

# EVERI HOLDINGS INC.

## COMPENSATION COMMITTEE CHARTER

(last updated July 31, 2019)

### **I. Purpose**

The Compensation Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of Everi Holdings Inc. (the “Company”) to: (a) assist the Board in discharging its responsibilities relating to compensation of the Company’s executive officers; and (b) to produce an annual report on executive compensation for inclusion in the Company’s proxy statement for its annual meeting of shareholders in accordance with applicable law, rules and regulations. The Committee shall undertake those specific duties and responsibilities listed below and such other duties as the Board shall from time to time prescribe. All powers of the Committee are subject to the restrictions designated in the Company’s Amended and Restated Bylaws and by applicable law. Nothing in this Charter shall be construed as precluding discussion of Chief Executive Officer compensation with the Board generally.

### **II. Committee Membership**

The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee and shall serve until their successors are duly elected and qualified or until their earlier resignation, removal or death. Any member of the Committee may be removed or replaced by the Board on the recommendation of the Nominating and Corporate Governance Committee.

The Committee shall consist of no fewer than three members. Each member of the Committee shall meet the independence requirements of the New York Stock Exchange (the “NYSE”), the definition of a “Non-employee Director” under Rule 16b-3 under the Securities Exchange Act of 1934, as amended, the requirements of Section 162(m) of the Internal Revenue Code of 1986, as amended, for “outside directors,” and any other regulatory requirements.

The Committee may form and delegate authority to subcommittees when appropriate.

### **III. Structure and Meetings**

The Committee shall conduct its business in accordance with this Charter, the Company’s Bylaws and any direction by the Board. Unless a Committee chairperson is elected by the full Board, the Committee members may designate a chairperson by the majority vote of the full Committee.

The Committee shall meet at least two times a year at a time and place determined by the Committee chairperson, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its chairperson.

Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications equipment by means of which all persons participating in the meeting can hear each other and such participation shall constitute presence in person at such meeting. A majority of the Committee shall constitute a quorum for the transaction of business and if a quorum is present, any action approved by at least a majority of the Members present (in person or by telephone conference call) shall represent the valid action of the Committee.

The Committee chairperson will preside at each meeting and, in consultation with the other members of the Committee, will set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The chairperson of the Committee shall ensure that the agenda for each meeting is circulated to each Committee member in advance of the meeting. The chairperson of the Committee (or other member designated by the chairperson or the Committee in the Chairperson's absence) shall regularly report to the full Board on its proceedings and any actions that the Committee takes. The Committee will maintain written minutes of its meetings, which minutes will be maintained with the books and records of the Company.

As necessary or desirable, the Chairperson of the Committee may invite any Director, officer or employee of the Company, or other persons whose advice and counsel are sought by the Committee, to be present at meetings of the Committee, consistent with the maintenance of confidentiality of compensation discussions. The Chief Executive Officer should not attend any meeting where the Chief Executive Officer's performance or compensation is discussed, unless specifically invited by the Committee.

#### **IV. Committee Authority and Responsibilities**

The Committee shall:

- a. Annually review and approve the Company's corporate goals and objectives relevant to Chief Executive Officer compensation, evaluate the Chief Executive Officer's performance in light of such goals and objectives, and, either as a Committee or together with the other independent directors (as directed by the Board), determine and approve the Chief Executive Officer's compensation level based on this evaluation. In determining the long-term incentive component of the Chief Executive Officer compensation, the Committee will 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.
- b. Annually review and make recommendations to the Board with respect to non-Chief Executive Officer compensation and incentive compensation plans and equity based plans that are subject to Board approval. The Committee shall attempt to ensure that the Company's compensation program is effective in attracting and retaining key employees, reinforces business strategies and objectives for enhanced stockholder value, aligns incentives and rewards with the

fulfillment of internal control responsibilities, and is administered in a fair and equitable manner consistent with established policies and guidelines. The Committee shall also annually identify, assess and prioritize fraud-related incentives, opportunities and pressures with respect to the Company's compensation programs and take such action as is appropriate and necessary to minimize risks.

- c. Administer the Company's incentive compensation plans and equity based plans as in effect and as adopted from time to time by the Board; provided that the Board shall retain the authority to interpret such plans.
- d. Approve any new equity compensation plan or any material change to an existing plan where stockholder approval has not been obtained.
- e. Approve any stock option award or any other type of award as may be required for complying with any tax, securities, or other regulatory requirement, or otherwise determined to be appropriate or desirable by the Committee or Board.
- f. Ensure appropriate overall corporate performance measures and goals are set and determine the extent that established goals have been achieved and any related compensation earned.
- g. Review and approve for the Company's officers those employment terms and conditions, which at the time of implementation, would reasonably be expected to trigger IRS Section 280G upon a change of control.
- h. Perform such other functions and have such other powers consistent with this Charter, the Company's Amended and Restated Bylaws and governing law as the Committee or the Board may deem appropriate.
- i. Produce a Committee report on executive officer compensation, as required, to be included in the Company's proxy statement for its annual meeting of shareholders or Annual Report on Form 10-K filed with the Securities and Exchange Commission (the "SEC").
- j. Prepare and issue the evaluation required under "Performance Evaluation" below.

## **V. Performance Evaluation**

The Committee shall annually review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. The Committee shall also perform an annual evaluation of its own performance, which shall compare the performance of the Committee with the requirements of this Charter. In conducting this review, the Committee shall address all matters that it considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board; the manner in which they were discussed or debated; and whether the number and length of meetings of the Committee were adequate for the

Committee to complete its work in a thorough and thoughtful manner. The report to the Board may take the form of an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

## **VI. Committee Resources**

The Committee shall be empowered, without the approval of the Board or management, to engage and compensate independent legal, accounting and other advisors, as it determines necessary to carry out its duties. The Committee shall have the sole authority to retain and terminate any consultant that it uses to assist in the Committee's evaluation of director, Chief Executive Officer or executive officer compensation and shall have the sole authority to approve that consultant's fees and other retention terms. Prior to selecting, or receiving advice from, any advisor, the Committee shall consider the independence of such advisor based on any applicable criteria specified by the SEC or the NYSE, including the independence factors listed in Section 303A.05 of the NYSE listing rules; provided, however, that the Committee shall not be prohibited from obtaining advice from advisors that it determines are not independent. The Committee shall receive appropriate funding, as determined by the Committee, from the Company for payment of: a) compensation to any advisor employed by the Committee; and b) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.