CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS OF ANTHROPIC, PBC

(Adopted October 23, 2026; Effective upon the effectiveness of the registration statement relating to the Company's initial public offering)

The Compensation Committee (the "**Committee**") of the Board of Directors (the "**Board**") of Anthropic, PBC (the "**Company**") has been appointed by the Board to perform the duties and responsibilities set forth in this charter.

PURPOSES

The primary purposes of the Committee are to:

- discharge the Board's responsibilities relating to the compensation of the Company's Chief Executive Officer (the "**CEO**") and other officers subject to Section 16 of the Securities Exchange Act of 1934, as amended (the "**Exchange Act**") (collectively, including the CEO, the "**Executive Officers**");

- provide oversight of the Company's compensation plans, policies, and practices as they affect the Executive Officers; and

- review and make recommendations to the Board as appropriate on succession planning with respect to the Executive Officers.

This charter (this "**Charter**") sets forth the authority and responsibilities of the Committee in fulfilling its primary purposes and other related matters.

COMPOSITION

1. Membership and Appointment. The Committee will consist of at least two members of the Board, with the exact number determined by the Board. The members of the Committee will be appointed by the Board and will serve until the earlier of their resignation or removal by the Board in its discretion. Committee members may be replaced or removed from the Committee by the Board at any time, with or without cause, and any vacancies will be filled through appointment by the Board. Resignation or removal of a director from the Board will automatically constitute resignation or removal, as applicable, of such director from the Committee.

2. Qualifications. All members of the Committee must meet the independence requirements of the listing standards of the securities exchange on which the Company's securities are listed and any other applicable laws, rules, or regulations (including the rules and regulations of the U.S. Securities and Exchange Commission (together, the "**SEC Rules**")). At least two members of the Committee will also qualify as "non-employee" directors within the meaning of Rule 16b-3 under the Exchange Act. Notwithstanding the foregoing, the Company may avail itself of any phase-in rules and interpretations applicable to newly listed companies in connection with an initial public offering.

3. Chairperson. The Board may designate a chairperson of the Committee (the "**Committee Chair**"). In the absence of that designation, the Committee may designate a Committee Chair by majority vote of the Committee members, provided that the Board may replace any Committee Chair designated by the Committee at any time.

AUTHORITY AND RESPONSIBILITIES

The principal authority and responsibilities of the Committee are set forth below. The Committee may perform such other functions as are consistent with its purpose, the authority and responsibilities set forth below and applicable laws, rules, and regulations, and as the Board may request or as the Committee deems necessary or appropriate. In carrying out its responsibilities, the Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances.

1. Compensation and Benefit Programs. The Committee will and is authorized to:

- Oversee the Company's overall compensation philosophy as it relates to the Executive Officers.

- Periodically review and approve (or, if desired, make recommendations to the Board for the approval of) (i) the Company's compensation strategy and practices with respect to the Executive Officers, and (ii) a group of peer companies that may be used for the assessment of compensation plans, policies, and practices for the Executive Officers and non-employee members of the Board.

- At least annually, (i) review and approve the factors to be considered in determining the CEO's compensation, (ii) evaluate the CEO's performance in light of those factors, and (iii) based on this evaluation and/or such other factors as the Committee deems appropriate, determine and approve the CEO's compensation or, in the Committee's discretion, make recommendations to the independent members of the Board with respect to any of the foregoing. The CEO may not be present during voting or deliberations on the CEO's own compensation.

- At least annually (i) review and approve (or, if desired, make recommendations to the Board for approval of) the compensation of the Executive Officers, including, as applicable, annual base salaries, short- and long-term (including cash-based and equity-based) incentive awards and opportunities, and perquisites or other personal benefits, except to the extent such benefits apply to Company employees generally, and (ii) take any action at any time the Committee deems necessary or appropriate with respect to the determination, payout, and/or administration of any such compensation arrangements.

- Review and approve as deemed necessary or appropriate (or, if desired, make recommendations to the Board for approval of) any employment agreements and offer letters, severance or termination agreements, policies or plans (including any change-in-control agreements or provisions, affecting any elements of compensation, benefits, and perquisites), and any special or supplemental compensation and benefits, including post-employment or retirement programs or benefits for any of the Executive Officers.

- Review and adopt (or, if desired, make recommendations to the Board for approval of) new, or amendments to existing, compensation plans, including any equity-based plans.

- Administer and interpret the Company's equity-based and other compensation plans and the Company's Donation Matching Plan. This authority includes all the power and authority of the "Board," "Committee" or "Administrator" under those plans, including the authority to grant equity awards and/or rights to eligible persons and amend the terms of outstanding equity awards and/or rights, except, in all cases, with respect to non-employee members of the Board. The Board and any other entity to whom authority has been validly delegated will have co-authority.

- Perform such other duties and responsibilities as may be delegated to the Committee by the Board and/or under the terms of any equity-based plan or other compensation plan. The authority in the preceding sentence is plenary, but the Board and any other entity to whom authority has been validly delegated will have co-authority.

- To the extent the Committee deems necessary or appropriate or as required by applicable laws, review with Company management, and take any action the Committee deems necessary or appropriate with respect to the Company's broad-based employee benefit plans, policies, programs, and administration of the same.

- Periodically review and recommend to the Board the form and amount of compensation to be paid or awarded for Board or Board committee service to members of the Board and Board committees.

- Administer and oversee the Company's compliance with the compensation recovery policy required by applicable SEC Rules.

- Review, adopt, amend, and/or terminate (or, if desired, make recommendations to the Board for approval, amendment or termination), and oversee stock ownership policies and/or practices applicable to members of the Board and the Executive Officers.

2. Compliance and Governance. The Committee will and is authorized to:

- Review and discuss with management the Compensation Discussion and Analysis ("**CD&A**") required to be included in the Company's proxy statement and annual report on Form 10-K by the SEC Rules and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included.

- Prepare the annual Compensation Committee Report for inclusion in the Company's proxy statement in compliance with the SEC Rules.

- Consider the results of advisory "say-on-pay" votes on executive compensation required by the SEC Rules and the frequency of such votes. When applicable, review and recommend to the Board for approval the frequency with which the Company will conduct such stockholder advisory "say-on-pay" votes.

- Oversee the assessment of the risks related to the Company's compensation policies and programs applicable to the Executive Officers and employees and review the results of this assessment.

3. Management Development. The Committee will and is authorized to:

   - Review at least annually with the Board an evaluation of the performance of the CEO and, if desired, other Executive Officers.

   - Periodically review and discuss with the Board the succession plan for the Executive Officers.

4. Assessment. The Committee will and is authorized to:

   - Review and evaluate the performance of the Committee against the responsibilities outlined in this Charter and as otherwise established by the Board.

   - Annually review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

MEETINGS AND PROCEDURES

1. Meetings.

   - The Committee will meet in person, by telephone conference, or video conference as often as it determines necessary to carry out its responsibilities. The Committee Chair will preside at each meeting. If the Committee Chair is not present at a meeting, the Committee members present at that meeting will designate another member as the acting chair of such meeting. A majority of the members of the Committee then serving will constitute a quorum for purposes of holding a meeting. If permitted by the Company's bylaws and other governing documents, the Committee may also act by unanimous written consent in lieu of a meeting.

   - The Committee will cause to be kept written minutes of its proceedings and actions by written consent, which minutes and actions will be filed with the minutes of the meetings of the Board.

   - The Committee may invite to its meetings any director, officer, or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities, including non-management directors who are not members of the Committee.

2. Reporting to the Board of Directors. The Committee shall report regularly to the Board with respect to the Committee's activities and recommendations.

3. Authority to Retain Advisors. The Committee may, in its sole discretion, retain, terminate, or obtain the advice of compensation consultants, outside legal counsel, or other advisors to assist it in the performance of its duties. The Committee will have sole authority to approve reasonable advisor's fees and other terms and conditions of the advisor's retention. The Company must

provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisor retained by the Committee. To the extent required by the SEC Rules, prior to selecting or receiving advice from an advisor, the Committee will conduct an independence assessment, taking into consideration the factors set forth in such rules and any other factors the Committee deems relevant to the advisor's independence from management.

4. Subcommittees. The Committee may from time to time as it deems appropriate, and to the extent permitted by applicable laws, rules, and regulations, form and delegate authority to subcommittees of the Committee, any member or members of the Board or to any Executive Officer or Executive Officers.

5. Compensation. Members of the Committee shall receive such fees, if any, for their service as Committee members as may be determined by the Board in its sole discretion.