FAIR ISAAC CORPORATION
LEADERSHIP DEVELOPMENT AND
COMPENSATION COMMITTEE CHARTER

Amended and Restated as of October 20, 2026

Purpose

The Leadership Development and Compensation Committee (the "Committee") is appointed by the board of directors (the "Board") of Fair Isaac Corporation (the "Company") to assist the Board in discharging its responsibilities relating to compensation of the directors and executive officers of the Company and administration of certain of the Company's employee benefit and equity compensation plans. The Committee has overall oversight of the directors' and executive officers' compensation plans, and the compensation policies and programs of the Company.

Committee Membership

The Committee shall under ordinary circumstances consist of no fewer than three members. The members of the Committee shall meet the independence requirements of the New York Stock Exchange, as determined by the Board. Additionally, members of the Committee shall qualify as "non-employee directors" for purposes of Rule 16b-3 under the Securities Exchange Act of 1934.

The members of the Committee shall be appointed by the Board on the recommendation of the Governance, Nominating and Executive Committee. Committee members may be replaced by the Board.

Committee Processes

The Committee shall be presided over by a Chair selected by the Board or, in the absence of such selection, by the Committee's members. The Chair, in consultation with the members of the Committee, will determine the frequency and length of the Committee's meetings and develop the Committee's agenda.

The Committee shall meet as often as it determines necessary or appropriate, but not less frequently than quarterly. The Committee may form and delegate authority to subcommittees consisting of one or more members as appropriate. To the extent permitted by applicable law, the Committee may delegate to one or more executive officers the authority, within pre-existing guidelines established by the Committee, to approve equity compensation awards under established equity compensation plans of the Company to employees other than executive officers of the Company. Any exercise of such delegated authority will be reported to the Committee at its next regularly scheduled meeting.

The Committee shall have the sole authority to retain and terminate (or obtain the advice of) any advisor to assist it in the performance of its duties, but only after taking into consideration all factors relevant to the advisor's independence from management, including those specified in Section 303A.05(c) of the New York Stock Exchange Listed Company Manual. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any advisor retained by the Committee, and shall have sole authority to approve the advisor's fees and

other terms and conditions of the advisor's retention. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to any advisors employed by the Committee.

The Committee shall make regular reports to the Board. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall annually review the Committee's own performance.

Committee Authority and Responsibilities

Among its duties and responsibilities:

1. The Committee shall annually establish corporate goals and objectives relevant to Chief Executive Officer ("CEO") compensation, evaluate the CEO's performance and contribution in light of those goals and objectives, and set the CEO's compensation levels based on this evaluation.

2. The Committee shall annually review and make recommendations to the Board with respect to incentive-compensation plans and equity-based plans including oversight of any equity award approval policy of the Company. The Committee may make any amendments to such plans and policies deemed necessary or appropriate, to the extent permitted under applicable law.

3. The Committee shall annually or more frequently, as necessary or appropriate, evaluate the performance of the CEO and other executive officers of the Company and review and approve, for the CEO and other executive officers of the Company, the level and terms of annual and long-term compensation, including annual base salaries and annual cash incentive opportunities and payouts, awards of stock options or other equity-based compensation and any special or supplemental benefits, as well as employment agreements, severance arrangements, change in control agreements or provisions, or other compensation-related agreements.

4. The Committee shall annually review the form and amount of compensation paid to directors for service on the Board and its committees and, jointly with the Governance, Nominating and Executive Committee, recommend changes in compensation to the Board.

5. The Committee shall monitor compliance by directors and officers with the Company's stock ownership guidelines.

6. The Committee shall solicit input from independent directors and periodically review and report to the Board with respect to succession planning for the Chief Executive Officer and other senior management positions.

7. The Committee shall regularly review and provide guidance to management with respect to the Company's human capital management policies, programs and strategies, including but not limited to those regarding talent recruitment, development, retention, talent

management, health and safety, organizational culture, workforce design, employee engagement, and compensation and benefit programs.

8. The Committee shall review and discuss with management the "Compensation Discussion and Analysis" and other disclosure regarding executive compensation and human capital management to be included in the Company's annual proxy statement and prepare the "Leadership Development and Compensation Committee Report" for inclusion in the Company's annual proxy statement.

9. The Committee shall review the assessment of whether any risks arising from the Company's compensation policies and practices for its employees are reasonably likely to have a material adverse effect on the Company.

10. The Committee shall oversee and administer the Company's policies, plans and agreements concerning the recovery of incentive compensation.

11. The Committee shall consider the results of the Company's most recent advisory vote on executive compensation.