

TECHTARGET, INC. COMPENSATION COMMITTEE CHARTER

Last approved by the Board of Directors: April 24, 2026

I. General Statement of Purpose.

Pursuant to the Nasdaq corporate governance listing standards and subject to and in accordance with the Stockholders Agreement, dated on or about the Closing Date (as defined below), by and among TechTarget, Inc. (the “Company”), Informa PLC, and Informa US Holdings Limited (“Ivory”) (as amended from time to time, the “Stockholders Agreement”), the Board of Directors (the “Board”) of the Company has established a Compensation Committee (the “Committee”). Subject to the Stockholders Agreement, the Committee is authorized to discharge the Board’s responsibilities relating to compensation of the Company’s directors and executives, oversee the Company’s overall compensation programs, review and discuss with the Company’s management the Company’s executive compensation disclosure (including the Company’s disclosures under “Compensation Discussion and Analysis”) included in reports and registration statements filed with the Securities and Exchange Commission, and is responsible for producing an annual report on executive compensation for inclusion in the Company’s proxy statement relating to its annual meeting of stockholders or annual report on Form 10-K, in accordance with applicable rules and regulations. The primary objective of the Committee is to develop and implement compensation policies and plans that are appropriate for the Company and which provide incentives that further the Company’s long-term strategic plan and are consistent with the culture of the Company and the overall goal of enhancing enduring stockholder value.

II. Committee Membership and Organization.

Except as otherwise permitted by the applicable Nasdaq Rules, including pursuant to exemptions afforded to controlled companies under Nasdaq rule 5615(c)(2), and subject to and in all respects consistent with the Stockholders Agreement, the number of individuals serving on the Committee shall be fixed by the Board from time to time but shall consist of no fewer than two (2) members, each of whom shall satisfy the independence standards established by Rule 16b-3 of the Securities Exchange Act of 1934, as amended, and the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code, as amended; provided that, at any time during which the Company ceases to qualify as a “Controlled Company” under the corporate governance listing standards of Nasdaq, Ivory shall cause the “Ivory Designees” (as defined in the Stockholders Agreement) to include such number of designees who each qualify as an “independent director” under applicable Nasdaq corporate governance listing standards to ensure the Company’s compliance with all applicable requirements under the Nasdaq corporate governance listing standards; and provided further that, until the “Third Trigger Date” (as defined in the Stockholders Agreement), Ivory shall have the right to designate, and the Committee shall include, the number of “Ivory Director(s)” (as defined in the Stockholders Agreement) equal to the “Ivory Ownership Percentage” (as defined in the Stockholders Agreement) multiplied by the total authorized number of members of the Committee at such time (including as constituted immediately following any increase or decrease in the size of the Committee subject to and in all respects consistent with the Stockholders Agreement), rounded up to the nearest whole person.

The Committee may form and delegate authority to one or more subcommittees as it deems appropriate from time to time under the circumstances (including (a) a subcommittee consisting of a single member and (b) a subcommittee consisting of at least two members, each of whom qualifies as a “non-employee director,” as such term is defined from time to time in Rule 16b-3 promulgated under the Exchange Act, and the rules and regulations thereunder) and shall review the actions of all such individuals or subcommittees as appropriate. Pursuant to and in accordance with the Stockholders Agreement, until the “Third Trigger Date” (as defined in the Stockholders Agreement), any such subcommittee must include not less than the number of “Ivory Director(s)” (as defined in the Stockholders Agreement) equal to the “Ivory Ownership Percentage” (as defined in the Stockholders Agreement) multiplied by the total authorized number of

members of the subcommittee at such time (including as constituted immediately following any increase or decrease in the size of the subcommittee subject to and in all respects consistent with the Stockholders Agreement), rounded up to the nearest whole person.

Subject to the Stockholders Agreement, the members of the Committee shall be appointed annually by the Board and may be replaced or removed by the Board at any time with or without cause. Resignation or removal of a Director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Committee. Vacancies occurring, for whatever reason, may be filled by the Board, subject to Ivory's right under the Stockholders Agreement to designate the replacement for any Committee member previously designated for that role by Ivory. The Board shall designate one member of the Committee to serve as Chair of the Committee; provided that, until the "Second Trigger Date" (as defined in the Stockholders Agreement), Ivory shall have the right to designate such member to serve as Chair of the Committee as provided in the Stockholders Agreement. All indemnification, exculpation, expense reimbursement and advancement provisions and rights available to members of the Committee in their capacities as directors of the Company shall be fully applicable with respect to their service on the Committee or any subcommittee thereof.

III. Meetings.

The Committee generally is to meet no less than four (4) times per year in person or by conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other, as deemed necessary by the Committee. A majority of the members of the Committee shall constitute a quorum for purposes of holding a meeting and the Committee may act by a vote of a majority of members present at such meeting. In lieu of a meeting, the Committee may act by unanimous written consent. Until the "Third Trigger Date" (as defined in the Stockholders Agreement), a quorum for a meeting shall require the attendance in person, telephonically, or in any other manner permitted by applicable law, of at least one member designated by Ivory.

IV. Committee Activities.

The following responsibilities are set forth as a guide for fulfilling the Committee's purposes, with the understanding that the Committee's activities may diverge as appropriate given the circumstances. The Committee's purpose and responsibilities shall be as set forth below.

A. Matters Related to Compensation of the Company's Chief Executive Officer

- Review and approve any corporate goals and objectives that may be relevant to the compensation of the Company's Chief Executive Officer ("CEO") at least annually.
- Evaluate the CEO's performance in light of any goals and objectives that were set for the CEO, including any annual performance objectives for the CEO, and determine and approve the CEO's compensation taking into account such evaluation, including discretionary awards. In connection with determining any long-term incentive component of the CEO's compensation, the Committee should consider the Company's performance and relative stockholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the Company's CEO in past years.
- The Company's CEO may not be present during voting or deliberation concerning his or her compensation.

B. Matters Related to Compensation of Executive Officers Other Than the CEO

- Review at least annually, and recommend to the Board, the compensation of the Company's executive officers other than the CEO, any members of management that report directly to the

CEO and any other members of management as the Board and Committee determine appropriate.

C. Executive Compensation Disclosure

- Review and discuss with the Company's management the Company's executive compensation disclosure (including the Company's disclosures under the Compensation Discussion and Analysis) included in reports and registration statements filed with the Securities and Exchange Commission. The Committee shall consider annually whether it will recommend to the Board that the Compensation Discussion and Analysis be included in the Company's Annual Report on Form 10-K or proxy statement relating to its annual meeting of stockholders.
- Produce an annual report on executive compensation for inclusion in the Company's proxy statement relating to its annual meeting of stockholders or annual report on Form 10-K, in accordance with the applicable rules and regulations of the Securities and Exchange Commission, any securities exchange or automated quotation system on which the Company's securities are traded, and any other rules and regulations applicable to the Company.

D. Matters Related to Compensation and Equity Based Plans

- Establish and review the Company's overall management compensation philosophy and policy.
- Review and approve actions with respect to the adoption, amendment, administration and termination of all incentive-based compensation, equity-based compensation, pension and other similar plans of the Company, all in accordance with the terms of such plans, including but not limited to (1) designating eligible participants, (2) determining the size, types, terms, conditions, and participant rights, (3) approving awards and agreements or instruments reflecting awards, (4) construing and interpreting plans and agreements or instruments entered into under them, (5) amending or waiving terms and conditions of outstanding awards, agreements and instruments; provided, that, in each case, where stockholder approval of any action is required under the applicable rules and regulations of the Securities and Exchange Commission, any securities exchange or automated quotation system on which the Company's securities are traded, and any other rules and regulations applicable to the Company, make recommendations regarding the foregoing to the Board for approval, and (6) performing oversight and reviewing shareholder advisory votes and recommending action, if any. Notwithstanding the foregoing, to the extent permitted by and consistent with applicable law and the provisions of a given equity-based plan, the Committee may delegate to one or more executive officers of the Company the power to grant options or other stock awards pursuant to such equity-based plan to employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company. In connection with the foregoing, the Committee shall consider appropriate industry benchmarks and, as appropriate, the compensation policies pursued by companies similarly situated to the Company.
- Review, on a periodic basis, the Company's management compensation programs, including any management incentive compensation plans, to determine whether they are appropriate, properly coordinated and achieve their intended purpose(s), including furthering the Company's strategic plans and objectives, and recommend to the Board any appropriate modifications or new plans or programs.

E. Review of Charter

- Subject to the Stockholders Agreement, review and reassess the adequacy of this Charter annually and submit any proposed changes to the Board for approval, provided that until the "Second Trigger Date" (as defined in the Stockholders Agreement), Ivory shall have the right

to review and approve this Charter and the Charter of each of this Committee's subcommittees, and any changes to any such Charter.

F. Annual Performance Evaluation of the Committee

- Perform an annual performance evaluation of the Committee and report to the Board on the results of such evaluation.

V. Additional Committee Authority.

The Committee is authorized, on behalf of the Board, to do any of the following subject to and in all respects consistent with the Stockholders Agreement, as the Committee deems necessary or appropriate in its discretion:

A. Matters Related to Compensation of the Company's Directors

- Establish and review the Company's director compensation philosophy and policy.
- Annually review and make recommendations to the Board, with guidance from the Nominating and Corporate Governance Committee of the Board, with respect to the compensation of the directors of the Company, including with respect to any incentive-compensation plans and equity-based plans.

B. Matters Relating to Retention and Termination of Compensation Consulting Firm or Other Outside Advisors

- Exercise sole authority to retain and terminate any consulting firm, legal counsel or other advisor on compensation matters that is to be used by the Company or the Committee to assist in the evaluation of director, CEO or executive officer compensation. The Committee is empowered, without further action by the Board, to cause the Company to pay the compensation, as determined by the Committee, of any consultant, legal counsel or other advisors. The Committee may select, or receive advice from, a consultant, legal counsel or other outside advisor, only after taking into consideration the applicable factors affecting independence that are specified in the Nasdaq rules.

C. Matters Related to Supplemental Benefits

- Review annually and approve, for the CEO and the other executive officers of the Company, any employment agreements, severance arrangements, and change in control agreements or provisions, in each case, when and if appropriate, and any special or supplemental benefits.

VI. General.

- The Committee shall make regular reports to the Board concerning areas of the Committee's responsibility and maintain minutes or other records of Committee meetings and activities.
- In discharging its role, the Committee is empowered to inquire into any matter that it considers appropriate to carry out its responsibilities, with access to all books, records, facilities and personnel of the Company. The Committee shall have the authority to request that any officer or employee of the Company, the Company's outside legal counsel, the Company's independent auditor or any other professional retained by the Company to render advice to the Company attend a meeting of the Committee or meet with any members of or advisors to the Committee.

- In carrying out its responsibilities, the Committee shall be entitled to rely upon advice and information that it receives in its discussions and communications with management and such experts, advisors and professionals with whom the Committee may consult. The Committee shall also have the authority to engage legal, accounting or other advisors to provide it with advice and information in connection with carrying out its responsibilities and shall have sole authority to approve any such advisor's fees and other retention terms. The Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor, only after taking into consideration the applicable factors affecting independence that are specified in Nasdaq Rule 5605(d)(3)(D).
- The Committee may perform such other functions as may be requested by the Board from time to time.
- The compensation of the members of the Committee will be determined annually by the Board.
- For the purposes of this Charter the term "executive officer" means any "officer" as defined in Section 16 of the Securities Exchange Act of 1934, as amended, and Rule 16a-1 promulgated thereunder.

VII. Stockholders Agreement.

For so long as the Stockholders Agreement is in effect, in the event of any inconsistency between this Charter and the Stockholders Agreement, the provisions of the Stockholders Agreement shall prevail.

VIII. Effective Date.

This Charter shall be effective as of the Closing Date (as defined in that certain Agreement and Plan of Merger, dated as of January 10, 2024, by and among the Company, Ivory, and the other parties thereto).