

RESERVOIR MEDIA, INC.

COMPENSATION COMMITTEE CHARTER Effective July 28, 2021

I. Purpose

The compensation committee (the “*Committee*”) of the board of directors (the “*Board*”) of Reservoir Media, Inc., a Delaware corporation (the “*Company*”), shall have responsibility for the compensation of the Company’s executive officers and other key executives (as determined by the Committee), including the Company’s Chief Executive Officer (the “*CEO*”), and for incentive compensation, equity-based and benefit plans as further provided in this compensation committee charter (this “*Charter*”).

II. Organization

The Committee shall consist of three (3) or more directors, each of whom shall satisfy the applicable independence and other compensation committee membership requirements of the Company’s corporate governance guidelines, the Nasdaq Stock Market and any other applicable regulatory requirements.

At least one (1) member of the Committee shall have experience in matters relating to executive compensation either as a professional or as a business executive. At least two (2) members shall qualify as non-employee directors (“*Non-Employee Directors*”) for purposes of Section 16 of the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), and Rule 16b-3 thereunder.

If at any time the Committee includes a member who is not a Non-Employee Director, then either a subcommittee comprised entirely of individuals who are Non-Employee Directors or the Board shall approve any grants made to any individual who is subject to liability under Section 16 of the Exchange Act.

Members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee and may be removed by the Board at any time.

The Committee’s chair shall be designated by the Board on the recommendation of the Nominating and Corporate Governance Committee or, if not so designated, the members of the Committee shall elect a chair by a vote of the majority of the full Committee.

The Committee may form and delegate authority to subcommittees when appropriate, provided that the subcommittees are composed entirely of directors who satisfy the applicable independence requirements of the Company’s corporate governance guidelines and the Nasdaq Stock Market.

III. Meetings

The Committee shall meet at least four (4) times per year or more frequently as circumstances require. Meetings shall be called by the chair of the Committee or, if there is no

chair, by a majority of the members of the Committee. Meetings may be held telephonically or by other electronic means to the extent permitted by the Company's organizational documents and applicable law. Committee actions may be taken by unanimous written consent.

IV. Authority and Responsibilities

To fulfill its responsibilities, the Committee shall:

1. Review and approve the Company's compensation strategy to ensure it is appropriate to attract, retain and motivate senior management and other key employees.
2. Review and approve the executive compensation philosophy, policies and programs that in the Committee's judgment support the Company's overall business strategy and review and discuss, at least annually, the material risks associated with executive compensation structure, policies and programs to determine whether such structure, policies and programs encourage excessive risk-taking and to evaluate compensation policies and practices that could mitigate any such risk.
3. On an annual basis, review and approve corporate goals and objectives relevant to the compensation of the CEO, evaluate the CEO's performance in light of those goals and objectives and determine and approve the CEO's compensation based on this evaluation. In evaluating, determining and approving the long-term incentive component of the CEO's compensation, the Committee may consider, among such other factors as it may deem relevant, the Company's performance, stockholder returns, the value of similar incentive awards to executive officers at comparable companies, the value of similar awards given to other executive officers of the Company, the results of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Exchange Act (the "**Say-on-Pay Vote**") and the awards given to the executive officer in past years. The CEO shall not be present during voting or deliberations relating to his or her compensation.
4. On an annual basis, review and approve corporate goals and objectives relevant to the compensation of the Company's other executive officers, evaluate the executive officers' performance in light of those goals and objectives and determine and approve the Company's executive officers' compensation based on this evaluation. In evaluating, determining and approving the long-term incentive component of the Company's executive officers' compensation, the Committee may consider, among such other factors as it may deem relevant, the Company's performance, stockholder returns, the value of similar incentive awards to executive officers at comparable companies, the value of similar awards given to other executive officers of the Company, the results of the most recent Say-on-Pay Vote and the awards given to the executive officers in past years. No executive officer may be present during voting or deliberations relating to his or her compensation.

5. Review and approve the Company's incentive compensation, equity-based and benefit plans. With respect to each such plan, the Committee shall have responsibility for:
 - (a) administering the plan;
 - (b) setting performance targets under all annual bonus and long-term incentive compensation plans as appropriate and committing to writing any and all performance targets for executive officers who may be "covered employees" under applicable laws and regulations;
 - (c) if called for by the plan, certifying that any and all performance targets used for any performance-based equity compensation plans have been met before payment of any executive bonus or compensation or exercise of any executive award granted under any such plans;
 - (d) approving all amendments to, and terminations of, all compensation plans and any awards under such plans pertaining to executive officers;
 - (e) granting any awards under any performance-based annual bonus, long-term incentive compensation and equity compensation plans to executive officers or current employees with the potential to become the CEO or an executive officer, including stock options and other equity rights (*e.g.*, restricted stock, stock purchase rights);
 - (f) approving which executive officers are entitled to awards under the Company's stock option plans; and
 - (g) approving repurchases of securities from terminated employees.

In reviewing the Company's incentive compensation, equity-based and benefit plans, the Committee may consider the plan's administrative costs, current plan features relative to any proposed new features, the results of the most recent Say-on-Pay Vote and the performance of the plan's internal and external administrators if any duties have been delegated.

6. Review and approve any employment agreement or compensatory transaction with an executive officer of the Company involving compensation in excess of \$120,000 per year.
7. Establish and periodically review policies concerning perquisite benefits.
8. Determine and approve the Company's policy with respect to change-of-control or "parachute" payments. In determining and approving the Company's policy with respect to change of control or "parachute" payments, the Committee may consider, among such other factors as it may deem relevant, the results of the most recent Say-on-Pay Vote on "parachute" payments, if any.

9. Review and make recommendations to the Board with respect to executive officer and director indemnification and insurance matters.
10. Approve compensation awards, including individual awards, as may be required to comply with applicable tax and state corporate laws.
11. Review the Company's compensation disclosures in its annual proxy statement and its Annual Report on Form 10-K filed with the Securities and Exchange Commission (the "*SEC*"). Review and discuss the Company's Compensation Discussion and Analysis (the "*CD&A*") with the Company's management and, based on such review and discussion, determine whether to recommend to the Board that such compensation disclosures and CD&A be disclosed in the Company's Annual Report on Form 10-K or annual proxy statement filed with the SEC, as applicable.
12. Prepare any report required by applicable rules and regulations or listing standards, including the report required by the SEC to be included in the Company's annual proxy statement or, if the Company does not file a proxy statement, in the Company's Annual Report filed on Form 10-K with the SEC.
13. Review and recommend to the Board for approval the frequency with which the Company will conduct Say-on-Pay Votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and review and recommend to the Board for approval the proposals regarding the Say-on-Pay Vote and the frequency of the Say-on-Pay Vote to be included in the Company's proxy statement filed with the SEC.
14. Establish and periodically review stock ownership and retention guidelines for executive officers and non-employee directors and confirm that such guidelines are being adhered to by executive officers and non-employee directors.
15. Review and approve the creation or revision of any claw-back policy allowing the Company to recoup compensation paid to employees.
16. Review and approve anti-hedging and pledging policies applicable to executive officers and non-employee directors.
17. Review and assess the adequacy of this Charter annually and recommend to the Board any changes deemed appropriate by the Committee.
18. Review its own performance annually.
19. Report regularly to the Board.
20. Perform any other activities consistent with this Charter, the Company's by-laws and governing law as the Committee or the Board deems necessary or appropriate.

V. Resources

The Committee shall have the authority to retain or terminate, in its sole discretion, compensation consultants, independent legal counsel or other advisors (collectively, “*Advisors*”) to assist the Committee in its responsibilities and shall be directly responsible for overseeing the work of such Advisors. Before retaining an Advisor (other than in-house legal counsel and any Advisor whose role is limited to consulting on broad-based, non-discriminatory plans or providing information that is not customized in particular for the Company (as described in Item 407(e)(3)(iii) of Regulation S-K)), the Committee shall consider the independence of such Advisor, including any independence factors that it is required to consider by law and the following factors that it is required to consider under the Nasdaq Stock Market rules:

- the provision of other services to the Company by the person that employs such Advisor;
- the amount of fees received from the Company by the person that employs such Advisor, as a percentage of the total revenue of the person that employs such Advisor;
- the policies and procedures of the person that employs such Advisor that are designed to prevent conflicts of interest;
- any business or personal relationship of such Advisor with a member of the compensation committee;
- any stock of the Company owned by such Advisor; and
- any business or personal relationship of such Advisor or the person employing such Advisor with an executive officer of the Company.

The chair of the Committee, at the request of any member of the Committee, may request that any officer or employee of the Company or any Advisor attend a meeting of the Committee or otherwise respond to Committee requests.

The Committee shall have the sole authority to determine the terms of engagement and the extent of funding necessary (and to be provided by the Company) for payment of compensation to any Advisors or other professionals retained to advise the Committee and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Adopted: July 28, 2021