

**Skillz Inc.**  
**Compensation Committee Charter**

**I. Purpose**

The purpose of the Compensation Committee (the “*Committee*”) is to oversee the discharge of the responsibilities of the Board of Directors (the “*Board*”) of Skillz Inc. (the “*Company*”) relating to compensation of the Company’s executive officers and directors.

**II. Composition, Director Independence**

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the New York Stock Exchange (the “*NYSE*”), except as otherwise permitted by applicable NYSE rules, including applicable exemptions and transition periods, and meet all other eligibility requirements of applicable laws.

As a “controlled company” as defined in NYSE rules, the Company will be exempt from certain NYSE corporate governance requirements, including those that would otherwise require the Company’s board of directors to have a majority of independent directors and require that the Company either establish compensation and nominating and corporate governance committees, each comprised entirely of independent directors, or otherwise ensure that the compensation of the Company’s executive officers and nominees for directors are determined or recommended to the board of directors by the independent members of the board of directors.

Committee members must be appointed to the Committee by the Board and may be removed, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

**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 Company’s bylaws that are applicable to the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel or other advisers (independent or otherwise), provided that, preceding any such retention or advice, the Committee must take into consideration all factors, including any applicable factors under NYSE and Securities and Exchange Commission (“SEC”) rules, relevant to the adviser’s independence from management. The Committee will be directly responsible for the appointment, compensation and oversight of any adviser it retains. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

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 Company’s bylaws, and the applicable NYSE rules.

The Committee has the authority to conduct or authorize investigations into any matters

within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee or adviser of the Company to meet with the Committee or any advisers engaged by the Committee.

#### **IV. Duties and Responsibilities**

1. CEO Compensation. The Committee will review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer. The Committee will evaluate the Chief Executive Officer's performance in light of these goals and objectives and, based upon this evaluation (either alone or, if directed by the Board, in conjunction with a majority of the independent directors on the Board), will set the Chief Executive Officer's compensation.

2. Other Executive Officer Compensation. The Committee will review and set or make recommendations to the Board regarding the compensation of the executive officers other than the Chief Executive Officer. In connection with the foregoing, the Committee will oversee an evaluation of the performance of the executive officers of the Company other than the Chief Executive Officer.

3. Director Compensation. The Committee will review, at least annually, the compensation of directors who are not then serving as full-time employees of the Company or any of its subsidiaries and recommend for approval by the Board any change in the compensation of such directors. In recommending director compensation, the Compensation Committee shall take comparable director fees into account and review any arrangement that could be viewed as indirect director compensation.

4. 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 will have the authority to administer the Plans (except to the extent the terms of a Plan require administration by the full Board), and to approve grants of cash-based and equity-based awards under the Plans. To the extent permitted by applicable law and the applicable Plan, the Committee may delegate to one or more executive officers of the Company the authority to grant, and make determinations and administer the Plan with respect to, equity-based awards under a Plan to employees and consultants of the Company who are not officers (as defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended) or directors of the Company.

5. Compensation Discussion and Analysis. To the extent that the Company is required to include a "Compensation Discussion and Analysis" ("**CD&A**") in the Company's Annual Report on Form 10-K or annual proxy statement, the Committee will review and discuss with management the Company's CD&A and recommend to the Board that the Company's CD&A be included in the appropriate filing.

6. Compensation Committee Report. The Committee will, as applicable, prepare the annual Compensation Committee Report required by Item 407(e)(5) of Regulation S-K (or any successor rule or regulation).

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

8. Committee Self-Evaluation. The Committee must at least annually perform an evaluation of the performance of the Committee.

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

**V. Delegation of Duties**

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee.

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Effective Date: February 17, 2022