

## GRINDR INC.

### CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

**Approved and Adopted by the Board of Directors: December 12, 2024**  
**Effective: December 12, 2024**

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The Compensation Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of **Grindr Inc.** (“*Grindr*” or the “*Company*”) has been appointed by the Board to perform the duties and responsibilities set forth in this charter.

#### GENERAL STATEMENT OF PURPOSE AND POLICY

The Committee shall assist the Board:

- Helping oversee the Company’s compensation policies, plans and programs with a goal to attract, incentivize, retain and reward top quality executive management and employees;
- Reviewing and determining the compensation to be paid to the Company’s executive officers and making recommendations regarding compensation of directors;
- Reviewing and discussing with management, if applicable, the Company’s disclosures contained under the caption “Compensation Discussion and Analysis” (“*CD&A*”) for use in any of the Company’s annual reports on Form 10-K, registration statements, proxy statements or information statements; and
- If applicable, preparing and reviewing the Committee report on executive compensation included in the Company’s annual proxy statement in accordance with applicable rules and regulations of the Securities and Exchange Commission (the “*SEC*”) in effect from time to time. The term “*compensation*” shall include salary, long-term incentives, bonuses, perquisites, equity incentives, severance arrangements, retirement benefits and other related benefits and benefit plans. The operation of the Committee shall be subject to the Amended and Restated Bylaws of the Company as in effect from time to time and Section 141 of the Delaware General Corporation Law.

The policy of the Committee, in discharging these obligations, shall be to maintain an overall compensation structure designed to attract, retain and motivate management and other employees by providing appropriate levels of risk and reward, assessed on a relative basis at all levels within the Company and in proportion to individual contribution and performance and to establish appropriate incentives for management to further the Company’s long-term strategic plan and avoid undue emphasis on short-term market value.

#### COMMITTEE COMPOSITION AND STRUCTURE

- 1. Membership and Appointment.** Committee shall consist of at least three members of the Board of Directors. The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee and may be removed by the Board in its discretion. Vacancies occurring on the Committee shall be filled by the Board.

2. **Qualification.** Each member of the Committee shall satisfy, as determined by the Board, (i) the independence requirements of the New York Stock Exchange (“*NYSE*”) applicable to compensation committee members, as in effect from time to time, when and as required by the NYSE, subject to any exceptions permitted by the NYSE; and (ii) any other qualifications determined by the Board or the Nominating and Corporate Governance Committee from time to time. Each member may also be required to satisfy, as determined by the Board from time to time, (i) the “*non-employee director*” standard within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended from time to time (the “*Exchange Act*”); and (ii) the “*outside director*” standard within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended from time to time (the “*Code*”).
3. **Chairperson.** The Board may designate a chairperson of the Committee. In the absence of that designation, the Committee shall designate a chairperson by majority vote of the Committee members.

## MEETINGS AND MINUTES

The Committee shall **meet at least one time annually and with greater frequency as its members shall deem necessary or appropriate or hold such regular or special meetings as its members deem necessary or appropriate.** Minutes of each meeting of the Committee shall be prepared and distributed to the Secretary of the Company promptly after each meeting. The chairperson of the Committee shall report to the Board from time to time or whenever requested to do so by the Board.

## AUTHORITY

The approval of this Charter of the Committee by the Board of Directors shall be construed as a delegation of authority to the Committee with respect to the responsibilities set forth herein. Each member of the Committee shall have full access to all books, records, facilities and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge their responsibilities hereunder, including human resources personnel preparing the CD&A, if applicable. The Committee shall have authority, in its sole discretion, to retain, or obtain advice from, a compensation consultant, internal or outside legal counsel, accounting or other advisers or consultants it deems necessary or appropriate in carrying out its duties. The Committee shall have authority to determine appropriate compensation for any such adviser retained by the Committee, which reasonable compensation shall be funded by the Company. Other reasonable expenditures for external resources that the Committee deems necessary or appropriate in the performance of its duties are, unless prohibited by the NYSE Listed Company Manual or applicable law, permitted.

Subject to applicable law, the Committee may form and delegate authority to subcommittees as appropriate, including but not limited to a subcommittee composed of (1) one or more members of the Committee or management to grant stock awards under the Company’s equity incentive plans to persons who are not (a) “Covered Employees” under Section 162(m) of the Code, or (b) then subject to Section 16 of the Exchange Act; or (2) if an exemption from Section 16(b) of the Exchange Act under Rule 16b-3 is desired, a subcommittee composed solely of at least two members of the Committee who are “non-employee directors” under Rule 16b-3 to grant awards of equity securities and to take such other actions as may be necessary or appropriate to qualify transactions in the Company’s equity securities under the Rule 16b-3 exemption. Without limiting the generality of the foregoing, the Committee may form and delegate authority to a committee composed solely of employees of the Company to serve as an administrative and/or investment committee, with fiduciary responsibilities under the Employee

Retirement Income Security Act of 1974 (“*ERISA*”), with respect to one or more Company plans that are subject to ERISA.

## **RESPONSIBILITIES**

The Committee’s responsibilities are for oversight, as described under “General Statement of Purpose and Policy” above. The members of the Committee are not employees of the Company or its parent or subsidiary, and they do not perform management’s functions. The Committee relies on the expertise and knowledge of management in carrying out its oversight responsibilities. The Committee shall have the following responsibilities; *provided, however*, that this list of responsibilities is intended to be a guide and to remain flexible to account for changing circumstances and needs. Accordingly, the Committee may depart from or supplement such responsibilities, and establish policies and procedures, to the extent permitted by applicable law and stock exchange listing requirements. The Board will retain the right to act on all such matters without limiting the Committee’s authority, subject to compliance with applicable law and stock exchange listing requirements.

- 1. Overall Compensation Strategy.** The Committee shall review, oversee, modify (as needed) and approve the overall compensation strategy and policies for the Company, including:
  - reviewing and approving corporate goals and objectives, which shall support and reinforce the Company’s long-term strategic goals, relevant to the compensation of the Company’s executive officers and other senior management, as appropriate;
  - establishing policies with respect to equity compensation arrangements, with the objective of appropriately balancing the value of equity compensation and the dilutive and other costs of that compensation to the Company;
  - reviewing regional and industry-wide compensation practices and trends to assess the propriety, adequacy and competitiveness of the Company’s executive compensation programs among comparable companies in the Company’s industry; however, the Committee shall exercise independent judgment in determining the appropriate levels and types of compensation to be paid;
  - reviewing and approving the terms of any employment agreements, severance arrangements, change-of-control protections and any other compensatory arrangements (including, without limitation, perquisites and any other form of compensation) for the Company’s Officers (as defined below), as appropriate;
  - reviewing and approving any compensation arrangement for any executive officer involving any subsidiary, special purpose or similar entity, taking into account the potential for conflicts of interest in such arrangements and whether the arrangement has the potential to benefit the Company;
  - reviewing the Company’s practices and policies of employee compensation as they relate to risk management and risk-taking incentives, to determine whether such compensation policies and practices are reasonably likely to have a material adverse effect on the Company;
  - monitoring the Company’s compliance with the requirements of the Sarbanes Oxley Act of 2002 relating to loans to officers and directors and with all other applicable laws affecting employee compensation and benefits, and establishing and monitoring the

Company's compliance with, any clawback or recoupment policy required to be adopted pursuant to applicable law, and reviewing any related disclosures;

- reviewing and considering the results of any advisory vote on executive compensation;
- considering and, if appropriate, establishing and monitoring, a policy designed to encourage Officers and directors to acquire and hold a meaningful equity interest in the Company; and
- developing a compensation philosophy, and evaluating the efficacy of the Company's compensation policy/philosophy and strategy in achieving expected benefits to the Company and otherwise furthering the Committee's policy.

**2. Compensation of the Chief Executive Officer.** The Committee shall review and approve the individual and corporate goals and objectives of the Company's Chief Executive Officer that are periodically established. The Committee shall evaluate the Chief Executive Officer's performance in light of relevant corporate goals and objectives, including the policy of the Committee and the Chief Executive Officer's performance in:

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

Based on its evaluation, the Committee, either as a committee, or together with the other independent directors of the Company (as directed by the Board) shall determine and approve the compensation and other terms of employment of the Company's Chief Executive Officer. In determining any long-term incentive component of the Chief Executive Officer's compensation, the Committee should seek to achieve an appropriate level of risk and reward, taking into consideration the Company's performance and relative stockholder return, the potential benefits and costs to the Company of the award, the value of similar incentive awards given to chief executive officers of comparable companies, the awards given to the Company's Chief Executive Officer in past years and such other criteria as the Committee deems advisable.

**3. Compensation of Other Officers.** The Committee shall review and approve the individual and corporate goals and objectives of the Company's "Officers" (as that term is defined in Section 16 of the Exchange Act and Rule 16a-1 thereunder), that are periodically established. The Committee shall approve the compensation and other terms of employment of those Officers, as appropriate, taking into consideration the officer's success in achieving their individual performance goals and objectives and the corporate goals and objectives deemed relevant to the officer as established by the Committee and in fostering a corporate culture that

promotes the highest level of integrity and ethical standards, as well as any recommendation by the Chief Executive Officer.

4. **Compensation of Directors.** The Committee shall review and recommend to the Board the type and amount of compensation to be paid or awarded to non-employee Board members, including consulting, retainer, meeting, committee and committee chairperson fees, as well as any equity awards.
5. **Selection of Compensation Consultants, Legal Counsel and Other Advisers.** The Committee shall have the authority, in its sole discretion, to retain (or obtain the advice of) any, compensation consultant, legal counsel or other advisers (referred to collectively as “*advisers*”) to assist it in the performance of its duties, but only after taking into consideration all factors relevant to the adviser’s independence from management, including, in particular, those specified in Section 303A.05(c) of the NYSE Listed Company Manual or any successor provision. However, nothing in this provision requires that any advisers be independent. The Committee need not conduct this independence assessment with respect to (a) in-house legal counsel; or (b) any adviser whose role is limited to (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 adviser and about which the adviser does not provide advice. The Committee shall have direct responsibility for the appointment, compensation and oversight of the work of any advisers engaged for the purpose of advising the Committee, and such advisers shall report directly, and be accountable, to the Committee. The Committee shall have sole authority to approve the reasonable fees and the other terms and conditions of such engagement, including authority to terminate the engagement. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such adviser retained by the Committee. Nothing in this provision requires the Committee to implement or act consistently with the advice or recommendations of any adviser or affects the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.
6. **Administration of Compensation and Benefit Plans.** The Committee shall recommend to the Board the adoption, amendment or termination of the Company’s equity-based compensation plans or other compensation and/or benefit plans that the Committee considers appropriate for the Board to adopt, amend or terminate. The Committee shall have full power and authority to administer these compensation and benefit plans, establish guidelines, interpret plan documents, select participants, approve grants and awards (equity or otherwise) pursuant to any such plans adopted by the Board (as applicable) and exercise such other power and authority as may be permitted or required under these plans.
7. **Insurance Coverage.** The Committee shall review and discuss with management appropriate Directors and Officers insurance coverage for the Company’s directors and officers.
8. **Compensation Discussion and Analysis.** If applicable, the Committee shall review and discuss with management the CD&A and recommend to the Board whether the CD&A should be approved for inclusion in the Company’s annual reports on Form 10-K, registration statements, proxy statements or information statements.

9. **Compensation Proposals.** Provide recommendations to the Board on compensation-related proposals to be considered at the Company's annual meeting, including the frequency of advisory votes on executive compensation.
10. **Committee Report.** The Committee shall prepare and review the Committee report on executive compensation to be included in the Company's annual proxy statement, if applicable, in accordance with applicable SEC rules and regulations.
11. **Conflict-of-Interest Disclosure.** The Committee shall review and discuss with management, if appropriate, any conflicts of interest raised by the work of any compensation consultant that had any role in determining or recommending the amount or form of executive or director compensation (except as set forth in clause (a) and (b) of Section 5 above) or was retained by the Committee or management and how such conflict is being addressed for disclosure in the Company's annual proxy statement in accordance with applicable SEC rules and regulations.
12. **Committee Self-Assessment and Charter Review.** The Committee shall review, discuss and assess its own performance at least annually. The Committee shall also review and assess the adequacy of this charter periodically, and shall recommend any proposed changes to the Board for its consideration.
13. **Website Posting.** The Committee shall cause this charter to be posted on the Company's website.
14. **Compliance with SEC Rules Relating to Pay Ratio and Pay-Versus-Performance.** The Committee shall review and discuss the Company's compliance with applicable SEC rules relating to chief executive officer's pay ratio and pay-versus-performance disclosures pursuant to SEC rules as in effect from time to time.
15. **Oversight of Human Resources Management.** The Committee shall assist the Board in the Board's oversight of the Company's human resources department, including corporate culture, diversity, equality and inclusion, recruiting, retention, attribution, talent management, career development and progression and employee relations.
16. **Management Performance Evaluation.** The Committee shall, in consultation with the Company's Chief Executive Officer and the Company's Nominating and Corporate Governance Committee, participate in the development of the process for evaluations of the Company's management and, at the Committee's discretion, participate in overseeing the conduct of these annual evaluations.
17. **General Authority.** The Committee shall perform such other functions and have such other powers as may be necessary or appropriate in the discharge of any of the foregoing.