



## TAILORED BRANDS

### COMPENSATION AND ORGANIZATIONAL DEVELOPMENT COMMITTEE CHARTER

#### I. Purpose

The purpose of the Compensation and Organizational Development Committee of the Board of Directors (the “Committee”) is to assist the Board in its oversight responsibilities related to the company’s organizational design, talent management and compensation strategies, objectives, and programs. The Committee reviews and approves compensation and benefit programs and pay levels for the Chief Executive Officer (“CEO”) and for all officers at the Senior Vice President level and above. In addition, the Committee shall perform the responsibilities listed below.

#### II. Membership

The Committee shall be comprised of at least two directors, all of whom must qualify as independent directors under the Company’s Corporate Governance Guidelines and the rules of the SEC, the listing standards of the NYSE, and any other applicable regulatory requirements, all as the Board interprets in its business judgment. All members of the Committee must also qualify as “non-employee” directors within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended.

The Board may remove a Committee member by a majority vote of the independent directors then in office. The Board shall designate a Committee Chair who shall be responsible for reporting the Committee’s activities and decisions to the Board.

Notwithstanding the foregoing, during any period when the Company is privately held with no publicly traded equity securities, the Board may elect to waive this majority-independent requirement to allow for one or more directors to serve the Company in interim-executive roles (while also continuing their director roles) pursuant to the request of the Board.

#### III. Meetings and Procedures

The Committee shall meet at least three times a year and may meet more frequently as circumstances require. The Chair of the Committee or a majority of the members of the Committee may call a special meeting of the Committee. Meetings may be held in-person, by telephone, or by video or web conference.

A majority of the members of the Committee shall constitute a quorum for the transaction of business and a majority vote of the members present constitutes action of the Committee. The Committee may also act by unanimous written consent in lieu of a meeting.

#### **IV. Responsibilities**

The Committee shall have the following principal duties and responsibilities:

1. Annually review the Company's compensation philosophy and oversee the executive total compensation program that (1) supports the corporation's overall strategy and objectives; (2) attracts and retains key executives; (3) links total compensation to financial performance and the attainment of strategic objectives; and (4) provides competitive total compensation opportunities at a reasonable cost.
2. Review and approve the appointment of any officer at the Senior Vice President level.
3. Review and approve the annual base salary levels, annual and long-term incentive opportunity levels and programs (which may include targets, performance curves, and payouts, if any), executive perquisites, benefits, and supplemental benefits of the CEO and any employee at the Senior Vice President level and above.
4. Approve the terms and grants of equity incentive awards and compensation payments to the CEO and eligible employees for grants pursuant to the Company's stock equity plans.
5. Annually assess the risk associated with the Company's compensation programs.
6. Periodically review and approve peer companies used in evaluating the compensation of the Company's CEO, Executive Officers and non-employee directors.
7. Review and approve any employment agreements and severance, change-of-control plans, policies or agreements for the CEO and any employee at the Senior Vice President level and above, to ensure competitiveness and that potential costs of such programs are reasonable and appropriate and to monitor the impact of governmental regulations on and the tax consequences that may arise from such programs.
8. Review management's recommendations for, and approve as it deems appropriate, equity incentive award levels for key, non-executive employees.
9. Review and approve, as appropriate, general compensation goals and guidelines for the Company's other employees.
10. Periodically receive reports from management on the Company's health and other benefit programs.
11. Periodically receive reports from management on key employee statistics as well as the results of employee engagement surveys.
12. Review and make recommendations to the Board with respect to the Company's compensation or benefit plans and exercise authority and powers delegated to the Committee to act as the administrating committee of any compensation or benefit plans that may be adopted by the Company

from time to time, with such powers and authority as are set forth in the instruments of such plans or as otherwise determined by the Board.

13. Assist the Board with CEO and executive and senior management talent development and succession planning processes.
14. Periodically review any significant organizational or structural changes.
15. Provide oversight to management on the contents of any filings required or driven by regulation, listing requirements or otherwise related to compensation matters. To the extent necessary, this shall include Company proposals to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, incentive and other executive compensation plans, and amendments to such plans.
16. Review and evaluate the results of advisory votes on executive compensation and oversee any stockholder engagement on compensation matters.
17. Retain and have direct access to outside advisors to assist in determining and establishing pay levels and compensation best practices and may authorize independent studies of corporate compensation and benefits of comparable companies. The Committee shall have the sole authority to retain and terminate any such advisors, including authority to establish the relationship and roles and responsibilities, and approve the advisor's fees and other retention terms, after considering such advisor's independence.
18. Report regularly to the Board with respect to its oversight responsibilities and findings.
19. Periodically meet without members of management present.
20. Annually undertake a performance evaluation of the Committee.
21. Review this charter at least annually and amend, as appropriate.

## **V. Limitations**

While members of the Committee have the duties and responsibilities set forth in this Charter, nothing in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the members of the Committee, except to the extent otherwise provided under applicable federal or state law.