

FARMER BROS. CO.
AMENDED AND RESTATED
COMPENSATION COMMITTEE CHARTER

Purpose

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Farmer Bros. Co. (the “Company”) is established for the principal purposes of discharging the Board’s responsibilities relating to the review and determination of the compensation of the Company’s executive officers and administering the Company’s incentive and equity compensation plans. In doing so, the Committee shall approve the compensation of the Company’s executive officers, including the Chief Executive Officer (“CEO”). The Committee shall oversee the preparation of the Company’s Compensation Discussion and Analysis (“CD&A”) and a related compensation committee report for inclusion in the Company’s annual proxy statement and annual report on Form 10-K, in accordance with the rules of the Securities and Exchange Commission (“SEC”). In addition, the Committee shall be responsible for conducting an annual risk evaluation of the Company’s compensation practices, policies and programs. This Charter specifies the scope of authority and responsibility of the Committee.

Organization, Membership and Meetings

1. The Committee shall be composed of at least two (2) directors, all of whom shall (a) meet the independence, expertise and other qualification standards required by the Securities Exchange Act of 1934, as amended, and the rules and regulations thereunder (the “Exchange Act”), the SEC and the Nasdaq Stock Market (“Nasdaq”), and (b) be a “non-employee director” for purposes of Rule 16b-3 under the Exchange Act. In addition, at least two (2) members of the Committee shall each qualify as an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended, and only members of the Committee who qualify as outside directors shall participate in discussions regarding awards that are intended to qualify as performance-based compensation within the meaning of Section 162(m).

2. Members of the Committee shall be appointed by the Board. Members of the Committee shall continue to be Committee members until their successors are appointed and qualified or until their earlier retirement, resignation or removal. Any member may be removed, with or without cause, by the approval of a majority of the independent directors then serving on the full Board. The Board may fill any vacancies on the Committee by a majority vote of the directors then in office.

3. The Committee shall meet at least three (3) times each year, with the authority to convene additional meetings, as circumstances require. The Committee may invite members of management, legal counsel or others to attend meetings and to provide relevant information.

4. The Committee may form and delegate authority to subcommittees when appropriate, or to one or more members of the Committee.

5. The Board shall designate a Committee member as the Chairman of the Committee, or if the Board does not do so, the Committee members shall appoint a Committee member as Chairman by a majority vote of the authorized number of Committee members. The Chairman of

the Committee shall preside at all Committee meetings and set the agenda for any meeting, in consultation with other members of the Committee, as appropriate. At all meetings of the Committee, a majority of the members of the Committee shall constitute a quorum for the transaction of business, and the act of a majority of the members of the Committee present at a meeting at which a quorum is in attendance shall be the act of the Committee. Members of the Committee may participate in any meeting by means of a conference telephone or similar communications equipment by means of which persons participating in the meeting can hear each other, and such participation shall constitute presence in person at such meeting. The Committee shall maintain written minutes of its meetings. Minutes of each meeting of the Committee shall be distributed to each member of the Committee and the Board. The Secretary of the Company shall retain the original signed minutes for filing with the corporate records of the Company. Any person present at a meeting may be appointed by the Committee as Secretary to record the minutes. The Committee may adopt additional rules of procedure, but when a matter of procedure is not addressed by Committee rules, the procedure specified by the Company's Bylaws shall be followed. The Committee may also act by unanimous written consent as the Committee may decide.

6. In discharging its responsibilities, the Committee shall have sole authority to, as it deems appropriate in its sole discretion, select, retain and/or replace, as needed, compensation consultants, independent legal counsel, and other advisors and experts ("Compensation Advisors") to provide independent advice to the Committee. The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any such Compensation Advisor. In addition, the Committee shall have free access to Company personnel to provide data and advice in connection with the Committee's review of management compensation practices and policies.

Committee Authority, Responsibilities and Duties

The Committee shall have the following authority, responsibilities and duties:

1. Assess the overall executive compensation structure of the Company, adopt a written statement of compensation philosophy and strategy, select an appropriate peer group, and periodically review executive compensation in relation to this peer group. Determine the forms and amount of executive compensation appropriate to achieve the Committee's strategic objectives, including salary, bonus, incentive or performance-based compensation, equity awards and other benefits. Review the compensation strategy at least annually to assure that it supports the Company's objectives and stockholders' interests and that executive officers are being rewarded in a manner that is consistent with the adopted strategy.

2. At least annually, review and approve corporate goals and objectives relating to the compensation of the Company's CEO and other executive officers under the Company's Incentive Compensation Plan, and discuss the results of the Nominating and Corporate Governance Committee's evaluation of the performance of the CEO and evaluate the performance of the other executive officers in light of those goals and objectives. Based on the evaluations, make and annually review decisions regarding (i) salary; (ii) the extent to which any performance-based bonus award was earned; (iii) the bonus opportunity for the following year; (iv) long-term incentive opportunities for upcoming periods; (v) the results of the most recent stockholder advisory vote on executive compensation required by Section 14A (as defined below); and (vi)

any other matter relating to executive officer compensation that the Committee considers appropriate. In determining the CEO's compensation, the Chairman of the Committee may solicit comments from the other members of the Board. Final determinations regarding the compensation of the CEO will be conducted in an executive session of the Committee and be reported by the Chairman of the Committee to the entire Board. The CEO cannot be present during any voting or deliberations by the Committee on his or her compensation.

3. Administer the Company's equity compensation plans (other than the Farmer Bros. Co. Employee Stock Ownership Plan which shall be administered by the ESOP Administrative Committee), including authority to approve grants of restricted stock, stock options, stock purchase rights and similar awards to individuals eligible to receive such grants under the Company's equity compensation plans, to approve the forms of agreement evidencing such grants, and to interpret and amend such agreements within the terms of the plans.

4. Review at least annually all equity-based compensation plans and arrangements, and the number of shares remaining available for issuance under those plans and arrangements, and make recommendations to the Board regarding the need to amend existing plans or adopt new ones for the purpose of implementing the Committee's strategy regarding long-term and equity-based compensation.

5. Administer, periodically review and approve significant changes to the Company's other long- and short-term incentive compensation plans for executive officers.

6. Review at least annually the form and amount of any perquisites paid or made available to the Company's executive officers and determine the appropriateness of the nature and extent of executive officers' use of such perquisites.

7. Review and approve the terms on which any compensation earned by or otherwise payable to executive officers may be deferred.

8. Review at least annually the Company's pension and retirement plans, including any supplemental executive retirement plans, with respect to the implications of those plans for the Committee's strategy regarding pension and retirement benefits for the Company's executive officers.

9. As needed, review change-of-control or severance arrangements with executive officers and determine or estimate the amounts that would be payable under those arrangements upon the occurrence of each triggering event. As needed, recommend to the Board any amendments to the Company's change-of-control or severance arrangements with its executive officers.

10. Review and approve all employment agreements proposed to be entered into between the Company and any executive officer and any proposed renewals thereof. As needed, review existing employment agreements with executive officers and recommend to the Board any amendments thereto.

11. Oversee the preparation of the CD&A and a related compensation committee report for inclusion in the Company's annual proxy statement and Form 10-K, in accordance with SEC

rules. Review and discuss the CD&A with management each year prior to preparing the Committee report and, based on such review and discussion, recommend to the Board that the CD&A should be included in the Company's annual proxy statement and Form 10-K.

12. Annually review and make recommendations to the Board with respect to the compensation of directors. No member of the Committee will act to fix his or her own compensation except for uniform compensation to directors for their services as a director.

13. Recommend policies to the Board regarding minimum retention and ownership levels of Company common stock by executive officers and directors.

14. Annually assess the risks associated with the Company's compensation practices, policies and programs applicable to employees to determine whether they encourage excessive risk-taking and whether the risks arising from such practices, policies and programs are appropriate or reasonably likely to have a material adverse effect on the Company; to review and discuss the relationship between management policies and practices and compensation; and to evaluate compensation policies and practices that could mitigate any such risk.

15. Review the description of the Committee's processes and procedures for the consideration and determination of executive and director compensation to be included in the Company's annual proxy statement, as well as any disclosure concerning stockholder advisory votes regarding executive compensation.

16. In connection with any stockholder advisory vote on the frequency with which the Company shall hold a stockholder advisory vote on the compensation of the Company's named executive officers (a "Say on Frequency Vote") pursuant to Section 14A of the Exchange Act ("Section 14A"), review and recommend to the Board any recommendation related to such Say on Frequency Vote to be provided to the Company's stockholders. In making any such recommendation, the Committee shall take into account any prior Say on Frequency Vote.

17. Review the results of any stockholder advisory votes on the compensation of the Company's named executive officers and consider whether to make any adjustments to the Company's executive compensation policies and practices.

18. Review and approve the adoption or revision of any claw-back policy allowing the Company to recoup compensation paid to executive officers and other employees.

19. Approve or make recommendations to the Board on the adoption of anti-hedging and anti-pledging policies, if any.

20. Determine the Corporation's policy with respect to the application of Section 162(m) of the Internal Revenue Code of 1986, as amended, and when compensation may be paid by the Corporation that is not deductible for federal income tax purposes.

21. Review its own performance, at least annually, for purposes of self-evaluation and to encourage the continuing improvement of the Committee in the execution of its responsibilities.

22. Review and reassess this Charter's adequacy at least annually, propose changes to this Charter to the Board for its approval as necessary, and cause this Charter to be published in accordance with SEC regulations.

23. Engage, and pay the fees and expenses of Compensation Advisors deemed necessary, as determined by the Committee, to permit the Committee to perform its duties under this Charter. The reasonable fees and expenses of these Compensation Advisors shall be paid by the Company, and the Company shall provide all other appropriate funding necessary for the Committee to perform its functions and responsibilities, as determined by the Committee.

24. Review the independence of all Compensation Advisers, before selecting, or receiving advice from, such advisers and at least once annually thereafter. In the course of its review, the Committee shall consider, among other things, the six independence factors enumerated in Rule 10C-1(b)(4) of the Exchange Act and Nasdaq Rule 5605(d)(3)(D). Following such consideration, the Committee shall be entitled to retain, or seek advice from, a Compensation Adviser even if found not to be independent according to such factors.

25. Review at least annually the services provided to the Committee by any Compensation Advisor to determine whether the provision of such services has given rise to an actual conflict of interest taking into account such factors as required by the SEC and applicable law and such other factors as the Committee determines are relevant, including, without limitation, an evaluation whether any Compensation Advisor retained or to be retained by the Committee has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

26. Perform such other activities consistent with this Charter, the Company's Bylaws and governing law, as the Committee or the Board deems necessary or appropriate.

Reporting Responsibilities

The Committee shall report to the Board periodically or as required by the nature of its duties on its activities and shall make recommendations to the Board as the Committee decides are appropriate.

This Charter was last amended on January 24, 2024.