



## **Compensation Committee of the Board of Directors Committee Charter**

### **Purpose**

The Compensation Committee is authorized by the Board to discharge the Board's responsibilities relating to compensation of the Company's CEO, Executive Chair (if any), senior vice presidents and corporate vice presidents (collectively, "executives") and directors. The Committee has overall responsibility for evaluating and approving the director and executive compensation, benefit and perquisite plans.

As required under applicable securities laws and rules, the Compensation Committee shall review the Compensation Discussion and Analysis section (the "CD&A") in the Company's annual proxy statement, discuss the CD&A with the Company's management, and recommend to the Board that the CD&A be included in the Company's annual report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C. The Committee also shall produce a Compensation Committee Report for inclusion in the Company's annual proxy statement and other filings, stating that the Committee has taken the actions described in the preceding sentence. The Committee shall have full access to all books, records, facilities and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge the responsibilities hereunder, including human resources, legal counsel or other personnel assisting in the preparation of the Company's filings with the SEC.

### **Committee Membership**

The Compensation Committee shall consist of no fewer than three directors appointed by the Board of Directors, all of whom in the judgment of the Board of Directors shall be independent. The members of the Committee shall be appointed by and serve at the discretion of the Board. Subject to the foregoing, the Board shall determine the size of the Compensation Committee and fill any vacancies. . A person may serve on the Compensation Committee only if the Board of Directors determines he or she is a "non-employee director" under Rule 16b-3 of the Securities Exchange Act of 1934 and meets the independence requirements in the Nasdaq Stock Market Rules ("Nasdaq Rules"). One member of the Compensation Committee will serve as the Chairperson of the Compensation Committee. The Chairperson (or in his or her absence, a member designated by the Chairperson) shall preside at all meetings of the Committee. Only members of the Compensation Committee may vote on matters in this Charter.

### **Committee Authority and Responsibilities**

1. Except as otherwise stated in this Charter, the Compensation Committee shall review and approve, for the executives:
  - a. the annual base salary level;
  - b. the annual incentive opportunity level;
  - c. the long-term incentive opportunity level (including equity-based compensation);
  - d. employment agreements, severance arrangements, and change in control

agreements/provisions, in each case as, when and if appropriate; and

- e. any special, supplemental or nonqualified benefits or other perquisites relating to the executives of the Company.
2. Based upon the Compensation Committee's evaluation and other information it deems relevant, the Committee shall recommend to the independent directors the annual base salary level, annual incentive opportunity level and long-term incentive opportunity level for the Company's CEO and, if appointed, the Executive Chair. Based upon the CEO's and the Executive Chair's performance in light of annual incentive goals and objectives approved by the independent director, the independent directors annually shall evaluate the performance of the CEO and, if appointed, the Executive Chair, determine the annual incentive awards for each. Decisions of the independent directors on such compensation shall be communicated to the Compensation Committee and recorded in the minutes of the Compensation Committee.
3. The Compensation Committee shall establish and periodically review the Company's executive compensation philosophy and peer group to be used in a comparative analysis of the compensation of executives. The Compensation Committee shall monitor and consider developments in compensation matters.
4. In determining or recommending the base salary, annual incentive and long-term incentive components of the compensation for each of the executives, the Compensation Committee will consider multiple factors as the Committee deems appropriate which may include, but are not limited to, the experience, skills, seniority, knowledge and responsibilities of the executive and the executive's individual performance assessment provided by the CEO, the Company's performance and relative shareholder return, the value of similar incentive awards to the executives at comparable companies, and the awards given in past years.
5. The Compensation Committee shall review quarterly reports from management on the appointment of Divisional Vice Presidents, whose appointment and compensation are delegated to the CEO, subject to guidelines and policies established by the Compensation Committee.
6. The Compensation Committee shall review periodically Company-wide compensation practices and procedures.
7. The Compensation Committee shall review not less than every two years and make recommendations to the Board periodically with respect to the compensation of all non-employee directors, including any compensation under the Company's equity-based plans. In determining non-employee director compensation, the Compensation Committee shall consider, among other things, market practices of comparable companies.
8. The Compensation Committee shall administer all Company plans that provide for awards of stock options, restricted stock, restricted stock units, performance shares, performance stock units or other similar stock-based awards, including plans that provide awards to employees and non-employee directors, unless otherwise provided for in the plans. In that regard, the Compensation Committee (or its designee), shall:
  - a. Determine (i) the individuals, including executives, key performers and other employees of the Company and of its subsidiaries to whom grants shall be awarded under such plans, (ii) the number of shares to be covered by such awards, (iii) the

- vesting of the awards and (iv) the time or times at which such awards shall be made;
- b. Consider the recommendations of senior management as to the individuals to whom grants shall be awarded and the number of shares to be covered by such awards, except that neither the CEO and nor the Executive Chair, if any, shall recommend awards for the CEO or the Executive Chair;
  - c. Interpret such plans, in its sole discretion;
  - d. Delegate authority to grants awards as permitted under the plans; and
  - e. Adopt, amend and rescind any rules and regulations pertaining to such plans as the Compensation Committee deems appropriate.
9. The Compensation Committee shall establish and periodically review policies and procedures on the granting of equity awards.
  10. The Compensation Committee shall adopt and oversee the application of policies regarding the adjustment or recovery of incentive awards or payments that comply with SEC and Nasdaq Rules.
  11. The Compensation Committee may consider the accounting and tax treatment, to the Company and the executive or employee, of each particular element of compensation.
  12. The Compensation Committee may consider compensation or amounts realizable from current and prior awards and programs (*e.g.*, gains from prior option or stock awards) in setting other elements of compensation.
  13. The Compensation Committee shall periodically review succession planning for executives, other than the CEO or, if appointed, the Executive Chair. The independent directors retain responsibility for periodically reviewing succession planning for the CEO, and, if appointed, the Executive Chair.
  14. The Compensation Committee shall review the results of any say on pay votes and consider whether to make or recommend adjustments to the Company's executive compensation policies and practices as a result of such votes.
  15. The Compensation Committee shall review and reassess the adequacy of this Charter annually, recommend revisions to this Charter, if any, to the Board, and conduct a bi-annual performance evaluation of the Committee.
  16. The Compensation Committee shall have oversight over the Saving Plan Committee's activities, annually review the Savings Plan Committee Charter and annually receive a report from Savings Plan Committee.
  17. The Compensation Committee shall oversee compensation-related risks on a Company-wide basis by receiving and reviewing reports from management or others designated by the Compensation Committee regarding the Company's compensation policies and practices and assessments of whether they are reasonably likely to have a material adverse effect on the Company and support the strategies and objectives of the Company.
  18. If the Company owns or leases corporate aircraft for use by one or more executives, the Compensation Committee shall oversee usage of corporate aircraft, and adopt policies with

respect to such usage. Such policy may include guidelines for an executive traveling with one or more other executives in the same aircraft as appropriate for risk mitigation.

19. The Compensation Committee shall discuss policies and guidelines with respect to risk assessment and risk management as delegated to the Compensation Committee by the Board, including those related to ESG matters, and the steps management has undertaken to control them.

### **Governance and Operations**

20. No executive shall attend that portion of any meeting where such executive's performance or compensation is discussed, unless specifically invited by the Compensation Committee. Meetings to determine the compensation of the CEO and Executive Chair must be held in executive session. Meetings to approve the recommendations of the CEO with respect to the compensation of executives other than the Executive Chair may be attended by the CEO.
21. The Compensation Committee shall make regular reports to the Board. The Compensation Committee shall meet not less than four times annually to fulfill its responsibilities and shall convene in executive session from time to time as deemed necessary or appropriate by the Committee. The Compensation Committee shall keep minutes of its meetings.
22. The Compensation Committee shall have the sole authority to retain and terminate a compensation consultant to be used to assist in the evaluation of director and or executive compensation and shall have sole authority to approve the consultant's fees and other retention terms. The Company shall provide for appropriate funding, as determined by the Committee in its sole discretion, for the payment of reasonable compensation to the Consultant retained by the Committee or other related vendors. The Compensation Committee shall also have authority to obtain advice and assistance from internal or external legal, accounting or other advisors or assistants as deemed appropriate or necessary by the Committee. The Compensation Committee shall periodically assess the independence of any compensation consultant, external legal counsel, accountant and other advisors, taking into account such factors as required by applicable Nasdaq Rules, the Exchange Act, and such other factors as the Compensation Committee determines are relevant. The Compensation Committee will consider whether a conflict of interest exists with its compensation consultant based on consideration of these independence factors. This paragraph shall not be construed to require the Compensation Committee (a) to retain any compensation consultant or external legal counsel, or (b) if any compensation consultant and/or external legal counsel is retained, to implement or act consistently with the advice or recommendations of the compensation consultant or other advisor; or to affect the ability or obligation of the Compensation Committee to exercise its own judgment in fulfillment of its duties.
23. The Compensation Committee may form and delegate authority to any subcommittee(s) or any other person(s) when appropriate. Members of a subcommittee shall be in compliance with applicable law, regulations and stock market rules.

The Committee also shall undertake such additional activities within the scope of its functions as the Committee may from time to time determine or as may otherwise be required by law, the Company's by-laws or charter or by directive of the Board.

## **Miscellaneous**

Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the Board members or Compensation Committee members. The purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules and the Compensation Committee is encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities.

Amended: July 26, 2024