

**Charter of the Human Resources and Compensation Committee  
of the Board of Directors of  
SiteOne Landscape Supply, Inc.**

As Adopted by the Board of Directors  
April 28, 2016, as amended on May 15, 2019,  
May 12, 2021, and May 13, 2026

This Charter sets forth, among other things, the purpose, membership and duties and responsibilities of the Human Resources and Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of SiteOne Landscape Supply, Inc. (the “Company”).

**1. Purpose**

The purpose of the Committee is: (a) to discharge the Board’s responsibilities relating to compensation of the Company’s executives and the Company’s human capital management practices; and (b) to prepare any report on executive compensation required by the rules and regulations of the U.S. Securities and Exchange Commission (the “SEC”) for inclusion in the Company’s annual proxy statement.

**2. Membership**

The Committee shall consist of at least three members. The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee, which shall recommend for Committee membership such directors as it believes are qualified. Members of the Committee shall serve at the pleasure of the Board for such term or terms as the Board may determine.

Each member of the Committee shall satisfy the director independence requirements of the New York Stock Exchange (the “NYSE”). Each Committee member shall be a “Non-Employee Director” for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as in effect from time to time.

**3. Structure and Operations**

The Board shall designate one member of the Committee as its chairperson. The affirmative vote of a majority of the members of the Committee participating in any meeting of the Committee at which a quorum is present is necessary for the adoption of any resolution. The Committee may create one or more subcommittees and may delegate, in its discretion, all or a portion of its duties and responsibilities to such subcommittees.

The Committee shall have at least three regularly scheduled meetings per year, at such times and places as shall be determined by the Committee chairperson, and may have such additional meetings as the Committee chairperson or a majority of the Committee’s members deem necessary or desirable. Members of the Committee may participate in a meeting of the Committee by means of conference call or similar communications arrangements by means of which all persons participating in the meeting can hear each other. The Committee may invite such members

of management to its meetings as it may deem desirable or appropriate, consistent with the maintenance of the confidentiality of compensation discussions.

#### **4. Duties and Responsibilities**

The Committee's duties and responsibilities shall include each of the items enumerated in this Section 4 and such other matters as may from time to time be delegated to the Committee by the Board.

(a) The Committee shall establish the Company's general compensation philosophy, and, in consultation with senior management, oversee the development and implementation of compensation programs.

(b) The Committee shall, at least annually, (i) review and approve corporate goals and objectives relevant to the compensation of the Company's Chief Executive Officer (the "CEO"), (ii) evaluate the performance of the CEO in light of those goals and objectives, (iii) report the results of such evaluation to the Board and (iv) have the authority, either as a committee or together with the other independent directors (as directed by the Board), to determine the CEO's compensation level based on this evaluation.

(c) The Committee shall, at least annually, review and approve all compensation arrangements with the CEO and the other senior executives of the Company, including, without limitation: (i) the annual base salary level; (ii) the annual incentive opportunity level; (iii) the long-term incentive opportunity level; (iv) employment agreements, severance arrangements and change-in-control agreements/provisions, in each case as, when and if appropriate; and (v) any special or supplemental benefits.

(d) The Committee shall review and make recommendations to the Board with respect to the Company's non-CEO compensation, incentive-compensation plans and equity-based plans and oversee the administration of these plans and discharge any responsibilities imposed on the Committee by any of these plans.

(e) The Committee shall periodically review the compensation of the Company's directors, evaluate if director fees or emoluments exceed what is customary and make recommendations to the Board with respect thereto.

(f) The Committee shall report to the Board periodically on all matters for which the Committee has responsibility.

(g) The Committee shall (i) review and discuss with management the disclosures to be included in the "Compensation Discussion and Analysis", and based on such review and discussion, make a recommendation to the Board as to the inclusion of the "Compensation Discussion and Analysis" in the Company's annual proxy statement or Annual Report on Form 10-K, as applicable, in accordance with the rules and regulations of the Securities and Exchange Commission, and (ii) produce a Committee report for inclusion in the Company's annual proxy statement or Form 10-K, as applicable, in accordance with applicable rules and regulations. In addition and as appropriate, the Committee shall review and discuss with management any further disclosures related to executive compensation not contained in the Compensation Discussion and

Analysis, but provided elsewhere in the Company's proxy statement or Annual Report on Form 10-K, as applicable.

(h) The Committee shall review and recommend to the Board the Company's submissions to shareholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes. In addition, the Committee shall consider the results of shareholder 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 vote.

(i) The Committee shall undertake and review with the Board an annual performance evaluation of the Committee, which shall compare the performance of the Committee with the requirements of this Charter. The Committee shall conduct such performance evaluation in such manner as the Committee deems appropriate, and may report the results of its performance evaluation through an oral report by the chairperson of the Committee or any other member of the Committee designated by the Committee to make this report.

(j) The Committee shall annually review and reassess the adequacy of this Charter and recommend to the Board for approval such changes as the Committee believes are appropriate.

(k) The Committee shall exercise such other powers and perform such other duties and responsibilities as are incidental to the purposes, duties and responsibilities specified herein and as may from time to time be delegated to the Committee by the Board.

(l) The Committee shall review management development and succession plans for the CEO and, as the Committee deems appropriate, other senior executives of the Company.

(m) The Committee shall review the human capital metrics of the Company, including but not limited to: representation, pay equity, promotions, turnover and other metrics as deemed appropriate.

(n) The Committee shall review and assess whether compensation of the Company's employees (including the Company's senior executives) encourages employees to engage in excessive risk.

(o) The Committee shall develop and implement policies with respect to the recovery or "clawback" of any excess compensation (including equity awards) paid to the Company's senior executives to the extent required by the rules of the NYSE or applicable law, or otherwise determined, consistent with any legal requirement, to be in the best interest of the Company.

(p) The Committee shall review levels of executive officer and non-employee director stock ownership with respect to expectations set forth in the Company's Executive Officer Stock Ownership and Retention Guidelines and Non-Employee Director Equity Ownership Policy.

## **5. Authority and Resources**

The Committee shall have appropriate resources and authority to discharge its responsibilities, including appropriate funding in such amount as the Committee deems necessary

to compensate any consultant, independent counsel, expert or advisor (collectively, “Compensation Advisors”) retained by the Committee, without further approval by the Board. The Committee shall have the sole authority and responsibility, without further approval from the Board, (a) to select and retain and terminate Compensation Advisors to assist in the evaluation of CEO and senior management compensation, director compensation or any other compensation related matter, (b) to oversee the work of any Compensation Advisor and (c) to approve any compensation payable to such Compensation Advisor. At the direction of the Committee, the Company shall pay the fees to such Compensation Advisor(s) and any other ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. In selecting a Compensation Advisor, the Committee shall have the sole authority to select any Compensation Advisor it shall deem appropriate; provided, however, that, prior to such selection, the Committee shall assess the independence of such Compensation Advisor, taking into consideration such factors as the Committee determines to be appropriate or as required by applicable law or stock exchange rules, including but not limited to (i) the provision of other services to the Company by the person that employs the Compensation Advisor (the “Advisor’s Employer”); (ii) the amount of fees received from the Company by the Advisor’s Employer; (iii) the policies and procedures of the Advisor’s Employer that are designed to prevent conflicts of interest; (iv) any business or personal relationship of the Compensation Advisor with any member of the Committee; (v) any stock of the Company owned by the Compensation Advisor; and (vi) any business or personal relationship of the Compensation Advisor or the Advisor’s Employer with an executive officer of the Company.

Notwithstanding the foregoing, an independence assessment will not be required prior to seeking advice from in-house counsel for the Company or when an advisor is (a) consulting on a broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors and is available generally to all salaried employees or (b) providing information that is not customized for the Company or that is customized based on parameters that are not developed by the Compensation Advisor and about which the Compensation Advisor does not provide advice. The Committee, following an independence assessment as described in this Section, shall not be prohibited from retaining a Compensation Advisor who is not independent and the Committee shall have no obligation to implement or act consistently with the advice or recommendation of any Compensation Advisor.

In carrying out the foregoing powers and responsibilities, the Committee may, in its discretion, (a) decline to act on matters and refer such matters to the full Board for its determination or (b) take actions subject to further approval of the Board. Nothing in this Charter shall be construed as limiting the power of the Board, in its sole discretion, to take action that has been delegated to the Committee hereunder. With respect to the foregoing powers and responsibilities, and to minimize administrative burdens, the Committee may, in its discretion, establish thresholds below which approval for some of these activities and associated transactions can be delegated to management without direct Committee involvement; provided, however, that no member of management shall be delegated authority over his or her own compensation (other than with respect to benefit plans in which such member of management participates on the same basis as other employees generally). Such delegation may include authority to form management committees with respect to the employee benefit plans, including but not limited to committees formed for the administration and investment of the 401(k) plan and other benefit plans, to the extent not otherwise inconsistent with its obligations and responsibilities and applicable law

(including, without limitation, Rule 16b-3). The Committee shall oversee the work of any such management committees and those committees shall periodically report their activities to the Committee.

In fulfilling its responsibilities, the Committee will have full access to all of the Company's books, records, facilities and personnel.

## **6. Miscellaneous**

Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee. Except as otherwise required by the rules of the NYSE applicable to the Committee, or applicable law, the purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules, and the Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities. This Charter is intended to be consistent with the Company's Corporate Governance Guidelines. This Charter is, and any amendments hereto will be, displayed on the Company's website and such website address shall be disclosed in the Company's annual proxy statement.