



CS DISCO, INC.

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

PURPOSE

The general purpose of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of CS Disco, Inc. (the “**Company**”) is to:

- review and determine (or, if so determined by the Committee, make recommendations to the Board regarding) the compensation to be paid to the Company’s executive officers and directors;
- review and discuss with management compensation-related disclosures in the Company’s annual reports, registration statements and proxy statements filed with the Securities and Exchange Commission (the “**SEC**”);
- oversee the Company’s compensation programs and practices generally and the management of risks associated therewith.

The term “**compensation**” includes salary, long-term incentives, bonuses, perquisites, equity incentives, severance arrangements, retirement benefits and other related benefits and benefit plans. The term “**executive officer**” has the meaning given to such term in Rule 3b-7 of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”).

COMPOSITION

The members of the Committee, including the Chairperson, will be members of the Board appointed by, and will 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: (a) the independence and other requirements imposed by applicable law and stock exchange listing requirements; (b) the “non-employee director” requirements under Rule 16b-3 under the Exchange Act; and (c) any other qualifications determined by the Board.

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. If the Committee concludes that it must retain legal, accounting or other outside advisors (including compensation consultants), it may do so only after assessing the independence of such consultant in accordance with the requirements of any stock exchange on which any of the Company’s capital stock is listed. The Committee has sole authority to approve the reasonable fees and the other terms and conditions of such engagement, including authority to terminate the engagement. The Committee may also pay any ordinary administrative expenses it deems appropriate in carrying out its duties at the expense of the Company. The Committee will have authority to require that any of the Company’s personnel or outside advisors attend any meeting of the Committee or meet with any member of the Committee or any of its advisors.



Subject to any limitations approved by the Committee, the Chairperson has the delegated authority to act on behalf of the Committee in connection with (1) approval of the retention of compensation consultants and outside service providers and advisors (including negotiation and execution of their engagement letters) and (2) as may otherwise be determined by the Committee. The Committee also may form and delegate authority to one or more subcommittees consisting of one or more members of the Board (whether or not he, she or they are on the Committee) to the extent allowed under applicable law and stock exchange listing requirements. The Committee retains concurrent authority to approve any matter that has been delegated to the Chairperson. Although the Committee may act on any issue that has been delegated to the Chairperson or a subcommittee, doing so will not limit or restrict future action by the Chairperson or subcommittee on any matters delegated to it. Any action or decision of the Chairperson or a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to the matters set forth herein.

The Committee's primary authority is that of oversight. The members of the Committee are not employees of the Company, 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's authority includes the following matters; provided, however, that this list 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 list, 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. Compensation of Chief Executive Officer. The Committee will review and determine (or, if so determined by the Committee, make recommendations to the Board for approval of) the compensation and other terms of employment of the Company'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 innovation, integrity and the highest 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 specified corporate goals and objectives; and
- achieving other individual or corporate goals and objectives deemed relevant to the Chief Executive Officer as established by the Committee.

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 long-term performance, need for a sustainable pipeline of products 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 Chief Executive Officer in past years and such other criteria as the Committee deems advisable. Based on its evaluation, the Committee will recommend to the Board for determination and approval the compensation and other terms of employment of the Chief Executive Officer. The Chief Executive Officer may not be present during the voting or deliberations regarding his or her compensation.



- 2. Compensation of Other Executive Officers.** The Committee will review and approve (or make recommendations to the Board for approval of) the compensation, individual and corporate performance goals and objectives and other terms of employment of the Company's other executive officers and evaluate their individual performance, taking into account the recommendations and evaluation of the Chief Executive Officer to the extent the Committee deems appropriate.
- 3. Compensation of Directors.** The Committee will review and approve (or make recommendations to the Board for approval of) the type and amount of compensation to be paid or awarded to Board members.
- 4. Executive Officer New Hires.** Review and approve offer letter terms for any executive officer, including any cash or stock-based compensation and the terms of any ancillary employment, severance, change in control or similar agreement. Provide recommendations to the Board of Directors concerning any hiring or termination actions with respect to an executive officer position.
- 5. Oversight of Compensation Programs.** The Committee will oversee the Company's compensation programs and practices generally, including as they relate to risk management and risk-taking incentives. The Committee shall periodically determine if such compensation policies and practices are reasonably likely to have a material adverse effect on the Company and take such action relating thereto as the Committee deems appropriate.
- 6. Peer Group.** The Committee will review and approve each list of companies to be included in any compensation peer group used to assess pay levels based on criteria the Committee deems appropriate.
- 7. Administration of Equity-Based and Benefit Plans.** The Committee will have full power and authority to adopt, amend, terminate, and administer the Company'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 and Committee Report.** The Committee will review and discuss with management any "Compensation Discussion and Analysis" and report of the Committee required to be included in any filing with the SEC.
- 9. Compensation Proposals.** The Committee will provide recommendations to the Board on compensation-related proposals to be considered at the Company's annual meeting of stockholders, including management proposals and the frequency of advisory votes on executive compensation if required by Section 14A of the Exchange Act and the rules and regulations promulgated thereunder. The Committee will review and consider the results of any advisory vote on executive compensation.
- 10. Stock Ownership Guidelines.** The Committee will oversee compliance with any applicable stock ownership guidelines for directors and/or executive officers of the Company.
- 11. Clawback Policy.** The Committee will oversee compliance with the Company's compensation clawback policy and any required recoupment and disclosure thereunder.



12. Human Capital Management. The Committee will periodically review with management the Company's human capital management strategies, including talent management and activities supporting engagement, recruiting and retention.

13. 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 advisor hired by the Committee or management and how such conflict is being addressed and prepare any necessary disclosure in the Company's annual proxy statement in accordance with applicable law and stock exchange requirements.

14. Committee Self-Assessment. The Committee will evaluate its performance and the adequacy of this Charter periodically as the Committee deems appropriate, or as frequently as may be required by the SEC and stock exchange listing standards.

15. General Authority. The Committee will perform such other functions and have such other powers as may be necessary or appropriate in the discharge of any of the foregoing.

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.

Unless otherwise determined 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 on the Committee's activities, discussions and actions.

The Committee will maintain written minutes of its meeting and regularly report to the Board on its actions and recommendations. The Committee may act by unanimous written consent; when it does so, those actions will be filed in the minute book.

PUBLICATION

The Company will make this Charter freely available to stockholders on request and publish it on the Company's website.



Adopted by the Board of Directors: July 17, 2025