

# **CHART INDUSTRIES, INC.**

## **CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS**

**Revised March 2025**

### **PURPOSE**

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Chart Industries, Inc. (the “Company”) is appointed by the Board to discharge the Board’s responsibilities relating to compensation of the Company’s executives, administration of equity compensation plans and oversight of related responsibilities.

### **COMMITTEE MEMBERSHIP**

The Committee shall be composed of at least three members of the Board. A director shall not serve as a member of the Committee if the Chief Executive Officer (“CEO”) or another executive officer of the Company serves on the compensation committee of another company that employs that director as an executive officer. Each member of the Committee shall be independent in accordance with the provisions of Rule 10C-1(b)(1) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the rules of the New York Stock Exchange (the “NYSE”).

Additionally, no director may serve unless he or she (i) is a “Non-Employee Director” for purposes of Rule 16b-3 under the Exchange Act, and (ii) satisfies the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended. The members of the Committee shall be appointed by the Board upon the recommendation of the Nominations and Corporate Governance Committee and shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation, retirement, removal from office or death. The members of the Committee may be removed, with or without cause, by a majority vote of the Board. The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate and in the best interests of the Company, provided that any such subcommittee shall be composed entirely of independent directors and shall have a written charter. The composition of the Committee shall be reviewed annually by the Board.

Unless a Chairman is elected by the full Board, the members of the Committee shall designate a Chairman by majority vote of the full Committee membership. The Chairman shall be entitled to cast a vote to resolve any ties. The Chairman shall chair all regular sessions of the Committee and set the agendas for the Committee meetings.

A majority of the members shall represent a quorum of the Committee, and, if a quorum is present, any action approved by at least a majority of the members present shall represent the valid action of the Committee.

## **MEETINGS**

The Committee shall meet as often as appropriate to fulfill its duties and responsibilities. Written minutes of the Committee will be approved by the Committee and maintained. The Committee may request any officer or employee of the Company, or the Company's outside advisors, or any special counsel or advisors to attend a meeting of the Committee or to meet with any members of, or consultants to, the Committee. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities.

All meetings of the Committee may be held telephonically or by similar communications equipment by which all persons participating in the meeting can hear each other and such participation in a meeting shall constitute presence in person at such meeting. The Committee may also act by unanimous written consent.

## **COMMITTEE AUTHORITY AND RESPONSIBILITIES**

The Committee shall report its activities to the Board on a regular basis and make such recommendations as the Committee deems necessary or appropriate. The Committee shall have the authority, to the extent it deems necessary or appropriate in its sole discretion, to select and retain a compensation consultant, outside legal counsel or other advisors to assist in the execution of its duties and responsibilities set forth in this charter, including the evaluation of CEO and executive compensation, but only after taking into consideration the factors relevant to the consultation, legal counsel and/or advisor's independence from management specified in applicable NYSE rules, as well as the following six factors:

- the provision of other services to the Company by the advisor's employer;
- the amount of fees received from the Company by the advisor's employer, as a percentage of total revenues of the advisor's employer;
- the policies and procedures of the advisor's employer that are designed to prevent conflicts of interest;
- any business or personal relationship of the advisor with a member of the Committee;
- any stock of the Company owned by the advisor; and
- any business or personal relationship of the advisor or the advisor's employer with an executive officer of the Company.

Notwithstanding the foregoing, nothing in this charter requires a compensation consultant or other advisor to the Company to be independent. The Committee may select or receive advice from any compensation consultant or other advisor it prefers, including ones that are not independent, after considering the six independence factors listed above.

The Committee shall have sole authority to retain, oversee the work of and terminate any

such consulting firm, legal counsel or other advisor, including sole authority to approve fees and other retention terms. The fees and costs of any consultant, legal counsel or advisor engaged by the Committee to assist the Committee in performing its duties hereunder and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties shall be borne by the Company. The Committee also shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3) 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 such compensation consultant, legal counsel or other advisors, 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 review and reassess the adequacy of this charter annually and recommend any proposed changes to the Board for approval. The Committee shall at least annually evaluate the Committee's own performance and report to the Board on such evaluation. This charter shall be published on the Company's website and available in written form upon request.

In addition to any other responsibilities which may be assigned from time to time by the Board, the Committee, to the extent it deems necessary or appropriate, shall:

- Review and approve the Company's goals and objectives relevant to the compensation of the CEO and other executive officers, evaluate the performance of the CEO and other executive officers in light of those goals and objectives, and have sole authority to determine and approve the compensation level of the CEO and other executive officers based on this evaluation (including salary, bonus, incentive and equity compensation), competitive market data pertaining to the compensation of the CEO and other executive officers at comparable companies, and such other factors as it shall deem relevant and in the best interests of the Company and its stockholders. In evaluating and determining CEO and executive compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act. The CEO shall not be present during any Committee deliberations or voting with respect to his or her compensation;
- Consider the Company's performance and relative stockholder return, the value of similar incentive awards to the CEOs at comparable companies, and the awards given to the Company's CEO in past years when determining the long-term component of the Company's CEO's compensation;
- Review and make recommendations to the Board with respect to stockholder proposals;
- Oversee the Company's compliance with the rules and regulations of the Securities and Exchange Commission (the "SEC") regarding stockholder approval of executive compensation matters, including the most recent Say on Pay Vote and the most recent stockholder advisory vote on the frequency of

future Say on Pay Votes;

- Monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers;
- Review and recommend for approval by the Board for approval the frequency with which the Company will conduct future Say on Pay Votes, taking into account the results of the most recent stockholder advisory vote on the frequency of future Say on Pay Votes, and review and approve the proposals regarding the Say on Pay Vote and the frequency of future Say on Pay Votes to be included in the Company's annual proxy statement;
- Review and make recommendations to the Board with respect to approving policies, plans and programs (including adopting, amending and terminating such policies, plans and programs) for executive officers, including incentive compensation plans and equity-based compensation plans, retirement, health and welfare and other plans;
- Review and discuss the Compensation, Discussion and Analysis (the "CD&A") required to be included in the Company's annual proxy statement and annual report on Form 10-K with management and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included;
- Produce an annual report on executive compensation as required by the rules and regulations of the SEC, NYSE and other applicable regulatory bodies each, as amended from time to time, for inclusion in the Company's annual proxy statement and/or annual report on Form 10-K and oversee any other applicable compensation reporting requirements of the SEC;
- Review and approve employment contracts and other similar arrangements between the Company and its executive officers, which includes the ability to adopt, amend and terminate such agreements and arrangements;
- Establish and periodically review policies involving perquisites to executive officers;
- Approve the appointment and removal of trustees and investment managers for pension fund assets;
- Review and consult with the Company's CEO on the selection of officers and evaluation of executive performance and other related matters;
- Oversee the administration of equity-based compensation plans and other incentive compensation plans, including any director equity awards as the Nominations and Corporate Governance Committee may direct;

- Review the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and compensation, and evaluate compensation policies and practices that could mitigate any such risk;
- Determine stock ownership guidelines for the CEO and other executive officers and monitor compliance with such guidelines;
- Oversee, in conjunction with the Board, engagement with stockholders and proxy advisory firms on executive compensation matters; and
- Handle such other matters that are specifically delegated to the Committee by the Board from time to time.