO**”) and executive officers (as defined in Rule 3b-7 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”).
- 1.2. Assist the Board in administering the Company’s equity incentives, consistent with the terms of the Company’s Compensation Plans and Policies (defined below) and other guidelines adopted by the Board from time to time.
- 1.3. Produce appropriate reports on executive compensation for public disclosure to the extent required under applicable securities laws and the rules and regulations promulgated by the U.S. Securities and Exchange Commission (the “**SEC**”) or as otherwise deemed advisable by the Board.

The purpose, responsibilities and other provisions specified in this Charter are meant to serve as guidelines, are subject to applicable law, and the Committee is delegated the authority to adopt such additional procedures and standards as it deems necessary or advisable from time to time to fulfill its responsibilities. Unless otherwise prescribed in this Charter, the Amended and Restated Articles of Association of the Company or applicable law, the rules and procedures applicable to the operation of the Board shall apply to the operation of the Committee with any necessary or appropriate changes.

### 2. Membership

The Committee’s membership shall satisfy the following requirements, subject to applicable law:

- 2.1. The Committee shall have three or more members of the Board.
- 2.2. The members of the Committee shall be “independent” (or be subject to an applicable exception) as determined in accordance with the requirements of Rule 10C-1(b)(1) under the U.S. Securities Exchange Act of 1934, as amended, and The Nasdaq Stock

Market Listing Rules (the “**Nasdaq Rules**”).

Subject to applicable law and the Nasdaq Rules, (i) the Committee’s members shall be appointed by and serve at the discretion of the Board, (ii) the Committee’s members shall serve until their successors are duly designated and qualified, (iii) any member of the Committee may be removed at any time, with or without cause, by a resolution of the Board, and (iv) any vacancy on the Committee occurring for any reason whatsoever may be filled by a resolution of the Board.

The Committee’s Chairperson shall be a member of the Committee and designated by the Board.

The compensation of the Committee members shall be as determined by the Board. No member of the Committee may receive, directly or indirectly, any compensation from the Company other than director’s fees (in cash and/or ordinary shares or options or in-kind consideration).

**3. Meetings and Authority**

The Committee shall meet as circumstances require. The Chairperson of the Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee then present, shall determine the length of such meeting and the agenda of items to be addressed at such meeting, taking into account matters proposed to be added to the agenda by other members of the Committee and the Company’s management.

The presence (in person or via telephone or other means of remote communication) of a majority of the members of the Committee shall constitute a quorum for the transaction of business at a meeting of the Committee, and the act of a majority of those present at any meeting at which there is a quorum and who are entitled to vote on the matter shall be the act of the Committee. In the event that the number of members of the Committee voting in favor of a proposal and the number of Committee members voting against such proposal are equal, the vote of the Chairperson of the Committee shall resolve the tie.

The Committee may also act by unanimous written consent in lieu of a meeting.

A special meeting of the Committee may be called on not less than 24 hours’ notice at any time by the Chairperson of the Committee.

The Committee may ask members of management or others to attend meetings and provide pertinent information, as necessary. Notwithstanding the foregoing, the CEO and each of the Company’s other executive officers (as defined under the Exchange Act) (each, an “**Office Holder**” and, collectively, the “**Office Holders**”) shall not be present during voting or deliberations on his or her compensation.

Subject to applicable law, the Committee may delegate its authority to subcommittees established from time to time by the Committee. Such subcommittees shall consist of one or more members of the Committee and shall report to the Committee.

**4. Retention of Outside Advisers**

The Committee shall have the authority, in its sole discretion, without Board approval and at the Company’s expense (which shall be funded appropriately by the Company), to retain, oversee the work of, and subsequently terminate independent, outside legal counsel, compensation consultants and other experts and consultants to assist the Committee in connection with its

responsibilities, and to approve such advisers' compensation and other retention terms.

The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration, all reasonable factors relevant to that person's independence from the Company's management, including the following:

- 4.1. The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
- 4.2. The amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- 4.3. The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- 4.4. Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- 4.5. Any ordinary shares of the Company owned by the compensation consultant, legal counsel or other adviser; and
- 4.6. Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company.

However, none of the above criteria need be considered by the Committee in retaining an adviser which only (i) consults 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 of the Company; or (ii) provides information that either is not customized for the Company or that is customized based on parameters that are not developed by the adviser, and about which the adviser does not provide advice.

For the avoidance of doubt, although the Committee must consider the foregoing factors before selecting, or receiving advice from a compensation consultant, legal counsel or other adviser, such adviser is not required to be independent. The Committee may select, or receive advice from, any adviser it prefers, including ones that are not independent, after considering the foregoing.

## **5. Duties and Responsibilities**

The Committee shall have the power and authority of the Board to perform the duties and to fulfill the responsibilities detailed below. The Committee's approval of any matter below shall not derogate from the requirements of the Companies Law pursuant to which approval of the Board and, in certain cases, the Company's shareholders, is required for certain acts or transactions, and under such circumstances the Committee's approval shall constitute only a recommendation to any such body.

- 5.1. Approve and recommend to the Board the Compensation Policy of the Company if required by the Companies Law or the Committee determines to adopt such a policy, and subsequently review from time to time and recommend to the Board for determination any other compensation-related policies, incentive-based compensation plans and equity-based compensation plans and policies of the Company, as applicable

(collectively with the Compensation Policy, if any, the “**Compensation Plans and Policies**”), and, with respect to the CEO and other Office Holders taking into account the Compensation Policy if such a policy is in place, with a view to rewarding management appropriately for its contributions to the Company’s growth and profitability, discouraging excessive risk- taking by management, and aligning the Company’s Compensation Plans and Policies with its objectives and shareholders’ interests.

- 5.2. Administer the Company’s equity-based compensation plans, including without limitation, approve (and recommend that the Company’s shareholders approve, if required by law) the adoption of such plans, reserve ordinary shares of the Company for issuance thereunder, amend and interpret such plans and the awards and agreements issued pursuant thereto, and approve awards to eligible persons under such plans and determine the terms of such awards.
- 5.3. Oversee the development and implementation of the Compensation Plans and Policies in light of all relevant circumstances and recommend to the Board any amendments or modifications to the Compensation Plans and Policies that the Committee deems appropriate.
- 5.4. Recommend periodic updates to the Compensation Plans and Policies and whether the Company’s then-current Compensation Policy, if any, should continue in effect (adoption or approval, as the case may be, of either a new Compensation Policy or the continuation of an existing Compensation Policy must in any case occur as often to any extent required by the Companies Law).
- 5.5. Review and recommend the terms of office and engagement of the CEO and other Office Holders, and, if there is a Compensation Policy in effect, based on the considerations set forth in the Compensation Policy.
- 5.6. Review and approve corporate and strategic goals and objectives relevant to the compensation of the CEO and other officers, and if there is a Compensation Policy in effect, consistent with and to the extent required by such then-effective Compensation Policy, evaluate the performance of the CEO and other officers in light of such goals and objectives, and determine the compensation of the CEO and other officers based on such evaluation.
- 5.7. Review and approve, or if required by applicable law, approve and recommend for Board approval, the grant of equity-based awards (each, an “**Award**”) pursuant to the Company’s equity incentive plans (collectively, the “**Plans**”), and consistent with the Company’s Compensation Plans and Policies, and, subject to applicable law, administer the Plans. The Committee may make recommendations to the Board with respect to the Plans, including reserving additional shares for issuance thereunder.
- 5.8. Determine whether to approve transactions with Office Holders that include employment or retention terms to the extent permitted by the Companies Law.
- 5.9. If the Companies Law ever requires shareholder approval of the terms of employment and compensation of a prospective CEO of the Company, determine whether to exempt such terms of employment and compensation to the extent permitted by the Companies Law.

- 5.10. Oversee compliance with the compensation reporting requirements of the SEC and the Companies Law to the extent applicable or to the extent the Committee determines that disclosures are desirable even if not required.
- 5.11. Review, periodically evaluate and make recommendations to the Board regarding the compensation and benefits for the Company's non-employee directors, and if there is a Compensation Policy in effect, taking into account such Compensation Policy.
- 5.12. If the Committee deems advisable, develop and recommend for Board approval a share ownership policy for directors and executive officers.
- 5.13. Perform such other activities and functions as are required by applicable law, stock exchange rules or provisions in the Company's Amended and Restated Articles of Association, Compensation Plans and Policies and this Charter, or as are otherwise necessary and advisable, in its or the Board's discretion, for the efficient discharge of its duties.

## **6. Reporting to Board**

The Committee will apprise the Board regularly of its decisions and recommendations and of significant developments in the course of performing the above responsibilities and duties.

## **7. Review of Charter**

The Committee shall from time to time review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. In addition, the Committee shall periodically review its own performance.

## **8. Minutes**

The Committee will maintain, or designate the General Counsel of the Company to maintain, written minutes of its meetings.

## **9. Interpretation; Definitions**

To the extent (a) any of the provisions included herein is a description or summary of any applicable law or is intended to recite the provisions of any applicable law, or (b) the Company becomes subject to any additional provisions of the Companies Law or any other applicable law that are applicable to the Committee, then in the event of any inconsistency, contradiction or any other conflict between the provisions herein and the provisions of such applicable law, the provisions of such applicable law shall prevail, supersede and be deemed to constitute an integral part of this Charter. In the event that any such provision of applicable law is amended to include any relief or exclusion, then, such relief and exclusions shall be deemed to constitute an integral part of this Charter, which shall be deemed to be modified or superseded for such purpose.

Any references to any law, statute or regulation are to it as amended, supplemented or restated, from time to time (and, in the case of any law, to any successor provisions or re-enactment or modification thereof being in force at the time); any reference to "law" shall include any supranational, national, federal, state, local, or foreign statute or law and all rules and regulations promulgated thereunder (including, any rules, regulations or forms prescribed by any governmental authority or securities exchange commission or authority); and any reference to "law" shall be read subject to the Company's Amended and Restated Articles of Association, as amended from time to time.

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Adopted: June 22, 2021, amended on September 18, 2023, and amended on September 26, 2024