

American Eagle Outfitters, Inc. Compensation Committee Charter

I. Purpose

The purpose of the Compensation Committee (the "Committee") is to discharge the responsibilities of the Board of Directors (the "Board") of American Eagle Outfitters, Inc. (the "Company") with regard to oversight and determination of executive officer compensation, and to take the other actions described in this charter. Among other things, the Committee shall: (1) review and approve salaries and other compensation of the Company's chief executive officer (the "CEO") and the other executive officers; (2) administer the Company's equity incentive plans (including reviewing and approving equity award grants to executive officers); and (3) prepare the disclosure required to be included in the Company's annual proxy statement and/or Form 10-K.

II. Membership and Structure

The Committee shall be comprised of three or more directors as determined by the Board, each of whom shall meet the independence requirements set forth in the listing standards of the New York Stock Exchange ("NYSE"). At least two members of the Committee also shall qualify as "non-employee" directors within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act"). Appointment to the Committee shall be made on an annual basis by the full Board upon recommendation of the Nominating, Governance and Corporate Social Responsibility Committee of the Board, and vacancies may be filled at any time by the Board. The Board may replace members of the Compensation Committee at any time without or without cause. Members of the Committee shall designate the chair of the Committee. Meetings of the Committee shall be held at such times and places as the Committee shall determine, with regular meetings held quarterly. When necessary, the Committee shall meet in executive session outside of the presence of any executive officer of the Company. Written minutes of the Committee shall be maintained. The Committee is governed by the same rules regarding meetings (including meetings in person, by telephone or other similar communications equipment), action without meetings, notice, waiver of notice and quorum, and voting requirements as are applicable to the Board. The chair of the Compensation Committee shall report on activities of the Committee to the full Board and is responsible for the calendar and agenda. In fulfilling its responsibilities, as set forth below, the Committee shall have authority to delegate its authority to subcommittees, including subcommittees consisting solely of one or more persons, other Board members, and/or officers, in each case to the extent permitted by applicable law, regulation, and/or listing standard.

III. Responsibilities

The Committee shall:

1. Meet in executive session to determine annually the compensation of the CEO of the Company. In determining and approving the amount, form, and terms of such compensation, the Committee shall consider the annual performance evaluation of the CEO conducted by the independent directors in light of corporate goals and objectives relevant to CEO compensation determined by the Committee, competitive market data pertaining to CEO compensation at comparable companies, and such other factors as it shall deem relevant, and shall be guided by, and seek to promote, the best interests of the Company and its stockholders.
2. Determine and approve salaries, bonuses, and other matters relating to compensation of the other executive officers of the Company. In determining the amount, form, and terms of such compensation, the Committee shall consider the results of the officer's annual performance evaluation, in consultation with the CEO, in light of corporate goals and objectives relevant to executive compensation, competitive market data pertaining to executive compensation at

comparable companies, and such other factors as it shall deem relevant, and shall be guided by, and seek to promote, the best interests of the Company and its stockholders. The CEO of the Company may be present at meetings during which compensation for such other officers is under review and consideration.

3. Review and approve any proposed employment agreements (including any amendments) with executive officers of the Company, and review and approve any severance, retention or other termination plans and/or payments proposed to be made to any current or former executive officer, except for any such payments made in accordance with a plan or agreement previously approved by the Board or the Committee.
4. Review executive officer stock ownership and monitor ongoing compliance with, and make recommendations with respect to, the Company's executive officer stock ownership policy.
5. Review and make recommendations to the Board with respect to stockholder proposals related to compensation matters.
6. Review at least annually and make recommendations to the Board from time to time on the adequacy and effectiveness of Board compensation in relation to other comparable companies.
7. Review and make recommendations to the Board regarding executive compensation and benefit plans and programs.
8. Review, consult and make recommendations and/or determinations regarding employee compensation and benefit plans and programs generally, including employee bonus and retirement plans and programs.
9. Oversee the Company's risk management related to employee compensation 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, and evaluate compensation policies and practices that could mitigate any such risk.
10. Review, and recommend to the Board for approval, incentive compensation plans and other equity-based plans, and where appropriate or required, recommend for approval by the stockholders of the Company, and administer (subject to the Committee's right to create subcommittees or delegate authority as required or permitted by this charter and law) the Company's incentive compensation plans and other equity-based plans, including the review and grant of equity awards to eligible employees under the Company's existing plans.
11. Delegate to the CEO, in a manner consistent with the Company's plans and law, the authority to review and grant, equity awards to eligible employees who are not executive officers.
12. Review and discuss with the Company's management the Compensation Discussion and Analysis ("CD&A") and the related executive compensation information to be included in the Company's annual proxy statement and determine whether to recommend to the full Board that the CD&A and related executive compensation information be included in the Company's annual report on Form 10-K and/or proxy statement.
13. Produce, review and approve the Committee Report to be included in the Company's proxy statement or annual report on Form 10-K.
14. Review and recommend to the full Board the Company's submission to stockholders of proposals on executive compensation matters, including the say-on-pay vote required by Section 14A of the Exchange Act and the frequency of such votes. Consider the results of stockholder advisory votes on

executive compensation matters and the changes, if any, to the Company's executive compensation policies, practices and plans that may be warranted as a result of any such votes.

15. Designate, when appropriate and in the Committee's sole discretion, one or more of its members to perform certain of its duties on its behalf, subject to such reporting to or ratification by the Committee as the Committee shall direct, and in all cases consistent with applicable law, regulation, and/or listing standard of the NYSE.
16. Annually review and assess its own performance in such manner as it deems appropriate and present the results of the evaluation to the Board.
17. Perform any other tasks and discharge any other responsibilities delegated to it by the Board of Directors.
18. Annually review and reassess the adequacy of this charter and recommend any changes to the full Board.

IV. Outside Advisors and Resources

The Committee shall have the authority to retain, oversee, and terminate, in the Committee's sole authority and discretion, any consultant, independent legal counsel, or adviser to assist it in the performance of its duties, but only after taking into consideration all factors relevant to the consultant's, counsel's, or adviser's independence, including as specified in Section 303A of the listing standards of the NYSE. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such adviser retained by the Committee, and shall have sole authority to approve the adviser's fees and the other terms and conditions of the adviser's retention. The Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for (i) the payment of compensation to the any consultant, independent legal counsel, or adviser retained by the Committee to assist it in the performance of its duties, and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

A copy of this charter shall be posted to the Company's website.

Approved December 17, 2019