

GRABAGUN DIGITAL HOLDINGS INC.
COMPENSATION COMMITTEE CHARTER

(Board Approved on July 15, 2025)

A. Purpose

The purpose of the Compensation Committee of the Board of Directors (the “Board”) of GrabAGun Digital Holdings Inc. (the “Company”) is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers. For purposes of this Charter, “executive officer” means any “officer” of the Company as defined under Rule 16a-1(f) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

B. Structure and Membership

1. **Number.** The Compensation Committee shall consist of at least two members of the Board.
2. **Independence.** Except as otherwise permitted by applicable New York Stock Exchange (“NYSE”) rules, each member of the Compensation Committee shall be independent as defined by such rules.
3. **Chair.** Unless the Board elects a Chair of the Compensation Committee, the Compensation Committee shall elect a Chair by majority vote.
4. **Compensation.** The compensation of Compensation Committee members shall be as determined by the Board.
5. **Selection and Removal.** Members of the Compensation Committee shall be appointed by the Board, upon the recommendation of the Nominating and Corporate Governance Committee. The Board may remove members of the Compensation Committee from such committee, with or without cause.

C. Authority and Responsibilities

General

The Compensation Committee shall discharge its responsibilities and shall assess the information provided to it by the Company’s management and others, in accordance with its business judgment. The following description of the authority and responsibilities of the Compensation Committee is intended as a guide and the Compensation Committee may act and establish policies and procedures that are consistent with these guidelines or are necessary or advisable, in its discretion, to carry out the intent of the Board in delegating such authority and to fulfill the responsibilities of the Compensation Committee hereunder. The Board may also alter or eliminate any such authority delegated to the Compensation Committee at any time with or without amending this Charter, provided that such alteration or elimination is otherwise in compliance with the applicable rules of the New York Stock Exchange.

Compensation Matters

1. **Compensation Philosophy.** The Compensation Committee has the full authority and responsibility to oversee and approve the Company's executive compensation philosophy, structure, policies and programs, and assess whether the Company's compensation structure establishes appropriate incentives for the Company's senior executives.
2. **CEO Compensation.** The Compensation Committee shall annually review and approve corporate goals and objectives relevant to the compensation of the Company's Chief Executive Officer (the "CEO"), such as the Company's performance and relative shareholder return, evaluate the CEO's performance in light of those goals and objectives, and, either as a committee or together with the other independent directors (as directed from time to time by the Board), determine and approve the CEO's compensation based on this evaluation.
3. **Compensation of Other Executive Officers.** The Compensation Committee shall periodically review and approve, or make recommendations to the Board with respect to, compensation of the Company's executive officers (other than the CEO).
4. **Evaluation of Senior Executives.** The Compensation Committee shall be responsible for overseeing the evaluation of the Company's senior executives. In conjunction with the Audit Committee in the case of the evaluation of the senior financial management, the Compensation Committee shall determine the nature and frequency of the evaluation and the persons subject to the evaluation, supervise the conduct of the evaluation and prepare assessments of the performance of the Company's senior executives, to be discussed periodically with the Board.
5. **Plan Recommendations and Approvals.** The Compensation Committee shall periodically review and make recommendations to the Board with respect to incentive-compensation and equity-based plans that are subject to approval by the Board. In addition, the Compensation Committee, or a majority of the Company's independent directors, shall approve any plans or amendments adopted pursuant to an exemption from the stockholder approval requirements of the NYSE rules.
6. **Administration of Equity-Based Plans.** The Compensation Committee shall exercise all rights, authority and functions of the Board under all of the Company's stock option, stock incentive, employee stock purchase, and other equity-based plans, including without limitation, the authority to interpret the terms thereof, to grant options thereunder and to make stock awards thereunder; provided, however, that, except as otherwise expressly authorized to do so by this Charter, any such plan or a resolution of the Board, the Compensation Committee shall not be authorized to amend any such plan. To the extent permitted by and consistent with applicable law and the provisions of a given equity-based plan, the Compensation Committee may delegate to one or more executive officers of the Company the power to grant options or other stock awards pursuant to such equity-based plan to employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company. The Compensation Committee, or a majority of the Company's independent directors, shall approve all equity compensation grants to be made in reliance on an exemption from the stockholder approval requirements of the applicable NYSE rules, including those for inducement grants.
7. **Risk-Taking.** The Compensation Committee shall evaluate the risks and rewards associated with the Company's compensation philosophy and programs and take actions that the Compensation Committee considers necessary to mitigate risk and discourage excessive or inappropriate risk-taking.

8. **Director Compensation.** The Compensation Committee shall periodically review and make recommendations to the Board with respect to director compensation.
9. **Review and Discussion of Compensation Discussion and Analysis; Recommendation to Board.** The Compensation Committee shall review and discuss annually with management the Company's "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K (the "CD&A"), if applicable. The Compensation Committee shall consider annually whether it will recommend to the Board that the CD&A be included in the Company's Annual Report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C, if applicable.
10. **Compensation Committee Report.** The Compensation Committee shall prepare the annual Compensation Committee Report required by Item 407(e)(5) of Regulation S-K, if applicable.
11. **Advisory Vote.** The Compensation Committee shall consider the results of the most recent shareholder advisory vote on executive compensation as required by Section 14A of the Exchange Act and, to the extent the Committee determines it appropriate to do so, take such results into consideration in connection with the review and approval of executive compensation.
12. **Compensation Consultants, Legal Counsel and Other Advisors.** The Compensation Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, legal counsel or other advisors. The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other advisor retained by the Compensation Committee. The Compensation Committee is empowered, without further action by the Board, to cause the Company to pay the compensation, as determined by the Compensation Committee, of any compensation consultant, legal counsel and other advisor retained by the Compensation Committee. The Compensation Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor, only after taking into consideration, as applicable, all factors relevant to that person's independence from management, including the factors identified in the NYSE Listed Company Manual.
13. **Additional Duties.** The Compensation Committee shall have such other duties as may be delegated from time to time by the Board.

D. Procedures and Administration

1. **Meetings.** The Compensation Committee shall meet as often as it deems necessary in order to perform its responsibilities. The Compensation Committee may also act by unanimous written consent in lieu of a meeting. The Compensation Committee shall keep such records of its meetings as it shall deem appropriate.
2. **Subcommittees.** The Compensation Committee may form and delegate authority to one or more subcommittees as it deems appropriate from time to time under the circumstances (including (a) a subcommittee consisting of a single member and (b) a subcommittee consisting of at least two members, each of whom qualifies as a "non-employee director," as such term is defined from time to time in Rule 16b-3 promulgated under the Exchange Act, and the rules and regulations thereunder).
3. **Reports to Board.** The Compensation Committee shall report regularly to the Board.

4. **Charter.** The Compensation Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
5. **Investigations.** The Compensation Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it shall deem appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Compensation Committee or any advisors engaged by the Compensation Committee.
6. **Annual Self-Evaluation.** At least annually, the Compensation Committee shall evaluate its own performance.