COMPENSATION COMMITTEE CHARTER

TEXAS PACIFIC LAND CORPORATION

As adopted by the Board of Directors, effective January 11, 2021, and last amended November 5, 2026

The purpose of the Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Texas Pacific Land Corporation (the "Company") is to assist the Board in fulfilling its oversight responsibilities relating to compensation of the Company's executive officers and directors, including by (i) reviewing and recommending to the Board compensation plans, policies and programs and (ii) approving individual executive officer compensation.

The Committee shall be comprised of three or more directors appointed by the Board, each of whom meets the independence requirements of the New York Stock Exchange (the "NYSE") and qualifies as a "non-employee director" for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended.

The Committee shall meet with such frequency and at such intervals as it determines necessary to carry out its duties and responsibilities. Minutes of Committee meetings and actions taken without a meeting shall be kept in accordance with the Company's bylaws.

In furtherance of its purpose, the Committee shall:

1. Review and make recommendations to the Board annually with respect to the corporate goals and objectives relevant to chief executive officer (the "CEO") compensation, evaluate at least annually the CEO's performance in light of those goals and objectives and determine and recommend to the Board the CEO's compensation, including salary, bonus, fees, benefits, incentive awards and perquisites based on this evaluation.

2. Review and approve the compensation of the Company's executive officers other than the CEO, including salaries, bonuses, fees, benefits, incentive awards, equity awards and perquisites.

3. Review and make recommendations to the Board regarding the adoption, modification or administration of the Company's compensation and employee benefit plans and provide oversight with respect to those plans.

4. Review and approve, for the CEO and other executive officers of the Company, employment agreements, severance agreements, consulting agreements and change in control or termination agreements.

5. Review and make recommendations to the Board regarding compensation for the Company's non-employee directors.

6. Review and make recommendations to the Board regarding the Company's ability to attract and retain key personnel, including but not limited to the Company's

technological capabilities in the context of attracting technology talent.

7. Review and discuss with management the compensation discussion and analysis (the "CD&A") required to be included in the Company's annual report and proxy statement, recommend to the Board that the CD&A be included in such annual report and proxy statement and prepare the compensation committee report required to be included in the annual report and proxy statement.

8. Consider, at least annually, whether risks arising from the Company's compensation plans, policies and programs for its employees are reasonably likely to have a material adverse effect on the Company, including whether the Company's incentive compensation plans encourage excessive or inappropriate risk taking.

9. 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 in light of such votes.

10. Review and approve policies with respect to the recovery or "clawback" of any excess compensation paid to any of the Company's executive officers.

11. Determine stock ownership guidelines for the CEO and other executive officers of the Company and monitor compliance with such guidelines.

12. Review and report to the Board periodically on succession planning and leadership development processes for non-executive employees of the Company.

13. Review periodically with management the Company's policies, programs and practices relating to equal employment opportunity, non-discrimination, anti-harassment and anti-retaliation.

14. Review periodically with the Company's chief compliance officer (who shall be the General Counsel unless another person is designated by the Board) the Company's compliance with legal and regulatory requirements related to human capital disclosures.

15. Report regularly to the Board on the activities of the Committee.

16. Conduct an annual evaluation of the Committee's performance.

17. Review the adequacy of this Charter periodically and recommend any proposed changes to the Board for approval.

18. Perform such other duties and responsibilities as reasonably determined by the Committee to be consistent with its mandate (under this Charter, the Company's bylaws, governing law, the rules and regulations of the NYSE, the federal securities laws and such other requirements applicable to the Company) or as further delegated to the Committee by the Board or required under the provisions

of any compensation or benefit plan maintained by the Company. This includes the authority to conduct or authorize investigations into any matter, including, but not limited to, complaints relating to matters within the scope of duties and responsibilities delegated to the Committee.

The Committee shall have authority to retain such compensation consultants, outside counsel, experts and other advisors as the Committee may deem appropriate in its sole discretion after considering all factors relevant to the advisor's independence, including the factors specified by applicable NYSE listing requirements. The Committee shall have sole authority to approve related fees and retention terms. The Committee shall be directly responsible for appointing, compensating and overseeing the work of any advisor retained by the Committee. The Committee shall receive appropriate funding from the Company, as determined by the Committee, for any expense related to any external advisors and for the ordinary administrative expenses of the Committee.

The Committee shall have full, unrestricted access to Company books, records and facilities.

The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate in its sole discretion.