

**LEE ENTERPRISES, INCORPORATED**  
**EXECUTIVE COMPENSATION COMMITTEE CHARTER**

**Purpose**

The Executive Compensation Committee (the "Committee") is appointed by the Board of Directors (the "Board") to discharge the Board's responsibilities relating to compensation of the Company's Chairman (the "Chairman"), Chief Executive Officer (the "CEO") and the Company's other executive officers (collectively, including the Chairman and the CEO, the "Executive Officers"). The Committee has overall responsibility for approving and evaluating compensation plans, policies and programs of the Company for the Executive Officers and other key executives. The Committee shall also review and present recommendations to the Board regarding Board member compensation.

The Committee shall prepare an annual report of the Committee with regard to executive compensation, and review and recommend to the Board a report to the shareholders regarding Compensation Discussion and Analysis, as required by the rules of the Securities and Exchange Commission for inclusion in the Company's annual proxy statement.

**Committee Membership**

The Committee shall consist of no fewer than three members. The members of the Committee shall meet the independence requirements of The Nasdaq Stock Market, LLC ("NASDAQ"). At least two members of the Committee also shall qualify as "outside" directors within the meaning of Internal Revenue Code Section 162(m) and as "non-employee" directors within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended.

The members of the Committee shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee. Committee members may be replaced by the Board.

**Committee Authority and Responsibilities**

1. The Committee shall administer and take final action under the 2020 Long-Term Incentive Plan of the Company, act as a disinterested committee under the Plan, and make timely reports thereon to the Board of Directors.

2. The Committee shall administer and take final action with respect to (a) the Retirement Account Plan for Employees of Lee Enterprises, Incorporated, its associated trust and any other qualified retirement plans and trusts maintained by the Company and its subsidiaries; (b) the Lee Enterprises Welfare Benefit Plan and associated plans and accounts maintained by the Company and its subsidiaries; (c) the Company's non-qualified Supplementary Benefit Plan; (d) the Amended and Restated 1977 Employee Stock Purchase Plan; and (e) the 2005

Supplemental Employee Stock Purchase Plan, and make timely reports thereon to the Board of Directors.

3. The Committee shall establish an executive total compensation policy that (a) supports the Company's overall strategy and objectives; (b) attracts and retains key executives; (c) links total compensation to financial performance and the attainment of strategic objectives; (d) provides competitive total compensation opportunities at a reasonable cost while enhancing the ability to fulfill the Company's objectives; and (e) mitigates risks related to executive compensation which may potentially have a material adverse effect on the Company.

4. The Committee shall review, approve and administer all compensation plans and arrangements for the Executive Officers and other key executives of the Company, including annual base salary levels, annual and long-term incentive opportunity levels, executive perquisites, benefits and supplemental benefits consistent with compensation policy; monitor the appropriateness and effectiveness of such plans; and make timely reports to the Board of Directors with respect to its actions.

5. The Committee shall annually appraise the performance of the Chairman and the CEO and provide developmental feedback to the CEO. The Committee shall make recommendations to the Board of Directors in regards to the CEO compensation. The CEO shall not be present during deliberations relating to his or her salary.

6. The Committee shall annually evaluate the Executive Officers' and other key executives' compensation levels, including annual and long-term incentive awards pursuant to the Company's Incentive Compensation Program, and determine appropriate payments, giving consideration to (a) measurable performance goals and objectives; (b) an appropriate comparative group; (c) the Company's performance and relative stockholder return; (d) the awards given to the Executive Officers and other key executives in past years; (e) risks related to executive compensation; and (f) such other criteria as it deems appropriate, and make timely reports to the Board of Directors with respect to its actions.

7. The Committee shall review and discuss the Compensation Discussion and Analysis (the "CD&A") and Pay v. Performance disclosures ("P v. P") required to be included in the Company's proxy statement and annual report on Form 10-K by the rules and regulations of the Securities and Exchange Commission (the "SEC") with management and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A and P v. P disclosures be so included.

8. The Committee shall produce the annual Compensation Committee Report for inclusion in the Company's proxy statement in compliance with the rules and regulations promulgated by the SEC.

9. The Committee shall oversee the Company's compliance with SEC rules and regulations regarding shareholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and the requirement under NASDAQ rules that, with limited exceptions, shareholders approve equity compensation plans.

10. The Committee shall approve employment severance plans or other separation arrangements for Executive Officers and other key executives involving consideration in excess of \$200,000.

11. The Committee shall approve employment contracts for Executive Officers or other key executives extending beyond one year.

12. The Committee shall have the sole authority to retain and terminate (or obtain the advice of) any advisor (including compensation consultants, legal, accounting or other advisors) to assist it in the performance of its duties, but only after taking into consideration all factors relevant to the advisor's independence from management, including those specified in the NASDAQ Rules. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any advisor retained by the Committee, and shall have sole authority to approve the advisor's fees and the other terms and conditions of the advisor's retention. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisor retained by the Committee.

13. The Committee shall examine the form and amount of non-management director compensation annually and present its findings and recommendations annually to the Board of Directors. In formulating its recommendations, the Committee shall give consideration to the past director compensation practices, the form and nature of compensation of nonmanagement directors of comparable public companies, and the requirements of independence and potential effect of compensation thereon imposed by law and the NASDAQ Rules.

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

15. The Committee shall make regular reports to the Board.

16. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall annually review its own performance.

17. This Charter shall be interpreted in such a manner as to satisfy the requirements of NASDAQ Rule 5605(d).

Approved by the Lee Enterprises Board of Directors effective March 7, 2024.