



## **THE LOVESAC COMPANY COMPENSATION COMMITTEE CHARTER**

(As amended September 26, 2023)

This Compensation Committee Charter (the “Charter”) was adopted by the Board of Directors (the “Board”) of The Lovesac Company (the “Company”) on September 26, 2023.

### **I. Purpose**

The Compensation Committee (the “Committee”) of the Board is responsible for providing assistance to the Board in fulfilling its responsibilities by (i) establishing the compensation philosophy of the Company, (ii) overseeing the Company’s compensation plans, policies and programs, including those relating to executive compensation and compensation of the Board, and recommending to the Board for approval such plans, policies, and programs, and (iii) undertaking those specific duties and responsibilities set forth below or such other duties as prescribed by the Board or by law.

### **II. Membership**

The Committee shall be comprised of at least two (2) directors as determined by the Board, none of whom shall be an employee of the Company and each of whom shall satisfy the independence requirements of the Nasdaq Stock Market LLC and any other applicable regulatory requirements. The members of the Committee shall be appointed by the Board based on recommendations from the Nominating and Corporate Governance Committee. The Board may remove any member from the Committee at any time with or without cause. The Board, upon the recommendation of the Nominating and Corporate Governance Committee, shall designate a member of the Committee as the chairperson.

### **III. Meetings and Procedures**

The Chair of the Committee (or in his or her absence, a member designated by the Chair of the Committee) shall preside at each meeting of the Committee and set the agenda for each Committee meeting. The Committee shall have the authority to establish its own rules and procedures for notice and conduct of its meetings, subject to the relevant provisions of the Company’s bylaws and applicable law.

The Committee shall meet on a regularly scheduled basis at least four times per year and more frequently as the Committee deems necessary or desirable. Meetings may be in-person or by teleconference or any other communications equipment by means of which all persons participating in the meeting can hear each other, subject to the relevant provisions of the Company’s bylaws and applicable law. The Committee may, in its discretion, include in its meetings members of the Company’s management, members of the Company’s legal, human resources or accounting departments and any other personnel employed or retained by the Company, non-management directors who are not members of the Committee, or any other person whose presence the Committee believes to be necessary or appropriate. Any such persons shall not participate in discussions or deliberations unless invited to do so by the Committee, and in any event shall not be entitled to vote. Notwithstanding the foregoing, neither the Chief Executive Officer nor any other officer (as such term is defined in Rule 16a-1 promulgated under the

Exchange Act) may be present during voting or deliberations concerning their respective compensation and the Committee may also exclude from its meetings any persons it deems appropriate.

The Chair of the Committee shall regularly report to the Board regarding the activities of the Committee and as otherwise requested by the Board. The Committee will maintain written minutes of its meetings. All adopted plans of compensation or changes to existing plans, whether for executives, directors or other personnel, shall be detailed and attached to the minutes of the appropriate meeting.

#### **IV. Outside Advisors**

The Committee shall have the sole authority to select, retain, determine the scope of services of, terminate, and fix the compensation of, any compensation consultant, legal counsel or other adviser it deems appropriate to assist the Committee in the fulfillment of its responsibilities, including making recommendations concerning the amount or form of executive and director compensation, unless such role is limited to consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors and that is available generally to all salaried employees.

The Committee may retain or replace any compensation consultant, legal counsel or other advisors that the Committee believes to be necessary or appropriate. The Committee, in its discretion, may also use the services of the Company's regular outside legal counsel, special counsel or other advisors to the Company. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such persons retained by the Committee and for ordinary administrative expenses of the Committee that are necessary or appropriate for carrying out its duties.

The Committee will 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. Before any compensation consultant, legal counsel or other adviser (other than (1) in-house legal counsel or (2) any compensation consultant, legal counsel or other adviser whose role is limited to the following activities for which no disclosure would be required under Item 407(e)(3)(iii) of Regulation S-K: (i) consulting on any broad-based plan that does not discriminate in scope, terms, or operation, in favor of executive officers or directors of the Company, and that is available generally to all salaried employees or (ii) providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the compensation consultant, legal counsel or other adviser and about which the compensation consultant, legal counsel or other adviser does not provide advice) is selected by, or provides advice to, the Committee, the Committee shall take into consideration all factors relevant to that person's independence from management of the Company, including the following:

- The provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
- 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;
- 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;

- Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- Any stock of the Company owned by the compensation consultant, legal counsel or other adviser; and
- 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.

## **V. Duties and Responsibilities**

1. The Committee shall review and approve the compensation philosophy of the Company.

2. The Committee shall review and approve a group of companies and data sources for executive compensation benchmarking purposes and evaluate the Company' compensation competitiveness, mix of compensation elements and compensation practices relative to such companies and data sources.

3. The Committee shall, at least annually, review and approve goals and objectives relating to the compensation of the Chief Executive Officer, evaluate, in consultation with the Nominating and Governance Committee of the Board with respect to governance matters, the performance of the Chief Executive Officer in light of the goals and objectives of the Company, and establish the compensation of the Chief Executive Officer based on such evaluation. The Committee shall have sole authority to determine the Chief Executive Officer's compensation. In connection with determining any long-term incentive component of the Chief Executive Officer's compensation, the Committee may consider the Company's performance and relative stockholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the Company's Chief Executive Officer in past years. In evaluating and determining the compensation of the Chief Executive Officer, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act. The Chief Executive Officer may not be present during any voting or deliberations by the Committee on his or her compensation.

4. The Committee shall review and approve all compensation for all other officers (as such term is defined in Rule 16a-1 promulgated under the Exchange Act) and the performance of such officers with the input of the Chief Executive Officer and, as appropriate, other independent members of the Board. In determining executive compensation, the Committee shall consider the results of the most recent Say on Pay Vote. No executive officer may be present during voting or deliberations relating to his or her own compensation.

5. The Committee shall, as often as the Committee determines, review and recommend to the Board for approval the compensation to be paid to members of the Board and members of each committee of the Board.

6. The Committee shall review and approve all executive officers' employment agreements, equity award agreements, and severance arrangements or plans, including change-in-control and similar provisions, if any, which includes the ability to adopt, amend and terminate

such agreements, arrangements or plans.

7. The Committee shall review, approve and administer (as authorized and defined under such plan(s)) all annual bonus programs and plans, long term incentive compensation programs and plans, equity award plans (including stock option and employee stock purchase plans), and employee pension and benefit plans (401(k), IRA and other retirement plans and deferred compensation plans), including plan amendments or terminations (unless approval by the Board or stockholders of the Company is required by law). The Committee shall annually review all plan administrative costs and features and assess the performance of any internal and external plan administrators with consultation from management, as appropriate. In reviewing and approving incentive compensation plans and equity-based plans, including whether to adopt, amend or terminate any such plans, the Committee shall consider the results of the most recent Say on Pay Vote.

8. The Committee shall review the executive compensation disclosure prepared by the Company and recommend to the Board that it approve (i) the Compensation Discussion & Analysis section of the disclosure; and (ii) the Compensation Committee Report, in each case for inclusion in the Company's annual proxy statement or annual report on Form 10-K, as applicable.

9. The Committee shall review and recommend for inclusion in the proxy statement the proposal for approval by a non-binding Say on Pay Vote and the proposal for approval by a non-binding advisory vote the frequency of future Say on Pay Votes, and the Committee shall review the results of such non-binding advisory votes.

10. The Committee shall evaluate its own performance on an annual basis, including its compliance with this Charter, and provide the Board with any recommendations for changes in procedures or policies governing the Committee.

11. The Committee shall determine stock ownership guidelines for the Chief Executive Officer and other executive officers and monitor compliance with such guidelines.

12. The Committee shall review the Company's compensation policies and practices for its employees as they relate to risk management practices and risk-taking incentives.

13. The Committee shall periodically report to the Board on its findings and actions.

14. The Committee shall (i) approve, and recommend to the Board for approval, the creation or revision of any clawback policy allowing the Company to recoup compensation paid to current and former employees and (ii) to the extent required or permitted by such clawback policy, make determinations under or otherwise administer such clawback policy.

15. The Committee shall review and reassess this Charter at least annually and submit any recommended changes to the Board for its consideration.

16. In addition to the foregoing, the Committee shall perform such other functions and have such powers as may be necessary or appropriate to the efficient discharge of the foregoing.

## **VI. Delegation of Duties**

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee comprised of members of the Committee or the Board, except

that it shall not delegate its responsibilities for any matters that involve compensation of any officer or any matters where it is intended to be exempt from Section 16(b) under the Exchange Act pursuant to Rule 16b-3 by virtue of being approved by a committee of independent or non-employee directors.