



## COMPENSATION AND MANAGEMENT SUCCESSION COMMITTEE CHARTER (Last Board Approved Date: 3/29/2023)

### **I. Purpose**

The purpose of the Compensation and Management Succession Committee (the "Committee") of the Board of Directors (the "Board") of TriCo Bancshares (the "Company") is to: (a) discharge the responsibilities of the Board relating to determining appropriate compensation for the Company's executive officers, (b) produce an annual report on executive compensation and a compensation discussion and analysis for inclusion in the Company's proxy statement, in accordance with applicable laws, rules and regulations, (c) oversee the evaluation of the Company's executive officers, (d) oversee the evaluation of the Company's officer and director compensation plans, policies and programs, (e) establish and periodically review and revise the Company's succession policy and (f) oversee the administration of all of the Company's other employee compensation plans.

### **II. Committee Membership**

The Committee shall consist of at least three members, each of whom shall be independent directors. The term "independent directors" describes directors (a) who qualify as independent directors pursuant to the applicable provisions or the Securities Exchange Act of 1934, the rules promulgated thereunder and the rules and regulations of the Nasdaq Stock Market, Inc., (b) who satisfies the requirements of an "outside director" for purposes of Section 162(m) of the Internal Revenue Code, and (c) who, in the Board's judgment, do not have a material relationship with the Company (either directly or as a partner, stockholder or officer of an organization that has a relationship with the Company).

Members of the Committee shall be appointed by the Board. The Board shall appoint one member of the Committee to act as its Chair. The Board may remove members of the Committee, with or without cause.

### **III. Compensation Philosophy and Strategy**

The Committee has developed and will periodically review a compensation philosophy and policies, designed to promote the long-term interests of the Company's stockholders and attract and retain those directors, officers and employees necessary to support the Company's growth and success. In order to reach this goal, the Committee shall oversee the award of full and fair compensation to all employees of the Company, consistent with levels of compensation of comparable companies, general economic conditions and the Company's performance. The Committee shall review periodically, the Company's overall compensation strategy, including base salaries, bonus and incentive compensation and option grants, to assure that it (a) appropriately awards employees for their contributions to the Company's growth and profitability, (b) provides appropriate incentives for the Company's management and employees, (c) promotes the long-term interests of the Company's stockholders and (d) supports the Company's strategic objectives.

#### **IV. Responsibilities and Duties**

1. Executive Officer Compensation. On an annual basis, the Committee shall establish the compensation levels of the Company's Chief Executive Officer (the "CEO"), and review compensation levels for the Company's other executive officers as determined by the CEO, including base salary, bonus and incentive compensation levels, deferred compensation, perquisites, equity compensation and other forms of executive officer compensation. The CEO shall not be present during Committee voting or deliberations on the CEO's compensation. The Committee shall approve any severance arrangements and change-in-control benefits payable to the Company's executive officers. The Committee shall periodically review market data to assess the Company's competitive position for each component of executive compensation by reviewing market data for appropriate peer companies.

2. Evaluation of Executive Officers. The Committee shall be responsible for evaluating the CEO and reviewing the evaluation of the other executive officers of the Company prepared by the CEO. These evaluations shall include: (a) review and approval of goals and objectives, (b) evaluation of the Executive Officers performance in light of these goals and objectives and (c) setting the compensation levels of the executive officer based upon these evaluations.

3. Director Compensation. The Committee shall periodically review and make recommendations to the Board regarding the level and form of the Company's director compensation, including how such compensation compares to director compensation of companies of comparable size, industry and complexity. Such review will include a review of both direct and indirect forms of compensation to the directors, including any charitable contributions to organizations with which a director is affiliated and consulting or other similar arrangements between the Company and a director.

4. Incentive Plan Review and Approval. The Committee shall periodically review and make recommendations to the Board regarding the Company's incentive compensation and equity-based plans. The Committee shall review and approve all new equity compensation plans and all amendments to existing equity compensation plans (subject to stockholder approval when required).

5. Risk Review of Incentive Plans. Review the Company's practices and the relationship among risk, risk management and compensation in light of the Company's objectives, including its safety and soundness and the avoidance of practices that would encourage excessive risk; for this purpose, the committee will meet not less than annually with the corporation's Chief Risk Officer and other management.

6. Incentive Plan Administration. The Committee shall administer all of the Company's equity-based plans. The Committee may delegate day-to-day administration of such plans to appropriate Company personnel.

7. Employee Benefit Plans. The ESOP and 401(K) Trustees oversee and review the operation of the Company's employee benefit plans. The Trustees report no less than quarterly to the Board/Committee on these plans for their periodic review. Responsibility for the day-to-day administration of such plans, including the preparation and filing of all government reports and

the preparation and delivery of all required employee material and communications, will be performed by appropriate Company personnel.

8. Non-Qualified Plans. The Committee shall at least annually review the Company's non-qualified executive benefit plans, and recommend any changes/adjustments, if any.

9. Proxy Statement. The Committee shall produce an annual report on executive compensation and a compensation discussion and analysis ("CD&A") for inclusion in the Company's annual proxy statement, in accordance with all applicable laws, rules and regulations. The Committee shall recommend to the full Board that the CD&A be included in the Company's proxy statement or shall disclose to the full Board the reasons that it cannot make such a recommendation.

10. Compensation Philosophy and Policies. The Committee has established and periodically reviews the overall compensation philosophy and policies of the Company, both which are included in the CD&A.

11. Succession of Senior Executives. It shall be the responsibility of the Committee to periodically review with the Nominating and Corporate Governance Committee the Company's established succession policy, which will be presented to the Board, and shall include transitional Board leadership in the event of an unplanned vacancy.

12. Human Capital. Review and assess reports from management and make recommendations to the Board as appropriate, on the Company's culture and strategies relating to human capital management, including talent development, performance and retention.

13. Charter. The Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

## **V. Powers**

1. Consulting Firms. The Committee shall have the appropriate resources and sole authority to retain and terminate any compensation consultant used to assist in the evaluation of Director or senior executive compensation. The Committee shall have the sole authority to approve the terms of any such engagement, including fees. The Committee is empowered to cause the Company to pay the compensation of any such consultant engaged by the Committee. The Committee shall be directly responsible to appoint, compensate and oversee the work of any compensation consultant, and to provide information to, or receive information from, appropriate Company personnel.

2. Independent Advisors. The Committee shall have the appropriate resources and sole authority to retain independent advisors (including legal and accounting advisors) to assist in carrying out its responsibilities and duties. The Committee shall have the sole authority to approve the terms of any such engagement, including fees. The Committee shall be directly responsible to appoint, compensate and oversee the work of any independent advisor, and to provide information to, or receive information from, appropriate Company personnel.

3. Selection of Consultants/Advisors. Prior to selecting, or receiving advice from, a compensation consultant, legal counsel or other adviser (“compensation adviser”), other than in-house legal counsel, and at least annually thereafter as long as the Committee continue to receive advice from the compensation adviser, the Committee shall conduct an independence assessment by considering the following six factors:

- The provision of other services to the Company by the person that employs the compensation adviser;
- The amount of fees received from the Company by the person that employs the compensation adviser, as a percentage of the total revenue to the person that employs the compensation adviser;
- The policies and procedures of the person that employs the compensation adviser that are designed to prevent conflicts of interest;
- Any business or personal relationship of the compensation adviser with a member of the Committee;
- Any stock of the Company owned by the compensation adviser; and
- Any business or personal relationship of the compensation adviser or the person employing the adviser with an executive officer of the Company.

3. Subcommittees. The Committee shall have the authority to delegate any of its responsibilities to subcommittees, as the Committee deems appropriate in its sole discretion.

4. Access to Officers. The Committee shall have full and free access to the executive officers and personnel of the Company in order to fulfill its responsibilities and duties. Upon request of the Committee, the CEO shall provide information to the Committee regarding the Company and its management and shall serve as a liaison between the Committee and the Company’s other executive officers.

## **VI. Procedures and Administration**

1. Meetings. The Committee shall meet at such times as it deems necessary or appropriate, but not less than semiannually. The Committee shall determine which officers of the Company or other visitors to invite to the meetings of the Committee.

2. Minutes. The Committee shall maintain written minutes of each Committee meeting. Such minutes shall be distributed to each member of the Committee and to the other members of the Board.

3. Reports. The Committee shall report to the Board concerning each meeting of the Committee and as otherwise requested by the Chairman of the Board.

4. Self-Evaluation. The Committee shall evaluate its own performance at least annually.