Governing Documents of Recreational Equipment, Inc.

Charter of the Compensation Committee

Amended and Restated: August 11, 2026

This Charter specifies the scope of the responsibilities of the Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Recreational Equipment, Inc. (the "Company") and the manner in which the Committee will perform those responsibilities.

The primary purpose of the Committee is to assist the Board in overseeing the compensation of Corporate Officers of the Company, and to provide high-level oversight of the Company's compensation and benefit programs to ensure alignment with the Company's strategy, performance, and values. The Committee supports the Board's oversight of human capital strategies and initiatives.

1. **Committee Authority and Responsibilities.** The Committee shall discharge the responsibilities set forth below.

   a. **Corporate Officer Compensation & Arrangements**

      i. For purposes of this Charter, "Corporate Officers" means (i) the Company's Chief Executive Officer, (ii) all officers at the Senior Vice President level and above (or equivalent), (iii) all officers appointed by the Board, and (iv) such other officers as may be designated by the Board or the Committee from time to time.

      ii. Recommend to the Board for approval the compensation of the Chief Executive Officer, consistent with the performance evaluation process established by the Board.

      iii. Approve the compensation of Corporate Officers, including initial and ongoing compensation arrangements, such as base salary, incentive opportunities, and any non-standard benefits or other arrangements.

      iv. Approve any new or materially amended employment, severance, change-in-control, or other compensatory arrangements for current or prospective Corporate Officers, as the Committee determines appropriate.

   b. **Company-Wide Compensation & Benefit Programs**

      i. Oversee the Company's incentive and benefit plans, including ensuring alignment with Company performance, strategy, and long-term value creation.

      ii. Oversee the Company's overall compensation philosophy, practices, and policies, including pay equity.

      iii. Oversee the assessment of risks related to the Company's compensation policies and programs and ensure such programs do not encourage excessive risk-taking.

iv. The Committee may delegate authority for the administration of the Company's retirement and benefit plans to one or more management committees, including the Retirement Planning Committee, and shall oversee the performance of any such delegated responsibilities.

c. Board Compensation

i. Recommend to the Board compensation and benefit programs for non-employee Directors.

d. Human Capital Oversight Support

i. Support the Board in its oversight of the Company's human capital strategies and initiatives, including talent development, retention, and alignment of the workforce with the Company's strategic needs, for purposes of informing Board oversight.

e. Governance, Reporting, and Self-Assessment

i. Report regularly to the Board regarding the activities of the Committee.

ii. Review and assess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval.

iii. Conduct a periodic assessment of the Committee's effectiveness, which may be performed in conjunction with the evaluation of the Board as a whole.

f. Other Responsibilities

i. Perform such other duties and responsibilities as may be delegated to the Committee by the Board from time to time.

2. <u>Organization and Membership Requirements</u>

a. The Committee shall be composed of three or more independent directors appointed by the Board.

b. Committee members shall serve until their successors are duly appointed or until their earlier resignation or removal.

c. The Board may remove or replace any Committee member at its discretion, with or without cause.

d. The Board shall designate a Committee Chair, who will preside over Committee meetings and set the meeting agenda, in consultation with Committee members as appropriate.

3. <u>Delegation of Authority</u>

a. The Committee may delegate authority to subcommittees or to one or more members, as appropriate.

4. <u>Meetings</u>

a. Frequency & Calling Meetings.

i. The Committee shall meet as often as it determines is advisable, but not less frequently than quarterly.

ii. Meetings shall be called by the Chair.

b. Quorum and Voting
    i. A majority of Committee members shall constitute a quorum.
    ii. If a quorum is present, action is approved by a majority of members present.
c. Participation and Actions Without a Meeting
    i. Members may participate in meetings by any means of communication that allows all participants to hear each other simultaneously and will be deemed present.
    ii. The Committee may act by unanimous written consent in lieu of a meeting.
d. Executive Sessions
    i. The Committee may hold executive sessions without members of management present.
    ii. The Committee shall meet in executive session on CEO compensation matters
e. Records
    i. The Committee shall maintain written minutes or other records of its meetings and activities.

5. <u>Access to Records, Resources, and Advisors</u>

a. The Committee shall:
    i. have full access to all relevant Company records and the authority and resources necessary to discharge its responsibilities.
    ii. have sole authority to select, retain, compensate, evaluate the independence of, and terminate independent legal, accounting, compensation, and other advisors, as it deems appropriate.
    iii. have authority to request that any officer, employee, outside counsel, or other person meet with the Committee or its advisors.
    iv. Be provided with appropriate funding by the Company, as determined by the Committee, for (A) compensation of advisors retained by the Committee and (B) ordinary administrative expenses of the Committee.
b. Attorney-Client Privilege
    i. Communications between the Committee and legal counsel for the purpose of obtaining or providing legal advice, and related attorney work product, are intended to be protected from disclosure to the fullest extent permitted by law, and the Committee shall take appropriate steps to preserve those protections.