

COMPENSATION COMMITTEE CHARTER

THE CHARLES SCHWAB CORPORATION

PURPOSE

The Compensation Committee (“Committee”) of the Board of Directors (“Board”) assists the Board in fulfilling its oversight responsibilities by discharging the Board’s responsibilities relating to compensation of the company’s directors, executive officers, and other senior officers as determined by the Committee, including:

- Reviewing and determining the compensation of the Chief Executive Officer and all other executive officers based on achievement of performance goals and objectives as reviewed and approved by the Committee;
- Reviewing and recommending for approval all equity-based incentive plans for the corporation and its subsidiaries;
- Reviewing and approving incentive compensation plans covering executive officers;
- Adopting employee benefit plans; and
- Overseeing risk management of incentive compensation practices to ensure they are appropriately balanced and do not jeopardize the safety and soundness of the corporation.

COMPOSITION AND MEMBERSHIP

The Board appoints the members of the Committee and the chairperson on the recommendation of the Nominating and Corporate Governance Committee. The membership of the Committee consists of at least three directors, all of whom shall (a) meet the independence requirements of stock exchange rules and other applicable laws and regulations, as determined by the Board, (b) be a “non-employee director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, and (c) be an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code. The Board may remove a member from the Committee at any time with or without cause.

AUTHORITY

The Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee. The company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, independent legal counsel or any other adviser retained by the Committee. The

Committee may request any officer or employee of the company or its outside counsel or consultants to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee.

MEETINGS

There shall be not less than four regular meetings each year, and additional meetings may be held as circumstances warrant. A majority of members of the Committee shall constitute a quorum. The action of a majority of members at a meeting at which a quorum is present will be the action of the Committee.

RESPONSIBILITIES

Responsibilities of the Committee include, but are not limited to, the following:

1. Review annually and approve corporate goals and objectives relating to compensation of the Chief Executive Officer, evaluate the Chief Executive Officer's performance in light of those goals and objectives, and either as a Committee or together with the other independent directors of the Board (as directed by the Board), determine the Chief Executive Officer's compensation level based on this evaluation, including the amount of annual base salary, annual incentive opportunity, and long-term incentive opportunity (including any equity-based awards). In determining the long-term incentive component of compensation of the Chief Executive Officer, the Committee will consider the corporation'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 Chief Executive Officer in past years. The Chief Executive Officer may not be present when the Committee deliberates or votes on his or her compensation.
2. Review annually and approve, for all other executive officers and other senior officers as determined by the Committee, corporate goals and objectives relating to their compensation, evaluate their performance in light of those goals and objectives, and determine their compensation levels based on this evaluation, including the amount of annual base salary, annual incentive opportunity, and long-term incentive opportunity (including any equity-based awards). Executive officers and other senior officers may not be present when the Committee deliberates or votes on their compensation. For the Chief Audit Executive and the Chief Risk Officer, the Compensation Committee shall receive reports from the Chairs of the Audit Committee and the Risk Committee on the performance and recommendations for compensation of those officers.
3. Review and approve, for executive officers and other senior officers as determined by the Committee, any employment agreements, severance arrangements, change in control agreements or provisions, and any special or supplemental benefits, in each case as, when and if appropriate.

4. Review and discuss with management the Compensation Discussion and Analysis required by applicable Securities and Exchange Commission rules to be included in the corporation's proxy statement and, based on this review and discussion, recommend to the Board whether the Compensation Discussion and Analysis should be included in the proxy statement.
5. Prepare the report required by the rules of the Securities and Exchange Commission to be included in the corporation's proxy statement.
6. Review and assess the company's incentive compensation programs, related risks and risk management processes to help ensure that they are consistent with the company's safety and soundness and do not encourage excessive risk taking. The Committee oversees risk management of incentive compensation plans and shall discuss with management, including the company's Chief Risk Officer, the assessment of compensation plans and impact on risk taking at least annually.
7. Review and assess the independence from management of any compensation consultant, legal counsel or other adviser to the Committee (other than in-house legal counsel and other advisers consulting on broad-based plans or providing non-customized compensation information) prior to the selection of such person and annually thereafter, taking into consideration all factors relevant to that person's independence, including those listed below and any other factors required by stock exchange rules and other applicable laws and regulations as determined by the Committee:
 - a. The provision of other services to the company by the person that employs the compensation consultant, legal counsel or other adviser;
 - b. 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;
 - c. 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;
 - d. Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
 - e. Any stock of the corporation owned by the compensation consultant, legal counsel or other adviser; and
 - f. 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 corporation.

8. Review and recommend incentive compensation plans for executive officers and all equity-based plans of the corporation and its subsidiaries, and recommend changes to the plans to the Board (or effect such plan changes, to the extent authorized by the Board or the applicable plan document).
9. Adopt, amend and terminate employee benefit plans as a settlor or make recommendations to the Board with respect to such employee benefit plans where required by law or the applicable plan document. The Committee shall have no role in administering, supervising, or managing any ERISA regulated plan.
10. Review, approve and establish guidelines for the compensation of directors, including appropriate levels of compensation for service on Board committees.
11. Recommend to the Board share reserves under equity-based plans, and approve grants under equity-based plans for officers.
12. Meet separately and independently from management as deemed necessary and appropriate to carry out the Committee's responsibilities. Meet periodically and separately with compensation and other consultant(s) as deemed necessary and appropriate to advise the Committee. The Committee shall have the authority to meet separately with the company's Chief Risk Officer and other members of management, and to consult with the Risk Committee, on oversight of risk management pertaining to incentive compensation.
13. Form and delegate authority to subcommittees where appropriate, and delegate authority to executive management where appropriate for matters not relating to directors or executive officers.
14. Update the full Board on Committee activities and significant decisions on a regular basis, but not less frequently than quarterly.
15. Review and reassess the adequacy of this charter annually and recommend any proposed changes to the Board for approval.
16. Conduct an annual performance evaluation of the Committee and report the results of the evaluation to the Nominating and Corporate Governance Committee or the full Board.

Last amended: December 11, 2019