



## COMPASS GROUP DIVERSIFIED HOLDINGS LLC COMPENSATION COMMITTEE CHARTER

### I. Purpose

The Compensation Committee (the "**Committee**") of the Board of Directors (the "**Board**") of the Compass Group Diversified Holdings LLC (the "**Company**") was established to assist the Board in fulfilling its oversight responsibilities related to the Company's compensation structure and compensation, including equity compensation, and other remunerations ("**Compensation and other Remunerations**") paid by the Company.

The Committee has overall responsibility for (i) reviewing the Compensation and other Remunerations paid to Compass Group Management LLC (the "**Manager**") pursuant to the terms of the Management Services Agreement between the Company and the Manager (as may be amended, supplemented or otherwise modified from time to time, the "**MSA**"), (ii) determining and approving the compensation of the Company's Chief Financial Officer and any members of the Chief Financial Officer's staff that serve in executive officer capacities for the Company, (iii) reviewing the compensation of the directors of the Company (each a "**Director**") elected by the Members in their role as a director or chair of any committee, as the case may be, (iv) granting rights to indemnification and reimbursement of costs and expenses to the Manager and any seconded individuals to the Company by the Manager, and (v) evaluating and making recommendations to the Board regarding equity-based and incentive compensation plans, policies and programs, if any.

### II. Membership and Qualification

Membership: The Committee shall consist of three (3) or more directors. Annually, members of the Committee, including its Chair, shall be designated by the Board, and shall serve until their successors shall be duly elected and qualified or until their earlier resignation, death or removal by the Board.

Qualifications:

(i) *NYSE Independence.* All Committee members shall meet all applicable independence requirements of law and the rules of the New York Stock Exchange or any successor thereto (the "**NYSE**"). Pursuant to the applicable NYSE rules, the Board is required, in affirmatively determining the independence of any Director who will serve as a Committee member, to consider all factors specifically relevant to determining whether a Director has a relationship with the Company which is material to that Director's ability to be independent from the Company's management in connection with the duties of a Committee member. Such factors include a consideration of (a) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Company to such Director, and (b) whether such Director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company.

(ii) *Rule 16b-3*. In addition to satisfying the requirements necessary to be independent under the listing standards of the NYSE, each member of the Committee also shall satisfy all requirements necessary from time to time to be “*non-employee directors*” under Rule 16b-3 of the Exchange Act of 1934, as amended, (“**Rule 16b-3**”).

Chair: Unless the chairperson of the Committee (the “**Chair**”) is elected by the full Board, the Committee members may designate a Chair consistent with any recommendation of the Company’s Nominating and Corporate Governance Committee. In carrying out this role, the Chair shall be responsible for the following:

- Developing meeting agendas and proposing meeting agenda topics.
- Chairing meetings of the Committee.
- Consulting regularly with members of management about issues that need to be brought before the Committee.
- Reviewing, approving, and executing on behalf of the Committee the engagement letters for the Committee’s outside advisors, if any.
- Delivering the Committee’s report of its activities to the Board.
- Regularly communicating with the chairs of other Board committees regarding enterprise risks facing the Company within the purview of the Committee and updating the Board on such risks.
- If requested by the Board, representing the Committee and the Board with respect to executive compensation matters for shareholder and proxy advisory firm engagement efforts, including teleconferences and in-person meetings.

Resignation, Removal and Replacement: Any Director may resign from the Committee at any time upon notice of such resignation to the Company. An independent Director who ceases to be independent under the listing standards of the NYSE shall promptly resign to the extent required for the Company to comply with applicable laws, rules and regulations. The Board shall have the power at any time to remove a member of the Committee with or without cause, to fill all vacancies, and to designate alternate members, upon the recommendation of the Committee, to replace any absent or disqualified members, so long as the Committee shall at all times have at least three (3) members and be composed solely of independent Board members.

### **III. Meetings and Other Actions**

All meetings of and other actions by the Committee shall be held and taken pursuant to the Operating Agreement of the Company (as may be amended, supplemented or otherwise modified from time to time, the “**Operating Agreement**”), including provisions governing notice of meetings and waiver thereof, the number of Committee members required to take actions at meetings and by written consent, and other related matters. The Committee may invite any Director who is not a member of the Committee, management, counsel, representatives of service providers or other persons to attend meetings and provide information as the Committee, in its sole discretion, considers appropriate.

Unless otherwise authorized by the Board, the Committee shall not delegate any of its authority to any subcommittee.

#### IV. Goals, Responsibilities and Authority

The following are the general goals, responsibilities and authority of the Committee and are set forth only for its guidance. The Committee, however, may diverge from these responsibilities and/or may assume such other responsibilities as the Board may delegate from time to time and/or as the Committee may deem necessary or appropriate from time to time in performing its functions in accordance with the Operating Agreement and other governance documents of the Company and in accordance with applicable law (it being understood that the Committee may condition its approval of any compensation on Board ratification to the extent so required to comply with applicable tax law).

Nothing in this Charter shall be interpreted as diminishing or derogating the duties, responsibilities or obligations of the Board. Subject to the requirements of the Operating Agreement, the Committee shall:

##### Compensation and Other Remunerations:

- 1) Review from time to time, modify if necessary, and approve the Company's corporate goals and objectives relevant to Compensation and other Remunerations and the Company's executive compensation structure and compensation range to ensure that it is designed to achieve the objectives of rewarding the Company's executive officers appropriately for their contributions to corporate growth and profitability.
- 2) Evaluate the performance of the Company's Chief Executive Officer and other executive officers in light of the Company's goals and objectives and, if the MSA is no longer in effect and the Company's Chief Executive Officer and other executive officers are not seconded to the Company pursuant to the MSA, annually review and determine the compensation of the Company's Chief Executive Officer and other executive officers.
- 3) Annually review the calculation of the Management Fee payable to the Manager under the MSA and any and all components thereof, including the calculation of any Incentive Management Fee.
- 4) Upon the engagement of and annually thereafter, determine and approve the compensation paid to the Company's Chief Financial Officer and any members of his or her staff that serve in executive officer capacities for the Company.
- 5) Annually review all expense reimbursements to the Manager under the MSA.
- 6) Administer the Company's Clawback Policy.
- 7) In evaluating and determining executive compensation, consider the results of the most recent shareholder advisory vote on executive compensation (the "**Say on Pay Vote**") required by Section 14A of the Exchange Act.
- 8) Review and recommend to the Board for approval the frequency with which the Company will conduct its Say on Pay Vote, taking into account the results of the most recent shareholder advisory vote on the frequency of Say on Pay Vote required by Section 14A of the Exchange Act.

- 9) Review the Company's plans and arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation, evaluate compensation policies and practices that could mitigate any such risk, and evaluate any disclosures relating to risk-taking that may be required under Item 402(s) of Regulation S-K.
- 10) Review and discuss with management the Compensation Discussion and Analysis (the "**CD&A**") required by the U.S. Securities Exchange Commission ("**SEC**") rules. Based on the review and discussion, the Committee shall determine whether to recommend to the Board that the CD&A be included in the Company's annual report on Form 10-K and proxy statement for the annual meeting of shareholders. The Committee shall also provide, over the names of its members, the required compensation committee report for the Company's annual report on Form 10-K and proxy statement for the annual meeting of shareholders.

Director Compensation:

- 1) Select peer groups of companies that shall be used for purposes of determining competitive director compensation packages.
- 2) Periodically evaluate and make recommendations to the Board concerning the reimbursement of Directors' expenses, if any, for attendance of each meeting of the Board.
- 3) Periodically evaluate and make recommendations to the Board concerning the total compensation package for Directors including, without limitation, the annual retainer fee, the meeting fee (if any), incentives, equity-based compensation and other benefits paid to Directors, taking into account the compensation of directors at selected peer groups of companies. The Committee shall recommend to the Board any adjustments in Director compensation that the Committee considers appropriate.
- 4) For so long as the Allocation Member, as holder of the Allocation Interests in the Company, is entitled to appoint one or more directors to the Board (each an "**Appointed Director**"), the Committee shall not provide for any compensation for such Appointed Director's service as a Director but shall approve the payment of out-of-pocket expenses in attending regular and special meetings of the Board consistent with other members of the Board.
- 5) Recommend to the Board the terms and awards of any equity compensation for members of the Board.
- 6) Periodically evaluate and make recommendations to the Board concerning any amendments, if necessary, to the Company's Share Ownership Guidelines for Directors and monitor compliance of Directors with and report to the Board regarding compliance with such Share Ownership Guidelines.

#### Long-Term Incentive Plans:

- 1) Approve all long-term incentive awards for the executive officers of the Company, if any.
- 2) Periodically evaluate (and approve any proposed amendments to) the terms and administration of the Company's annual and long-term incentive plans, if any, to assure that they are structured and administered in a manner consistent with the Company's goals and objectives as to participation in such plans, target annual incentive awards, corporate financial goals, actual awards paid to the executive officers of the Company, and total funds reserved for payment under the compensation plans.
- 3) Determine when it is necessary (based on advice of counsel) or otherwise desirable: (a) to modify, discontinue or supplement any such plans; or (b) to submit such amendment or adoption to a vote of the full Board and/or the holders of the Company's LLC Interests, as defined in the Operating Agreement, to the extent required by law.
- 4) Evaluate and make a recommendation to the Board concerning the adoption of any new equity-related plans.
- 5) Oversee the administration of any Option Plan ("**Plan**") of the Company in accordance with its terms, construe all terms, provisions, conditions and limitations of such Plan and make factual determinations required for the administration of such Plan. The Committee may amend or terminate a Plan at any time, subject to the terms of such Plan.

#### Compensation Advisers:

- 1) At the Committee's sole discretion, retain or obtain the advice of a compensation consultant, legal counsel or other adviser.
- 2) Have direct responsibility for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other adviser retained by the Committee. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, legal counsel or other adviser retained by the Committee.
- 3) Prior to retaining or obtaining any compensation consultant, legal counsel or other adviser (other than in-house legal counsel), the Committee must conduct an independence assessment of such compensation consultant, legal counsel or other adviser, including the consideration of all relevant factors to that person's independence from management. Such factors include, but are not limited to, the following: (a) the provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser; (b) the amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a

percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser; (c) the policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest; (d) any business or personal relationship of the compensation consultant, legal counsel or other adviser with a Committee member; (e) any equity of the Company owned by the compensation consultant, legal counsel or other adviser; (f) any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Company; and (g) any other factor that would be relevant to such compensation consultant's, legal counsel's, or other adviser's independence from the Company. After the Committee has considered the preceding independence factors, the Committee may select or receive advice from any compensation advisor they prefer, including those who are not independent. The Committee is not required to conduct any independence assessment if, pursuant to Regulation S-K Item 407, disclosure of the engagement of such compensation consultant, legal counsel or other adviser is not required.

Other:

- 1) Fulfill any disclosure, reporting or other requirements imposed on or required of the Committee by the SEC (including as required by Item 407(e)(5) of Regulation S-K), the NYSE or other applicable laws, rules and regulations, as the foregoing may be amended from time to time.
- 2) Review organizational and staffing matters with respect to the Company.
- 3) Grant the right to receive indemnification and right to be paid by the Company the expenses incurred in defending any proceeding in advance to its disposition, to any employees of the Manager in their capacity as officer, director employee or agent of the Company, any of Directors the Company and any of the Company's and its subsidiaries' executive officers to the fullest extent of the provisions of the Operating Agreement.
- 4) Have authority to determine the fees paid to the Manager.
- 5) Perform an annual self-evaluation of the Committee's performance and annually reassess the adequacy of and, if appropriate, propose to the Board, any desired changes in, the Committee's Charter, all to supplement the oversight authority by the Nominating and Corporate Governance Committee with respect to such matters.
- 6) Perform such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board of the Company and/or the Chair of the Board, or as designated in plan documents.
- 7) Make regular reports to the Board and propose any necessary action to the Board. Such reports shall provide information with respect to any delegation of authority by the Committee to the Company and its subsidiaries' executive officers or to a third party.

The forgoing list of duties is not exhaustive, and the Committee may, in addition, perform such other functions as may be necessary or appropriate for the performance of its duties.

**V. Additional Resources**

Subject to the approval of the Board, the Committee shall have the right to use reasonable amounts of time of the Company's independent accountants, outside lawyers, counsel and other internal staff to assist and advise the Committee in connection with its responsibilities. The Committee shall keep the Company's Chief Financial Officer advised as to the general range of anticipated expenses for outside consultants.

**VI. Amendments**

Any amendments to this Charter must be approved or ratified by a majority vote of the Company's Board, including a majority of independent Directors.

**VII. Disclosure of Charter**

This Charter will be made available on the Company's website [compassdiversified.com](https://compassdiversified.com).

Date: February 12, 2025