CENTURI HOLDINGS, INC.
COMPENSATION COMMITTEE CHARTER

(Approved by the Board of Directors, Effective 11/04/2026)

I. Authority and Purpose

The Compensation Committee ("Committee") of the Board of Directors ("Board") of Centuri Holdings, Inc. (the "Company") is appointed to assist the Board in discharging its responsibilities relating to (i) non-employee director fees and benefit programs; (ii) compensation and benefits of the Chief Executive Officer (the "CEO") and other officers subject to Section 16 of the Securities Exchange Act of 1934, as amended (the "Exchange Act") (collectively, including the CEO, the "Executive Officers"); (iii) oversight of the Company's executive compensation plans, policies and programs as they affect the Executive Officers, and certain compensation and benefits for all employees; and (iv) to produce an annual report on executive compensation for inclusion in the Company's proxy statement, in accordance with applicable 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 Bylaws and by applicable law.

II. Committee Membership

The Committee shall be composed of a minimum of three directors. The Committee members must meet the standards for "independence" established by the Securities and Exchange Commission ("SEC") and the New York Stock Exchange ("NYSE"), and the standards established by the Board from time to time. However, the Company may avail itself of any permitted exemptions from these independence requirements. The Committee shall at all times have at least two members who meet the definition of a "non-employee Director" under Rule 16b-3 ("Rule 16b-3") under the Exchange Act.

To the extent any Committee member does not meet the definition of an independent director under NYSE rules or a "non-employee Director" under Rule 16b-3, such Committee member shall not participate in the approvals and other actions that require the approval of independent directors and/or non-employee directors under the rules of the NYSE or Rule 16b-3.

Committee members shall be elected by the Board and shall serve until their successors shall be duly elected and qualified or until their earlier resignation or death. If any Committee member resigns or ceases to be a director of the Company, the vacancy shall be filled by the vote of the majority of the Board. Committee members may be removed at any time by vote of the majority of the Board.

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.

The Committee Chairperson shall be designated by the Board, or, if it does not do so, the Committee members shall elect a Chairperson by a vote of the majority of the full Committee. The Committee Chairperson may be removed at any time by vote of the majority of the Board.

The Committee shall meet as often as it determines necessary to carry out its responsibilities. The Chairperson of the Board, the Company's CEO or other officer of the Company acting on his or her behalf, the Chairperson of the Committee or any two members of the Committee may call meetings of the Committee upon such notice as is required for special Board meetings in accordance with the Company's Bylaws. A majority of the Committee, but not less than two members shall constitute a quorum for the transaction of business. Unless the Committee by resolution determines otherwise, any action required or permitted to be taken by the Committee may be taken without a meeting if all members of the Committee

consent thereto in writing and the writing or writings are filed with the minutes of the proceedings of the Committee. Members of the Committee may participate in a meeting through use of conference telephone or similar communications equipment, so long as all members participating in such meeting can hear one another, and such participation shall constitute presence in person at such meeting.

The Committee Chairperson will preside at each meeting and, in consultation with the other members of the Committee, the CEO, and other members of senior management 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 (or other member designated by the Chairperson or the Committee in the Chairperson's absence) 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 and make recommendations to the Board, as appropriate. 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 Committee may meet in executive session without the presence of management at any time at its discretion. The CEO will not attend any portion of a meeting at which his or her performance or compensation is deliberated or voted upon, unless specifically invited by the Committee.

The Committee may form and delegate authority to subcommittees, consisting of one or more Committee members, as the Committee may deem appropriate in its sole discretion, provided that any such committee is composed entirely of independent directors and any such committee has a committee charter, if and when required.

IV. Duties and Responsibilities

The following shall be the common recurring duties and responsibilities of the Committee in carrying out its oversight functions. These duties and responsibilities are set forth below as a guide to the Committee with the understanding that the Committee may alter or supplement them as directed by the Board or as appropriate under the circumstances to the extent permitted by applicable law or the rules of the NYSE.

The Committee shall:

a. Annually review and approve the Company's corporate goals and objectives relevant to the CEO’s compensation, evaluate the CEO'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 CEO's compensation level based on this evaluation. Nothing in this Charter shall be construed as precluding discussion of CEO compensation with the Board generally. In determining the incentive component of the CEO's compensation, the Committee will consider the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given to the Company's CEO in past years.

b. Annually review, in consultation with the CEO, the performance of the Company’s other Executive Officers, and review and approve (and, if appropriate, make recommendations to the Board for approval of) the compensation of the other Executive Officers in consultation with the CEO, including annual base salaries, short- and long-term incentive compensation awards (including cash-based and equity-based awards), and perquisites or other personal benefits, except to the extent any such benefit policies or programs apply to Company employees generally. The Committee shall design and administer the Company's executive compensation

program with the goals of attracting and retaining key employees, reinforcing the Company's business strategies and objectives to enhance shareholder value, and administering compensation in a fair and equitable manner consistent with established policies and guidelines.

c. Annually review and make recommendations to the Board with respect to non-employee director compensation. The Committee shall design a non-employee director compensation program with the goal of attracting and retaining qualified individuals and that aligns non-employee director interests with the long-term interests of the Company's shareholders.

d. Administer any provisions applicable to Executive Officers in the Company's incentive compensation plans, equity-based plans, and non-qualified benefit plans as in effect and as adopted from time to time by the Board.

e. For any plans applicable to Executive Officers, recommend to the Board any new incentive compensation plans, equity-based plans, non-qualified benefit plans, or any material changes to existing plans.

f. Review and approve (and, when appropriate, recommend to the Board for approval), any stock option award or other equity-based award to Executive Officers as may be required for complying with any tax, securities, or other regulatory requirement determined to be appropriate or desirable by the Board. Ensure appropriate overall corporate performance measures and goals are set for incentive compensation and equity-based plans and determine the extent that established goals have been achieved and any related compensation earned.

g. Oversee management's annual comprehensive review of the Company's compensation policies, programs and practices for officers and other employees, and review with management the conclusions of that review as to whether these policies, programs and practices encourage unnecessary or excessive risk taking or are reasonably likely to have a material adverse effect on the Company.

h. Perform such other functions and have such other powers consistent with this Charter, the Company's Bylaws, and governing law as the Committee or the Board may deem appropriate.

i. Review and discuss with management the Compensation Discussion and Analysis ("CD&A") and the related executive compensation information, recommend the CD&A and related executive compensation information to be included in the Company's annual report on Form 10-K and proxy statement and prepare the annual Compensation Committee Report for inclusion in the proxy statement.

k. Review and approve, and oversee and monitor compliance with, Company policies with respect to the recovery or "clawback" of compensation.

k. Prepare and issue the evaluation required under "Performance Evaluation" below.

l. Assess the relationships of the Committee and the Company with compensation consultants and advisers regarding independence.

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 include a comparison of the performance of the Committee with the requirements of this charter and shall present the results of the evaluation to the Board. 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 may, in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel, or other adviser and approve the fees and other retention terms of such consultants, counsel, and advisers. The Chairperson of the Committee (or other member designated by the Chairperson of the Committee in the Chairperson's absence) shall immediately report the retention (and the terms thereof) or termination of any such consultant, counsel, or adviser to the Board. The Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any such consultant, counsel, or other adviser retained by the Committee. The Committee, before selecting or receiving advice from a compensation consultant (other than a consultant whose role is limited to consulting on broad-based, nondiscriminatory plans, or who provides only non-customized data, each as described in Item 407(e)(3)(iii) of Regulation S-K under the Exchange Act), legal counsel (other than in-house legal counsel) or other adviser shall review and take into consideration all factors relevant to that person's independence from management, including those factors listed in Section 303A.05(c)(iv) of the NYSE Listed Company Manual, but nothing herein shall require an adviser to be independent under any such standards. The Committee shall annually evaluate whether any such adviser retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K under the Exchange Act. The Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultant, legal counsel or other advisor, and the authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter. The Committee shall receive appropriate funding from the Company, as determined by the Committee, for payment of (i) reasonable compensation to such consultants, counsel, and advisers retained by the Committee, and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

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