

**CHARTER OF THE
COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS
OF
TOPBUILD CORP.**

AUTHORITY

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of TopBuild Corp., a Delaware corporation (the “Company”), shall review, approve and report to the Board regarding the Company’s executive compensation programs to ensure the attraction, retention and appropriate compensation of senior corporate executives, to motivate their performance in the achievement of the Company’s business objectives, and to align their interests with the long-term interests of the Company’s stockholders. The Committee shall discharge the Board’s responsibilities relating to the evaluation of the Company’s management and the compensation of the Company’s senior corporate executives.

MEMBERSHIP

The Committee shall consist of at least three members. Each member of the Committee must be determined by the Board to qualify as an independent director under applicable law and the rules of the New York Stock Exchange. In affirmatively determining the independence of any director who will serve on the Committee, the Board must consider all factors specifically relevant to determining whether a director has a relationship to the Company which is material to that director’s ability to be independent from management in connection with the duties of a compensation committee member, including, but not limited to: (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Company to such director; and (ii) whether such director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company.¹

Additionally, all Committee members must be determined by the Board to meet the definitions of (i) a “non-employee director” within the meaning of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended, and (ii) an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended. The Governance Committee of the Board shall recommend nominees for appointment to the Committee annually and as vacancies or newly created positions occur. Committee members shall be appointed by the Board and may be removed by the Board at any time. The Board may fill any vacancy in the Committee and the Board will appoint a Committee Chairperson.

The Committee shall meet as often as is required to discharge its responsibilities under this charter. The Committee will meet from time to time in executive sessions without management participation. A majority of the members of the Committee shall constitute a quorum for the transaction of business.

¹ See NYSE Listed Company Manual Rule 303A.02(a)(ii)

RESPONSIBILITIES

In addition to any other responsibilities which may be assigned from time to time by the Board, the Committee is responsible for the following matters.

General Compensation Policies. Establish the compensation policies and philosophy for the Company, its executive officers and directors. Review and approve the Company's compensation and benefits policies generally, including but not limited to, reviewing and approving incentive compensation plans and equity-based plans of the Company. Make an annual determination as to whether the Company's compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Company.

Plan Recommendations. Make recommendations to the Board with respect to incentive compensation plans and equity-based plans.

Approval of Awards. Approve and ratify the grant of awards under the Company's incentive compensation and equity-based plans, including amendments to the awards made under any such plans, and review and monitor awards under such plans.

Executive Compensation. For each of the Company's senior corporate executives, review and approve corporate goals and objectives relevant to executive compensation, evaluate each executive's performance in light of such goals and objectives, and set each executive's compensation based on such evaluation and such other factors as the Committee deems appropriate and in the best interests of the Company. This review may be conducted by the Committee with the Chief Executive Officer; provided, that, this review shall be conducted without the Chief Executive Officer with respect to the Chief Executive Officer's compensation.

Determine the long-term incentive compensation component of senior corporate executives' compensation by considering such factors as the Committee deems appropriate and in the best interests of the Company, which may include the Company's performance in areas identified by the Committee and the value of similar incentive awards to executives at comparable companies.

Review management's recommendations on and approve executive compensation programs including base salaries, annual incentive plans, long-term incentive plans, employee benefit plans, perquisites and compensatory contracts, if any.

Director Compensation. The Committee shall periodically review current director compensation and recommend to the Board for its approval the amount and form of director compensation based on such review and such other factors as the Committee deems appropriate and in the best interests of the Company. The Committee shall review and recommend to the Board for its approval perquisites, if any, for the Company's directors.

Annual Reports. Annually review and discuss with management the Compensation Discussion and Analysis (the "CD&A") and determine whether to recommend to the Board the inclusion of the CD&A in the Company's annual proxy statement and Annual Report on Form 10-K (generally through incorporation by reference to the proxy statement). Annually prepare a

Committee report regarding the review and discussion of the CD&A to be included in the Company's annual proxy statement, in accordance with applicable rules and regulations.

Management Succession. The Committee shall, in consultation with the Company's Chief Executive Officer and President, periodically review the Company's management succession planning including policies for the selection and succession of senior corporate executives in the event of their incapacitation, retirement or removal, and evaluations of, and development plans for, any potential successors to such executives.

Committee Advisers. The Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser (collectively, the "advisers") and shall be directly responsible for the appointment, compensation and oversight of the work of any advisers it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to advisers retained by the Committee. The Committee may select its advisers only after considering all factors relevant to such adviser's independence from management. These factors shall include, to the extent applicable under the rules of the New York Stock Exchange, as may be amended from time to time: (A) the provision of other services to the Company by the person that employs the adviser; (B) the amount of fees received from the Company by the person that employs the adviser, as a percentage of the total revenue of the person that employs the adviser; (C) the policies and procedures of the person that employs the adviser that are designed to prevent conflicts of interest; (D) any business or personal relationship of the adviser with a member of the Committee; (E) any stock of the listed company owned by the adviser; and (F) any business or personal relationship of the adviser or the person employing the adviser with an executive officer of the Company.

Committee Charter. The Committee shall periodically review and assess the adequacy of this charter and recommend any proposed changes to the Board for approval.

DELEGATION

The Committee may delegate its authority to subcommittees or the Committee Chairperson when it deems appropriate and in the best interests of the Company.

The Committee may delegate to two or more directors of the Company the authority to make stock option and restricted stock award grants to any non-Section 16 officer and to other employees of the Company, including the authority to amend such grants, under such of the Company's incentive-compensation or other equity-based plans as the Committee deems appropriate and in accordance with the terms of such plans.

BOARD REPORTING

The Committee shall maintain written minutes of its meetings, and report to the Board periodically. This report shall include a review of any recommendations or issues that arise with respect to the Committee's responsibilities, as detailed in this Charter, for the Company's executive and director compensation and benefits policies, management succession planning and any other matters that the Committee deems appropriate or which are requested to be included by the Board. When presenting any recommendation or advice to the Board, the Committee will

provide such background and supporting information as may be necessary for the Board to make an informed decision.

At least annually, the Committee shall evaluate its own performance and report to the Board on such evaluation.