



DIGITALBRIDGE GROUP, INC.

Charter of the Human Capital and Compensation Committee of the Board of Directors

A. Purpose

The principal purposes of the Human Capital and Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of DigitalBridge Group, Inc. (the “**Company**”) shall be: (i) discharging responsibilities relating to compensation of the Company’s Chief Executive Officer, other executive officers, and directors, taking into consideration, among other factors, any stockholder vote on compensation; (ii) implementing and administering the Company’s incentive compensation plans and equity-based plans; (iii) overseeing certain matters related to human capital management, (iv) overseeing and assisting the Company in preparing the Compensation Discussion & Analysis (the “**CD&A**”) for inclusion in the Company’s proxy statement and/or annual report on Form 10-K; (v) providing for inclusion in the Company’s proxy statement a description of the processes and procedures for the consideration and determination of executive officer and director compensation; and (vi) preparing and submitting for inclusion in the Company’s proxy statement and/or annual report on Form 10-K a Committee Report, each as more fully described below, in accordance with applicable rules and regulations.

B. Committee Membership

The Committee shall consist of no fewer than three independent directors. Members of the Committee will be appointed by a majority vote of the entire Board, upon the recommendation of the Nominating and Corporate Governance Committee of the Board, and may be removed by a majority vote of the entire Board, in its discretion. Each member of the Committee must (i) satisfy the independence requirements of the New York Stock Exchange (the “**NYSE**”), any rules and regulations of the U.S. Securities and Exchange Commission (the “**SEC**”) and any other applicable laws relating to independence, as determined by the Board in its business judgment, (ii) qualify as a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”) and (iii) qualify as an “outside director” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended (the “**Code**”), if and to the extent the Committee determines it is necessary or appropriate.

C. Committee Powers, Duties and Responsibilities

1. Chief Executive Officer Compensation. The Committee shall (i) review and approve on an annual basis the corporate goals and objectives with respect to compensation for the Company’s Chief Executive Officer (the “**CEO**”), (ii) evaluate the performance of the CEO in light of the corporate goals and objectives approved by the Committee and (iii)

on the basis of such evaluation, determine and approve compensation paid by the Company to the CEO.

2. Compensation of Other Executive Officers. The Committee shall review and approve proposals made by the CEO with regard to the compensation for other executive officers of the Company (the “**Senior Executives**”), including, at a minimum, the Company’s “named executive officers” (as such term is defined in Item 402(a)(3) of Regulation S-K under the Exchange Act) whose compensation treatment is disclosed in the proxy statement of the Company. Such compensation may include, to the extent applicable (a) the annual base salary amount, (b) any annual bonus payment, as calculated in accordance with each such executive’s employment agreement, if applicable, (c) any options and other equity-based compensation, (d) any deferred or long-term incentive compensation, (e) any proposed severance arrangements or change in control and similar agreements/provisions, and any amendments, supplements or waivers to the foregoing agreements, in each case as, when and if deemed necessary or advisable and (f) any perquisites, special or supplemental benefits, all in accordance with applicable law, rules and regulations, and to the extent appropriate or necessary to comply with any federal securities or tax law requirements, such as Rule 16b-3 of the Exchange Act or Section 162(m) of the Code, to the extent applicable. To the extent such compensation is set forth in employment agreements, such employment agreements, and any material amendments to such agreements, will be subject to the review and approval of the Committee. In determining the appropriate compensation for Senior Executives of the Company, the Committee should consider the Company’s performance and relative stockholder return, the amount of compensation payable, including incentive awards, to similarly-situated officers at comparable companies, any stockholder vote on compensation and any other factors the Committee deems necessary or advisable in its discretion. The Committee shall also ensure that compensation plans are designed with an appropriate balance of risk and reward in relation to the Company’s overall business strategy and do not encourage excessive or unnecessary risk-taking behavior. In addition, the Committee shall ensure that such programs encourage high performance, promote accountability and assure that Senior Executives’ interests are aligned with the interests of the Company’s stockholders.
3. Compensation of Directors. The Committee shall (i) review and evaluate, at least on an annual basis, the compensation for directors, including Board and committee retainers, meeting fees, equity-based compensation and such other forms of compensation as the Committee may consider appropriate and (ii) recommend to the full Board, as appropriate, changes to such compensation. The Committee shall consider the compensation payable to directors at comparable companies and any other factors it deems necessary or advisable in making recommendations to the Board with respect to the compensation of directors.
4. Equity Compensation Plans. The Committee shall review the Company’s executive compensation policies and plans and shall implement and administer the Company’s incentive compensation plans and equity-based plans, including, but not limited to, (i) approving option grants and other equity-based awards, (ii) interpreting such plans, (iii) determining rules and regulations relating to such plans, (iv) modifying or canceling

existing grants or awards, (v) determining the number of shares underlying grants and awards to directors, officers and other employees and (vi) imposing limitations, restrictions and conditions upon any grant or award as the Committee deems necessary or appropriate. At least annually, the Committee shall assess the desirability of proposing and make recommendations to the Board with respect to any new incentive-compensation plans and equity-based plans and any increase in shares reserved for issuance under existing plans.

5. Human Capital. Discuss with management, periodically, as the Committee deems appropriate, reports from management regarding the development, implementation and effectiveness of the Company's policies and strategies relating to its human capital management function, including but not limited to those policies and strategies regarding recruiting, retention, career development and progression, management succession (other than that within the purview of the Board's Nominating and Corporate Governance Committee), workplace environment, diversity, culture and employee engagement and related employment practices.
6. CD&A. The Committee shall oversee and assist the Company in preparing the CD&A for inclusion in the Company's proxy statement and/or annual report on Form 10-K, as well as other Company reports (when and as necessary) filed with the SEC. The Committee shall provide a description of the processes and procedures for the consideration and determination of executive and director compensation, as required for inclusion in the Company's proxy statement, all in accordance with applicable rules and regulations. The Committee shall review and discuss the CD&A with the Company's executive officers (the "**Management**") and, based on the review and discussion, make a recommendation to the Board regarding whether to include the CD&A in the Company's proxy statement and/or annual report on Form 10-K.
7. Annual Committee Report. The Committee shall prepare an annual Committee Report for inclusion in the Company's annual proxy statement and/or annual report on Form 10-K in accordance with applicable rules and regulations promulgated by the SEC.
8. Compensation Agreements and Arrangements. The Committee shall review and make recommendations to the Board regarding all new employment, consulting, retirement and severance agreements and arrangements proposed for the Company's Senior Executives. The Committee also shall periodically evaluate existing agreements with the Company's Senior Executives for continuing appropriateness.
9. Say-on-Pay. The Committee shall (i) review the results of stockholder advisory votes on executive compensation ("**Say-on-Pay Votes**") and, if appropriate, consider these results in connection with the determination of executive compensation and incentive-compensation and equity-based plans; and (ii) review and recommend to the Board the frequency of 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.

10. Compensation Policies. The Committee shall review and make recommendations, if any and as it deems appropriate, to the Board regarding a “clawback” policy for compensation based on financial results of the Company, in accordance with the standards of the NYSE, any applicable rules and regulations of the SEC and any other applicable laws regarding clawback policies.
11. Compensation Review. The Committee, in consultation with Management, will review the Company’s policies and procedures with respect to risk assessment and risk management for compensating all employees, including non-executive officers, to determine whether any disclosure is required in connection with Item 402(s) of Regulation S-K, and shall periodically report its findings to the Board.
12. Performance Evaluation. At least annually, the Committee shall undertake a self-evaluation of the performance of the Committee, including an assessment of its performance in light of the duties and responsibilities set forth in this charter and such other matters as the Committee may deem necessary or advisable in its discretion. In connection with such performance evaluation, the Committee also shall review and assess the adequacy of this charter, and propose to the Board for its review and approval any changes to this charter deemed necessary or advisable.
13. Other. The Committee shall have such other power, authority, duties and responsibilities as may be assigned to it by the Board from time to time.

D. Committee Structure and Operations

1. Meetings. The Committee shall meet with such frequency and at such intervals as it shall determine is necessary to carry out its duties and responsibilities, but in any case no less than twice each year. A quorum at any Committee meeting shall be at least a majority of the members. The Committee shall establish a schedule of meetings to be held each year and may schedule additional meetings as it determines to be necessary or appropriate. The Committee may meet by telephone or videoconference and may act by a majority of the members present at a meeting of the Committee at which a quorum is present. The Committee may also take action by unanimous written consent. The Committee may invite to meetings such officers of the Company or other persons as the Committee deems necessary or advisable in its discretion. Minutes of each meeting shall be kept and distributed to each member of the Committee.
2. Chairperson. The Board shall appoint a Chairperson of the Committee. The Chairperson of the Committee shall be responsible for leadership of the Committee, including presiding, when present, at all meetings of the Committee, preparing the agenda, making committee assignments and reporting for the Committee to the Board at its next regularly scheduled meeting following the meeting of the Committee. If the Chairperson is not present at a meeting of the Committee, the members present at the meeting shall designate one such member as the acting Chairperson for the meeting. In the event of a tie vote on any issue, the Chairperson’s vote shall decide the issue.

3. Procedures. The Committee may adopt such procedures relating to the conduct of its proceedings as it deems appropriate.
4. Delegation of Authority to Subcommittees. The Committee may delegate its authority to members as the Committee deems appropriate; provided that, (i) the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole; (ii) no such subcommittee shall consist of fewer than two members; and (iii) any delegate shall report any actions taken by the delegate to the full Committee at its next regularly scheduled meeting.
5. Retention and Termination of Outside Advisors. The Committee shall have the sole authority to retain and terminate such outside legal, accounting or other advisors to the Committee as it deems necessary and advisable in its sole discretion, including compensation consultants. In selecting any such advisors or consultants, the Committee shall consider the independence of such advisor or consultant, as determined by it in its business judgment, in accordance with the standards of the NYSE, any applicable rules and regulations of the SEC and other applicable laws relating to independence of advisors and consultants. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of the advisors and consultants. The Committee shall have the sole authority to approve the fees and other retention terms for such outside advisors. The Company shall provide appropriate funding for payment of the compensation (as determined by the Committee in its sole reasonable opinion) of such outside advisers retained by the Committee, as well as reasonable ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.
6. Reporting to Full Board. The Committee shall report regularly to the Board (but in any event at the next Board meeting) regarding the matters reviewed and the actions taken at each meeting of the Committee and make appropriate recommendations for action by the Board.
7. Resources. The Committee shall have full access to any relevant records of the Company.

E. Disclosure

This charter, as may be amended from time to time, shall be posted on the Company's website. The Company shall state in its annual proxy statement that this charter is available on the Company's website and provide the website address.

Approved: August 6, 2024