

SERVICETITAN, INC.
COMPENSATION COMMITTEE CHARTER

Adopted December 11, 2024

I. Purpose

The purpose of the Compensation Committee (the “*Committee*”) is to assist the Board of Directors (the “*Board*”) in its oversight of the compensation of ServiceTitan, Inc.’s (the “*Company*”) executive officers and non-employee directors.

II. Composition

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC (the “*Exchange*”), except as otherwise permitted by applicable Exchange rules, and meet all other applicable independence standards for members of compensation committees, unless otherwise determined by the Board. Committee members must be appointed and may be removed, with or without cause, by the Board. Unless a chairperson of the Committee (the “*Chair*”) is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. Meetings, Procedures and Authority

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 Company’s Bylaws that are applicable to the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the Committee must take into consideration the applicable factors under Nasdaq rules. The Committee will be directly responsible for the appointment, compensation and oversight of any adviser it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, the Company’s Certificate of Incorporation and Bylaws and applicable Exchange rules.

The Committee has the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

IV. Duties and Responsibilities

1. *Founders Evaluation and Compensation.* The Committee will review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer and President (collectively, the “*Founders*”). The Committee will evaluate the Founders’ performance in light of these goals and objectives and, based upon this evaluation (either alone or, if directed by the Board, in conjunction with a majority of the independent directors on the Board), will review and set, or make recommendations to the Board regarding the Founders’ compensation. The Founders may not be present during voting or deliberations on their compensation.

2. *Other Executive Officer Evaluation and Compensation.* The Committee will oversee an evaluation of the individuals, other than the Founders, who are “officers” under Rule 16a 1(f) promulgated under the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), and, after considering such evaluation, will review and set, or make recommendations to the Board regarding the compensation of such officers. The Committee may also oversee the evaluation and compensation of other members of senior management in its sole discretion.

3. *Director Compensation.* The Committee will review and make recommendations to the Board regarding non-employee director compensation, including equity awards.

4. *Overall Compensation Philosophy.* The Committee will review and approve the Company’s overall compensation philosophy and related compensation and benefit programs, policies, and practices, including selecting a peer group of companies that the Committee uses to benchmark executive compensation.

5. *Employment Agreements.* The Committee will review and approve any employment and severance agreements arrangements for the Company’s officers and, in the Committee’s discretion, other members of senior management.

6. *Compensation Discussion and Analysis.* To the extent that the Company is required to include a “Compensation Discussion and Analysis” (“*CD&A*”) in the Company’s Annual Report on Form 10-K or annual proxy statement, the Committee will review and discuss with management the Company’s CD&A and will consider whether it will recommend to the Board that the Company’s CD&A be included in the appropriate filing.

7. *Compensation Committee Report.* The Committee will prepare the annual Compensation Committee Report, to the extent that the Company is required to include a CD&A in the Company’s Annual Report on Form 10-K or annual proxy statement.

8. *Incentive and Equity Compensation; Benefit Plans.* The Committee will review and approve or make recommendations to the Board regarding the Company’s incentive compensation, equity-based plans, and other benefit plans (the “*Plans*”). The Committee has full authority to administer the Plans, including setting incentive compensation targets and measuring attainment of such targets (except to the extent the terms of a Plan require administration by the full Board), and to make grants of cash-based and equity-based awards under the Plans. The Committee will refer equity awards to the Board or a subcommittee of the Committee if required under Rule 16b-3 of the Exchange Act.

9. *Clawback Policy; Severance, Change in Control Policy.* The Committee will administer and oversee the Company’s compliance with the compensation recovery policy required by applicable Securities and Exchange Commission and Exchange rules. The Committee will also oversee and administer the Company’s Severance and Change in Control Policy.

10. *Stockholder Approval Matters.* The Committee will oversee all matters relating to stockholder approval of executive compensation, including advisory votes on executive compensation (“say-on-pay” votes), the frequency of such votes (“say-when-on-pay” votes), and the appropriate Committee or recommended Board response to such votes. The Committee will also oversee all matters related to shareholder proposals related to compensation and human capital management and, if the Committee deems it appropriate, recommend to the Board the appropriate Committee or Board response to such proposals.

11. *Human Capital Management.* The Committee will oversee and periodically review with management the Company's strategies, policies and practices with respect to human capital management and talent development, including with respect to matters such as diversity, equity and inclusion, workplace environment and culture, employee engagement and effectiveness, and talent recruitment, development and retention.

12. *Succession Planning.* The Committee will oversee the Company's succession planning for the Founders and other officers. The Committee may also oversee the succession planning of other members of senior management in its sole discretion.

13. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.

14. *Committee Self-Evaluation.* The Committee must periodically perform an evaluation of the performance of the Committee.

15. *Review of this Charter.* The Committee must annually review and reassess this Charter and submit any recommended changes to the Board for its consideration.

V. Delegation of Duties

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee.