

STRYVE FOODS, INC.

COMPENSATION COMMITTEE CHARTER

Effective November 8, 2023

I. Purpose

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Stryve Foods, Inc. (the “Company”) is appointed by the Board to discharge the Board’s responsibilities in (i) assessing whether the various compensation programs of the Company are designed to attract, motivate and retain the executive officers necessary to enable the Company to deliver and achieve consistently superior results that are performance based, market driven, and stockholder aligned; (ii) overseeing incentive compensation plans adopted by the Company, with the approval of the Committee, including stock/option plans and short term and long term incentive compensation plans for the Company, ; (iii) approving, reviewing, and overseeing the benefit plans of the Company, and (iv) overseeing the performance and compensation of the Chief Executive Officer of the Company (the “CEO”) and the other executive officers of the Company. For the purposes of this charter, “Executive Officers” shall mean the CEO and any other individuals determined by the Board as being and “Officer” as defined by Rule 16a 1(f) of the Securities Exchange Act of 1934 as amended (the “Exchange Act”) and any direct reports to the CEO.

Further, the Committee will direct the production of all reports relating to compensation matters that Securities and Exchange Commission (the “SEC”) rules require be included in the Company’s annual meeting proxy statement and Annual Report on Form 10-K (“Annual Report”).

II. Membership

The Committee shall be comprised of at least three directors, each of whom, in the determination of the Board shall satisfy the independence requirements of the NASDAQ Stock Market (“NASDAQ”) and Rule 10C-1(b) under the Securities Exchange Act of 1934, as amended (the “Act”), and have experience, in the business judgment of the Board, that would be helpful in addressing the matters delegated to the Committee. Further, at least two members of the Committee shall each, in the determination of the Board: (a) be a “non-employee director” within the meaning of Rule 16b-3 of the Act; and (b) qualify as an “outside director” under the regulations promulgated under Section 162(m) of the Internal Revenue Code of 1986, as amended (the “Code”), and such Committee members shall serve as the “Section 16 and 162(m) Subcommittee” to the extent that other members of the Committee do not satisfy these requirements.

The members of the Committee, including the Chair of the Committee, shall be appointed by the Board on the recommendation of the Nominating & Corporate Governance Committee. Committee members may be removed from the Committee, with or without cause, by the Board.

The Board may designate, upon the recommendation of the Nominating & Corporate Governance Committee, one or more directors as alternate members of the Committee, who may

replace any absent or disqualified member at any meeting of the Committee. If a member of the Committee and such member's alternate, if alternates are designated by the Board, are absent or disqualified, the member or members of the Committee present at any meeting and not disqualified from voting, whether or not such member or members constitute a quorum, may unanimously appoint another member of the Board to act at the meeting in place of any such absent or disqualified member, so long as such replacement member of the Committee satisfies the requirements for membership provided herein.

III. Meetings and Procedures

Meetings of the Committee may be called by the Chair of the Committee, the Chair of the Board or two or more members of the Committee, upon notice given at least twenty-four hours prior to the meeting, or upon such shorter notice as shall be approved by the Committee. The Chair of the Committee (or in his or her absence, a member designated by the Chair) shall preside at each meeting of the Committee and set the agendas for Committee meetings. The Chair of the Committee shall designate a secretary for each meeting who shall record minutes of all formal actions of the Committee. A majority of the Committee members, present in person or by phone, shall constitute a quorum. A majority of the members present shall decide any questions brought before the Committee, except to the extent otherwise required by the Company's certificate of incorporation or bylaws (each as in effect from time to time). The Committee shall have the authority to fix its own rules of procedure and shall hold its meetings as provided by such rules and so long as such rules are not inconsistent with any provisions of the Company's applicable bylaws. Meetings of the Committee may be held by conference call. Unless otherwise restricted by the Company's certificate of incorporation or bylaws, any action required or permitted to be taken at any meeting of the Committee may be taken without a meeting if all members of the Committee consent thereto in writing, and the writing or writings are filed with the minutes of the Committee.

The Committee should meet as often as it determines advisable to fulfill the Committee's duties and responsibilities, but at least quarterly and more frequently as the Committee deems necessary or desirable.

The Committee shall keep regular minutes of any meetings (unless actions are taken and reported to the Committee's satisfaction in the minutes of the Board meetings). Any such minutes kept by the Committee shall be distributed to each member of the Committee. The Secretary of the Company shall maintain the approved signed minutes for filing with the corporate records of the Company. The Chair shall report to the Board regarding the activities of the Committee at appropriate times and as otherwise requested by the Chairman of the Board.

IV. Advisers

The Committee may, in its sole discretion, retain any compensation and benefits consultants, legal counsel and other consultants, experts or advisers ("committee advisers") that the Committee believes to be desirable and appropriate. The Committee may also use the services of the Company's regular legal counsel or other advisers to the Company. The Committee shall be directly responsible for appointing, compensating and overseeing the work of any committee adviser retained by the Committee. The Company

shall provide for appropriate funding, as determined by the Committee, for payment of compensation to any committee advisers employed by the Committee and for ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. Consistent with applicable requirements of the Act and NASDAQ listing standards, the Committee shall, subject to any exceptions under NASDAQ listing standards, undertake an analysis of the independence of each committee adviser under the independence factors specified in the applicable requirements of the Act and NASDAQ listing standards, with such analysis to occur prior to selection of, or receipt of advice from, such committee adviser or consultant and as appropriate thereafter. The Committee shall have full, unrestricted access to Company records and personnel as necessary or appropriate to carrying out its duties.

V. Duties and Responsibilities

To fulfill its duties and responsibilities, the Committee shall:

1. The Committee will review and approve, not less than annually, for the Executive Officers, annual base salary levels, annual incentive opportunity levels, and long-term incentive opportunity levels for each fiscal year. In this regard, the Committee will review and approve corporate goals and objectives related to compensation. In addition, the Committee will take into account whether the compensation is reasonably related to personal and corporate performance and whether the goals of each compensation program are reasonable in comparison with external peer businesses. In evaluating and determining CEO compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation required by Regulation 14A of the Exchange Act. The CEO may not be present during voting or deliberations by the Committee on his or her compensation.

2. Following the conclusion of each fiscal year, the Committee will review and approve incentive compensation awards for the Executive Officers, including awards under short-term and long-term incentive compensation plans.

3. At least annually, the Committee shall review and approve the corporate goals and objectives relevant to the compensation of the CEO and each other executive officers (as defined by Rule 3b-7 of the Act), as well as the CEO direct reports which comprise the Company's executive leadership team (Executive Officers"), whether or not any is an executive officer under Rule 3b-7 of the Act, evaluate each Executive Officer's performance in light of those goals and objectives, and determine and approve the compensation of each of the Executive Officers based on such evaluation. Executive Officers may not be present during voting or deliberations of the Committee regarding their respective compensation. The Committee shall submit all action taken regarding compensation of Executive Officers to the Board for review and ratification.

4. The Committee shall recommend to the Board the employment, appointment and final offer of Executive Officers, as well as promotion, removal and other changes in position of incumbent Executive Officers upon review of their performance. The Committee will review and recommend to the Board any employment, severance, consulting and change-in-control arrangements or agreements as to Executive Officers.

5. The Committee shall review as necessary, shall establish and approve all bonuses, equity incentive awards or other compensation to the extent any such bonus, awards or other compensation is intended to be qualified performance-based compensation under Section 162(m) of the Code.

6. Subject to stockholder approval, as may be applicable under NASDAQ rules, or otherwise required by the Act, the Code or law, the Committee shall establish and, where appropriate, terminate incentive compensation plans, equity-based plans, other bonus arrangements (the “Incentive Plans”) and employee benefit plans (as such term is defined under Section 3(3) of the Employee Retirement Income Security Act of 1974, as amended) (the “ERISA Plans”), pursuant to the terms of such plans. The Committee shall also administer and amend the Incentive Plans and to make appropriate interpretations and determinations and take such actions as shall be necessary or desirable thereunder, including the approval of awards granted pursuant to such plans and the repurchase of securities from terminated employees; provided, however, that the Committee may not adopt an equity-based compensation plan without the approval of the Board. The Section 16 and 162(m) Subcommittee shall approve any awards granted pursuant to such plans to the extent necessary to comply with Section 16 of the Act or to qualify the award as performance-based compensation under Section 162(m) of the Code.

7. The Committee shall amend the Company’s ERISA Plans as it deems appropriate and monitor the administration of such plans.

8. The Committee shall prepare and approve the report of the Committee to be included as part of the Company’s annual proxy statement or Form 10-K, as applicable.

9. The Committee shall review and discuss with management of the Company the Compensation Discussion and Analysis (“CD&A”), and based on such discussions, determine whether to recommend to the Board that the CD&A be included in the Company’s annual proxy statement or Form 10-K, as applicable.

10. The Committee shall review the Company’s compensation arrangements to determine if they encourage excessive risk-taking, and review and discuss the relationship between risk management policies and practices and compensation and to evaluate compensation policies and practices that could mitigate that risk.

11. The Committee shall review and assess this Charter at least annually and propose any recommended changes to the Board for its approval.

12. The Committee shall review the results of any advisory stockholder votes on executive compensation and consider whether to recommend adjustments to the Company’s executive compensation policies and practices as a result of such votes.

13. The Committee shall review on an annual basis all cash and noncash compensation to be paid to non-employee directors and recommend any proposed changes to the Board for approval.

VI. Committee Evaluations.

The Committee shall evaluate its own performance on an annual basis, including its compliance with this Charter, and provide the Board with any recommendations for changes in procedures or policies governing the Committee, including this Charter. The Committee shall conduct such evaluation and review in such manner as it deems appropriate