



MDxHealth SA

Compensation Committee Charter

Purpose

The primary purposes of the Compensation Committee (the "**Committee**") of the board of directors (the "**Board**") of MDxHealth SA (the "**Company**") are to (1) assist the Board regarding its responsibilities relating to compensation of the Company's executive management (including approving individual executive management compensation), (2) advise the Board concerning non-executive director compensation and (3) review and recommend to the Board compensation plans, policies and programs, intended to attract, retain and appropriately reward employees in order to motivate their performance in the achievement of the Company's business objectives and align their interests with the long-term interests of the Company's shareholders.

In addition, the Committee will undertake those specific duties and responsibilities listed below and such other duties as the Board may from time to time prescribe.

Composition

The members of the Committee and its chairperson shall be appointed by, and will serve at the discretion of, the Board. The Committee shall be comprised of at least three members of the Board, and each member of the Committee shall (1) meet the independence requirements of the Securities and Exchange Commission and the Nasdaq Stock Market, and (2) meet the requirements for a "non-employee director" for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended; provided that the Board may, in its discretion, elect to take advantage of any applicable exceptions from such requirements.

Authority and responsibilities

The Board delegates certain responsibilities and duties to the Committee to assist the Board in fulfilling its oversight responsibilities. Without prejudice to these responsibilities and tasks that are mandatory pursuant to applicable law, the responsibilities of the Committee shall include:

1. Establish the Company's executive compensation philosophy, oversee the Company's processes and procedures for consideration and determination of executive and director compensation and review and approve all executive compensation and submit it to the Board for its information. In considering and reviewing executive compensation, the Committee shall take into account the objectives of the Company's compensation programs and all factors it deems relevant to the determination of executive compensation including:
 - What the Company's compensation program is designed to reward;
 - Each element of compensation and why the Company pays each element;
 - How the Company determines the amount to pay for each element; and

- How each compensation element and the Company's decisions regarding that element fit into the Company's overall compensation objectives and affect decisions regarding other elements.
2. Annually, and without the CEO present, review and evaluate the CEO's performance relative to Company goals and objectives, review and discuss the results of such evaluation with the CEO, establish the individual elements of the CEO's total compensation based, in part, on this evaluation approve all compensation paid to the CEO.
 3. Assist the Board in administrating and implementing the Company's incentive compensation plans and equity-based plans, including, but not limited to, with respect to:
 - establishing the performance objectives and weightings utilized in such plans and reviewing achievement of such performance objectives;
 - determining the form of payouts under such plans;
 - approving form award agreements to be used to document awards;
 - approving option grants and restricted share or other awards;
 - interpreting the plans;
 - determining rules and regulations relating to the plans, including establishing grant processes and procedures;
 - approving the modification or cancellation of existing grants or awards; and
 - imposing limitations, restrictions and conditions upon any grant or award as the Committee deems necessary or advisable.
 4. Review and monitor the Company's employee benefit plans and policies, provide oversight of any employee benefit plan, and review and assist the Board regarding the adoptions of, and any material amendments to such plans.
 5. Advise on the setting of compensation for officers whose compensation is not subject to Committee approval.
 6. Review and assist the Board regarding the approval, for the CEO and other members of the executive management of the Company, of employment agreements, severance agreements and change in control agreements.
 7. Periodically evaluate and recommend to the Board appropriate compensation for the Company's directors, including compensation and expense reimbursement policies for attendance at Board and committee meetings.
 8. Report to the Board on a regular basis and make such recommendations with respect to any of the above and other matters as the Committee deems necessary or appropriate.

9. Perform other responsibilities reasonably related to the responsibilities above or otherwise delegated to the Committee by the Board or required under the provisions of any compensation or benefit plan maintained by the Company.

Meetings; action by written consent

The Committee shall meet with such frequency and at such intervals as it may deem necessary and appropriate, in its judgment, in order to fulfill its responsibilities. Meetings of the Committee shall be in person or by conference telephone, videoconference or similar communication equipment, provided that all members participating in the meeting can hear one another. A majority of the total number of members of the Committee shall constitute a quorum unless the Committee shall consist of one or two members, in which event one member shall constitute a quorum. All matters shall be determined by a majority vote of the members present. Action may be taken by the Committee without a meeting if all members consent thereto in writing and the writing or writings are filed with the minutes of the proceedings of the Committee.

External advisors; delegation

To the extent deemed necessary by the Committee, it shall have the authority to engage independent legal counsel, independent consultants and other advisors at the Corporation's expense to review any matter under its responsibility. The Committee shall have the sole authority to retain and terminate any independent legal counsel, compensation consultants and other advisors engaged by it, including sole authority to approve fees and other retention terms. With respect to any advice received from a compensation consultant, legal counsel or other adviser the Committee shall take into account independence considerations as required by applicable laws and rules. The Committee may form, and delegate authority to, subcommittees when it deems appropriate.

Charter review

The Committee shall review and assess the adequacy of this Charter annually and at such other intervals as the Committee determines.

Other

Any amendment or other modification of this Charter shall be made and approved by the Board. This Charter shall be made available to the public on the Company's website.

Adopted December 12, 2024