AMENDED AND RESTATED
COMPENSATION COMMITTEE CHARTER

I. Purpose

The Compensation Committee (the "Committee") is a standing committee of the Board of Directors (the "Board") of Phibro Animal Health Corporation (the "Company"). The Committee's purpose is to assist the Board in carrying out its oversight responsibilities relating to the compensation of the Company's executive officers, non-employee directors and other members of senior management (as determined by the Committee), the Company's compensation plans, policies and programs, and related matters; to review and discuss with management the Compensation Discussion and Analysis ("CD&A") and prepare the Compensation Committee Report required to be included in the Company's annual proxy statement or Annual Report on Form 10-K; and to serve as the Board committee authorized to administer and approve awards under equity and other compensation plans. As used herein, unless otherwise indicated, the terms "required" and "requirements" shall be deemed to refer to matters required by or the requirements of, respectively, applicable law, the rules and regulations of the Securities and Exchange Commission (the "SEC"), the listing rules of The Nasdaq Stock Market LLC ("Nasdaq") or any other exchange on which the Company's securities are listed, or applicable generally accepted accounting principles. The Committee will have the authority on behalf of the Board to take all actions as the Committee may from time to time determine to be consistent with its purpose, this Charter and, as applicable, any such plan.

II. Composition

The Committee will consist of at least three members, as shall be determined from time to time by the Board, at least one of whom shall satisfy the independence requirements of Nasdaq Listing Rule 5605(a)(2) and 5605(d)(2)(A) and any other applicable independence requirements. The Board will take such actions, as it from time to time determines to be appropriate, to assure that the Committee and its members comply with the applicable independence requirements.

The members of the Committee shall be elected by the Board and shall hold office until their resignation or removal or until their successors shall be duly elected and qualified. The entire Committee or any individual Committee member may be removed without cause by the Board at any time. All vacancies in the Committee shall be filled by the Board.

The Board also will, from time to time, designate the Chairperson (who shall satisfy the independence requirements of Nasdaq), and may designate a Co-Chairperson or Vice Chairperson, of the Committee.

Each member of the Committee shall be paid the fees, if any, set by the Board for his or her services as a member or the Chairperson of the Committee. Each member of the Committee shall be reimbursed for the reasonable and documented travel expenses incurred by him or her in connection with attending meetings of the Committee.

III. Resources

Management is directed to bring to the attention of the Committee such matters as the Committee may be required to review or as the Committee or its Chairperson may from time to time designate. Without limitation, management is responsible for providing the Committee with the information and assistance contemplated by this Charter and educational and other resources as it or its Chairperson may request or as may be required. The Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, legal counsel and other advisers, and shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant, counsel or adviser, without having to seek the approval of the Board. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such consultant, counsel or adviser retained by the Company and ordinary administrative expenses of the Committee. Before selecting or receiving advice from any compensation consultant, legal counsel or other adviser (other than in-house legal counsel and any adviser whose role is limited to the activities described in Item 407(e)(3)(iii) of Regulation S-K), the Committee shall consider all factors relevant to that consultant's, counsel's or adviser's independence from management, including the factors specified in Nasdaq Listing Rule 5605(d)(3)(D), to the extent the Company is subject to such factors. The Committee shall also assess at least annually whether the work of any compensation consultant has raised any conflict of interest. The Committee is not required to implement or act consistently with the advice or recommendations of any consultant, counsel or adviser, and nothing herein affects the ability or obligation of the Committee to exercise its own judgment.

IV. Proceedings

The Committee may adopt such procedures as it may from time to time determine to be appropriate to assist in the discharge of its responsibilities. Except as the Committee or its Chairperson may otherwise determine, the Secretary or another person designated for this purpose by the Committee Chairperson will prepare appropriate records of all Committee meetings and actions, copies of which when approved by the Committee or its Chairperson will be furnished to the Board and will maintain copies of all materials furnished or presented to the Committee. In addition, the Committee Chairperson will report to the Board as to all matters that he or she determines to be appropriate.

A majority of the members of the Committee shall constitute a quorum for the transaction of business. The action of a majority of the members present at a meeting at which a quorum is present shall be the act of the Committee. The Committee may act in writing by the unanimous consent of its members.

The Committee may form one or more subcommittees, each of which may take such actions as may be delegated by the Committee, including a subcommittee consisting solely of two or more "non-employee directors" within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act") to approve equity awards to persons subject to Section 16 of the Exchange Act. To the extent permitted by applicable law (including Sections 152 and 157 of the Delaware General Corporation Law) and the applicable plan, the Committee may delegate to one or more officers of the Company the authority to grant equity awards to employees who are not executive officers or directors, subject to such limits as the

Committee may establish. The Committee shall periodically report on its activities to the Board and make such recommendations and findings as it deems appropriate. The Committee may meet in executive session outside the presence of the Company's management. The CEO shall not be present during the Committee's voting or deliberations on the compensation of the CEO. The Committee may request that any directors, officers or employees of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such information as the Committee requests. In discharging its duties, the Committee and its members shall be entitled to rely in good faith on information, opinions, reports and statements provided by management and the Committee's advisers.

V. Responsibilities:

The Committee will:

1. At least annually, review and approve corporate goals and objectives relevant to Executive Chairman, if any, and CEO and President compensation, and evaluate the Executive Chairman's and CEO's and President's respective performances in light of those goals and objectives and, based on this evaluation, determine and approve, and recommend to the Board for approval, the Executive Chairman's, CEO's and President's compensation, including base salary, annual bonus and long-term incentive awards, in each case subject to any agreements with respect to the compensation of such persons;

2. At least annually, review compensation generally and as to such officers of the Company whose compensation is disclosed in the Company's proxy statement and approve the actual compensation (including base pay adjustments, and any annual and long-term incentive payouts) paid to executive officers of the Company. Review with the CEO and President the compensation of all executive officers;

3. Oversee, together with the Board, succession planning for the CEO and other senior executive officers, and review and recommend to the Board for approval individuals qualified to become CEO of the Company;

4. Review and approve employment agreements, severance agreements, change in control agreements and any special or supplemental benefits (including any special benefit, profit, or privilege considered a "perquisites") for the Company's executive officers and other senior members of management (as determined by the Committee);

5. Approve awards of options, restricted stock and other equity rights to executive officers and otherwise take actions contemplated to be taken by it under equity-based and other compensation plans from time to time in effect, including establishing performance targets with incentive plans in which executive officers participate and reviewing actual performance against the targets; give such other approvals and take such other actions as may be required with respect to such plans; management, with the assistance of counsel, is instructed to inform the Committee of these matters;

6. Review with the CEO and President any employment or similar agreement with any executive officer and any other member of senior management;

7. Prior to their adoption, review and make recommendations to the Board regarding all compensatory or retirement plans in which executive officers may participate or any material amendments thereto;

8. Annually review the compensation provided to directors, including for service on Board committees, taking into account market data, any advice of the Committee's independent compensation consultant, and any other information considered by the Committee, and recommend to the Board for approval the total compensation for the directors of the Company, consistent with any director compensation limits in the Company's plans;

9. Recommend to the Board for approval overall compensation policy throughout the entire Company;

10. Review and discuss with management the CD&A and, based on such review and discussion, recommend to the Board whether the CD&A should be included in the Company's proxy statement or Annual Report on Form 10-K, and prepare and approve the Compensation Committee Report required by Item 407(e)(5) of Regulation S-K; and oversee compliance with the SEC's executive compensation disclosure requirements;

11. Oversee the Company's compensation recovery (clawback) policy adopted pursuant to Rule 10D-1 under the Exchange Act and Nasdaq Listing Rule 5608, and make all determinations required thereunder;

12. Consider the results of the most recent shareholder advisory votes on executive compensation and on the frequency of such votes, and oversee shareholder engagement on executive compensation matters;

13. At least annually, review the Company's compensation policies and practices for employees to assess whether they create risks that are reasonably likely to have a material adverse effect on the Company;

14. Review and recommend to the Board, as appropriate, the Company's stock ownership guidelines, hedging and pledging policies, and policies and practices regarding the timing of equity awards, and monitor compliance therewith;

15. Annually evaluate the Committee's performance. The performance evaluation by the Committee shall be conducted in such manner as may be approved by the Board;

16. Fulfill such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board; and

17. Act in respect of such other matters as to which Compensation Committee action may be required.

The Compensation Committee will review this Charter at least annually and recommend any proposed changes to the Board for approval. Changes to this Charter may only be made with the approval of the Board. This Charter shall be posted on the Company's website.

Adopted effective as of November 3, 2026