

ODDITY TECH LTD.

COMPENSATION COMMITTEE CHARTER

(As of June 22, 2023)

I. Purpose

The purpose of the Compensation Committee (the “Committee”) of the board of directors (the “Board”) of ODDITY Tech Ltd. (the “Company”) is to, among other things, oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers and directors.

This Charter does not derogate from nor supersede, and instead will be read in conjunction with, the terms set forth in the Company’s Compensation Policy for Directors and Officers (the “Compensation Policy”), as adopted on June 22, 2023, and as may be amended or supplemented from time to time, in accordance with the requirements set forth under the Israeli Companies Law, 5759-1999, and the regulations promulgated thereunder, as may be amended from time to time (the “Companies Law”). If any term of this Charter contradicts the 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, as applicable, will prevail.

II. Composition

The Committee must consist of at least three directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC (“Nasdaq”), subject to any available exception, and meet all other eligibility requirements of applicable laws, including the requirements of the Companies Law. If external directors (as such term is defined under the Companies Law) are required to be appointed pursuant to the Companies Law, all such external directors shall be members of the Committee and shall constitute the majority of the Committee members.

Committee members will be appointed and may be removed, with or without cause, by the Board, subject to any applicable law. Unless a Chair of the Committee is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership, subject to the requirement that if external directors are required to be appointed pursuant to the Companies Law, the Chair of the Committee must be an external director. The persons listed in Sections 115(b) and (c) of the Companies Law may not be members of the Committee.

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 Companies Law or the Company’s Amended and Restated Articles of Association, as in effect from time to time (the “Articles of Association”).

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisors (independent or otherwise) that the Committee believes to be desirable and appropriate; provided that, preceding any such retention or advice, the Committee must take into consideration the applicable factors under Nasdaq rules. The Company must provide for appropriate funding, as determined by the Committee, for payment of compensation to any advisor retained by the Committee and for payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. 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 Articles of Association, the Companies Law and applicable Nasdaq rules.

IV. Duties and Responsibilities

1. *Compensation Plans and Policies.* The Committee shall approve and recommend to the Board and to the Company's shareholders at the General Meeting of Shareholders (the "General Meeting") for their approval a Compensation Policy in accordance with the requirements of the Companies Law. The Committee shall, from time to time, review the implementation of the Compensation Policy and recommend to the Board periodic updates to the Compensation Policy. The Committee shall also recommend to the Board whether to extend the then-current Compensation Policy at least once every three years, and in certain circumstances, whether to extend the then-current Compensation Policy more than three years. In addition, the Committee shall recommend to the Board and, if required pursuant to the Companies Law, to the Company's shareholders at the General Meeting, for their approval other compensation policies, incentive-based compensation plans and equity-based compensation plans, as applicable (collectively, the "Compensation Plans and Policies") and oversee the development and implementation of the Compensation Plans and Policies in light of all relevant circumstances, periodically review and reassess the adequacy of the Compensation Plans and Policies, and recommend to the Board any amendments or modifications to the Compensation Plans and Policies that the Committee deems appropriate, including as required under the Companies Law.

2. *Executive Officer Compensation.* The Committee will assist the Board in discharging its responsibilities relating to the determination of compensation for the Chief Executive Officer and the other executive officers of the Company, including the establishment of corporate goals and objectives and the evaluation of each executive officer's performance against those goals and objectives on an annual basis, in all cases while taking into account the Compensation Policy. No executive officer may be present during voting or deliberations on his or her compensation. The Committee will review and make recommendations to the Board and to the shareholders, if required, regarding compensation of the Chief Executive Officer.

3. *Director Compensation.* The Committee will review and make recommendations to the Board and to the shareholders regarding director compensation, while taking into account the Compensation Policy.

4. *Certain Transactions.* The Committee will determine whether or not to approve transactions regarding compensation of “office holders” (as defined under the Companies Law) pursuant to Sections 272, 273, and 275 of the Companies Law and whether to exempt a transaction with the Company’s Chief Executive Officer from the requirement of shareholder approval pursuant to Section 272(C1)(3) of the Companies Law.

5. *Incentive and Equity Compensation.* The Committee will review and approve or make recommendations to the Board regarding the Company’s incentive compensation and equity-based plans and arrangements (the “Plans”). The Committee has full authority to administer the Plans (except to the extent the terms of the Plans require administration by the full Board) and make recommendations to the Board (but may not authorize) the grants of awards under the Plans.

6. *Succession Planning.* The Committee will be responsible for overseeing the Company’s succession plan for the Chief Executive Officer and other executive officer roles.

7. *Reports to the Board of Directors.* The Committee will report regularly to the Board regarding the activities of the Committee.

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

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

The Committee shall fulfill all other roles and responsibilities as set forth in Section 118B of the Companies Law and not otherwise specified in this Charter.

V. Delegation of Duties

Subject to the Companies Law, in fulfilling its responsibilities, the Committee may delegate its authority to a subcommittee of the Committee established from time to time by the Committee. Such subcommittees shall consist of one or more members of the Committee or the Board and shall report to the Committee.