



**CHARTER OF THE  
COMPENSATION COMMITTEE OF  
THE BOARD OF DIRECTORS OF  
HELEN OF TROY LIMITED**

**(Adopted November 11, 2020)**

**Purpose**

The primary purpose of the committee is to have direct responsibility to:

- Review and approve corporate goals and objectives relevant to the chief executive officer's compensation;
- Evaluate the CEO's performance in light of those goals and objectives;
- Determine and approve the CEO's compensation based on this evaluation;
- Work with the CEO and after considering any criteria and targets used to determine bonuses established by the CEO (including individual performance and company-based performance factors) and recommendations of the CEO, evaluate and approve all compensation regarding our executive officers;
- Make recommendations to the board with respect to non-employee director compensation and incentive compensation plans and equity-based plans;
- Produce an annual report on executive compensation for inclusion in the company's proxy statement and annual report on Form 10-K; and
- Review and discuss with management the company's Compensation Discussion & Analysis required by SEC rules and regulations to be included in the company's proxy statement and annual report on Form 10-K.

**Composition**

*Membership.* The committee shall consist of at least two directors. The board shall designate a committee member as the chairperson of the committee, or if the board does not do so, the committee members shall appoint a committee member as chairperson by a majority vote of the authorized number of committee members.

*Independence.* All committee members must have been determined by the board to be independent as defined in the applicable rules for NASDAQ-traded issuers, as they may be amended from time to time (the "listing standards"). In addition, all committee members shall qualify as "non-employee directors" within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended.

*Appointment.* Subject to any requirements of the listing standards, the board may appoint and remove committee members in accordance with the company's bye-laws. Committee members shall serve for such terms as may be fixed by the board, and in any case at the will of the board whether or not a specific term is fixed.

## **Duties and responsibilities**

*Compensation goals.* The committee shall review and approve at least annually corporate goals and objectives relevant to the compensation of the CEO.

*Determination of executive officer compensation.* The committee shall:

- Evaluate at least annually the performance of the company's executive officers in light of the company's corporate goals and objectives. For purposes of this charter, "executive officers" means the individuals classified by the company as officers for purposes of SEC rules under Section 16 of the Securities Exchange Act of 1934, as amended.
- At least annually, determine and approve the compensation of the company's executive officers, including individual elements of salary, bonus, supplemental retirement and incentive and equity compensation, in light of the company's corporate goals and objectives and the performance evaluations.
- Review, as the committee considers appropriate in setting executive officer compensation, company performance and relative shareholder return, compensation at comparable companies, past years' compensation to the company's executive officers and other relevant factors.
- Review and approve all executive officers' employment agreements, separation and severance agreements and other compensatory contracts, arrangements, perquisites and payments.
- In any deliberations or voting to determine the compensation of the CEO, the CEO shall not be present; however, in any deliberations or voting to determine the compensation of other executive officers, the committee may elect to invite the CEO to be present but not vote.
- Review and approve the selection of the company's peer group.
- Fulfill any other duties or responsibilities the committee deems necessary or appropriate or as expressly delegated to the committee by the board from time to time relating to the company's compensation programs.

*Non-employee director compensation.* The committee shall recommend to the board of directors compensation programs for non-employee directors, committee chairpersons and committee members, consistent with any applicable requirements of the listing standards for independent directors and including consideration of cash and equity components of this compensation.

*Equity plan awards.* The committee shall grant stock options, restricted stock and other discretionary awards under the company's stock option and other equity incentive plans, and otherwise exercise the authority of the board of directors with respect to the administration of the company's stock-based and other incentive compensation plans. The committee may delegate to one or more officers designated by

the committee the authority to make grants of options and restricted stock to eligible individuals other than directors and executive officers, provided that the committee shall have fixed the exercise price or a formula for determining the exercise price for each grant, approved the vesting schedule, authorized any alternative provisions as are necessary or desirable to facilitate legal compliance or to ensure the effectiveness or tax-qualified status of the award under the laws of countries outside the U.S. when grants are made to non-U.S. employees, approved the form of documentation evidencing each grant and determined the number of shares or the basis for determining such number of shares by position, compensation level or category of personnel. Any officer to whom such authority is delegated must regularly report to the committee the grants so made.

*Evaluate and approve stock and incentive plans.* The committee shall periodically review and make recommendations to the board concerning the company's stock and incentive compensation plans. The committee shall approve all equity arrangements and plans, and amendments to these arrangements or plans, that may be exempt from the general requirement of the listing standards to obtain shareholder approval of equity arrangements, plans and amendments, or for which approval by the committee is otherwise appropriate or required under applicable laws or listing standards.

*Committee report.* The committee shall prepare and approve a committee report on executive compensation for inclusion in the company's proxy statement and annual report on Form 10-K, as required by SEC rules and regulations.

*Compensation Discussion & Analysis ("CD&A").* The committee will review and discuss with the company's management the company's CD&A prepared in accordance with SEC rules and regulations and determine whether to recommend to the board that the CD&A be included in the company's proxy statement and annual report on Form 10-K. The committee will also oversee the company's compliance with SEC rules and regulations and listing standards, as applicable, regarding shareholder advisory votes with respect to certain executive compensation matters, including non-binding advisory votes on executive compensation, the frequency of such votes and on "golden parachute" payments and clawback policies.

*Shareholder proposals.* The committee will review shareholder proposals pertaining to compensation matters and recommend responses to such proposals to the board.

*Risk oversight.* At least annually, the committee will review incentive compensation arrangements to confirm that incentive pay arrangements do not create or encourage unnecessary risk-taking and report the results thereof to the full board.

*Other functions.* The committee may perform any other activities consistent with this charter, the company's corporate governance documents and applicable listing standards, laws and regulations as the committee or the board considers appropriate.

*Annual review.* The committee shall evaluate its own performance as a committee on an annual basis. The committee shall review and assess the adequacy of this charter on an annual basis.

## **Meetings, reports and resources**

*Meetings.* The committee shall meet as often as it determines is necessary, but not less than annually. The committee may also hold special meetings or act by unanimous written consent as the committee may decide consistent with the company's by-laws. The committee may meet in separate executive sessions with other directors, the CEO and other company employees, agents or representatives invited by the committee.

*Procedures.* The committee may establish its own procedures, including the formation and delegation of

authority to subcommittees, in a manner not inconsistent with this charter, the company's bye-laws and other corporate governance documents, applicable laws or regulations or the listing standards. The chairperson or majority of the committee members may call meetings of the committee. A majority of the authorized number of committee members shall constitute a quorum for the transaction of committee business, and the vote of a majority of the committee members present at a meeting at which a quorum is present shall be the act of the committee, unless in either case a greater number is required by this charter, the bye-laws or the listing standards. The committee shall keep written minutes of its meetings and deliver copies of the minutes to the corporate secretary for inclusion in the corporate records.

*Reports.* The committee shall provide to the board at an appropriate time, before the preparation of the company's proxy statement for its annual general meeting, the report of the committee that must be included in the proxy statement. The committee shall also report to the board annually the results of the annual review by the committee of its own performance. The committee shall further report to the board on the major items covered by the committee at each committee meeting, and provide additional reports to the board as the committee may determine to be appropriate.

*Committee access and information.* The committee is at all times authorized to have direct, independent and confidential access to the company's other directors, management and personnel to carry out the committee's purposes. The committee is authorized to obtain at the company's expense compensation surveys, reports on the design and implementation of compensation programs for the company's directors, officers and employees and other data and documentation as the committee considers appropriate.

*Committee advisers and funding.* The committee will have the authority, in its sole discretion, to retain, obtain the advice of and terminate any compensation consulting firm, legal counsel or other advisers to the committee. The committee shall be directly responsible for any such appointment, compensation and oversight of the work of any compensation consulting firm, legal counsel or other adviser retained by the committee, and shall have the authority to approve the adviser's fees and the other terms and conditions of the adviser's retention. The committee may select or seek advice from a compensation consulting firm, legal counsel (other than in-house counsel) or other adviser only after taking into account the factors identified in, and as required by, the listing standards and the rules promulgated by the SEC. The company shall provide for appropriate funding, as determined by the committee, for payment of reasonable compensation to a compensation consultant, legal counsel or any other adviser retained by the committee. The committee shall evaluate whether any compensation consultant retained, or to be retained, by the committee has any conflict of interest in accordance with the applicable guidelines provided for in Regulation S-K.