

# Compensation & Human Capital Committee Charter



February 2023

Under a delegation of authority from the Board of Directors, the Compensation and Human Capital Committee (the "Committee") shall be responsible for the following:

- A. Discharging the Board of Directors' responsibilities relating to compensation of the Corporation's executive officers<sup>1</sup> and other key employees.
- B. Succession planning for the CEO role and other key managers.
- C. Oversight of the Company's talent management and diversity, equity and inclusion initiatives.
- D. Overseeing the evaluation of management.

## Composition of the Committee

The members of the Committee shall be nonaffiliated, independent directors, as such term is defined by the New York Stock Exchange (the "NYSE"), shall be appointed by the Board of Directors, and shall not be officers or employees of the Corporation or have an immediate family member who is an executive officer of the Corporation (or be former officers or employees or have an immediate family member who is a former executive officer of the Corporation until three years after the employment relationship has ended). At least two of the directors appointed to serve on the Committee shall be "non-employee directors" (within the meaning of Rule 16b-3 promulgated under the Exchange Act) and "outside directors" (within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended, and the regulations thereunder). The Chairman of the Committee shall be designated by the Board of Directors.

The Board of Directors, in selecting the members of the Committee, shall make an affirmative determination that each member is independent and that no member has a material relationship with the Corporation (either directly or as a partner, shareholder or officer of an organization that has a material relationship with the Corporation). In addition, in affirmatively determining the independence of any director who will serve on the Committee, the Board of Directors must consider all factors specifically relevant to determining whether a director has a relationship to the Corporation which is material to that director's ability to be independent from management in connection with the duties of a member of the Committee, including, but not limited to: (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Corporation to such director; and (ii) whether such director is

<sup>1</sup> The term "executive officer" has the meaning specified for the term "officer" in Rule 16a-1(t) under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

affiliated with the Corporation, a subsidiary of the Corporation or an affiliate of a subsidiary of the Corporation.

Members of the Committee may be removed, with or without cause, at any time upon majority vote of the Board of Directors.

### **Power and Authority**

The Committee is authorized to fix the compensation of executive officers of the Corporation, to establish and administer the annual incentive plan or plans applicable to executive officers of the Corporation, to administer the equity incentive plans and deferred compensation plans of the Corporation as may from time to time be acquired or adopted, and to administer the other benefit plans of the Corporation for which the Committee is specifically designated as the administrator after the date of this Committee Charter. In connection therewith, the Committee shall have sole authority to retain or obtain the advice of a compensation consultant, independent legal counsel or other adviser. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, independent legal counsel or other adviser retained by the Committee.

The Corporation will provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to a compensation consultant, independent legal counsel or any other adviser retained by the Committee.

The Committee may select a compensation consultant, legal counsel or other adviser to the Committee only after taking into consideration, all factors relevant to that person's independence from management, including the following:

- A. The provision of other services to the Corporation by the person that employs the compensation consultant, legal counsel or other adviser;
- B. The amount of fees received from the Corporation by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- C. The policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- D. Any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- E. Any stock of the Corporation owned by the compensation consultant, legal counsel or other adviser; and
- F. Any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an executive officer of the Corporation.

In carrying out its purposes and in exercising its power and authority as provided in this charter, the Committee shall have and may exercise all the powers and authority of the Board of Directors to the extent permitted under Section 14-2-825 of the Georgia Business Corporation Code. The Committee shall have the authority to delegate its duties and responsibilities to subcommittees as it deems necessary or advisable. The Committee also shall have the authority to obtain advice and assistance from internal or external legal, accounting or other advisors.

In addition to the indemnification, exculpation, and similar provisions contained in the Corporation's articles of incorporation and by-laws or in statutory and common law and in addition to applicable insurance, each member of the Committee shall, in the performance of such member's duties, be fully protected in relying on information, opinions, reports or statements prepared or presented by any of the Corporation's officers or employees, or committees of the Board of Directors or by any other person as to matters the member reasonably believes are within such other person's professional or expert competence, all to the extent permitted by Section 14-2-830 of the Georgia Business Corporation Code.

### **Duties and Responsibilities Relative to Compensation and Benefits.**

The Committee is responsible for making decisions with respect to the Corporation's executive compensation policies and equity-based compensation, including salaries, wages, bonuses, stock options, other incentive awards and other benefits for executive officers of the Corporation and equity based compensation for other key employees of the Corporation. The Committee shall determine on an annual basis the compensation to be paid to the Chief Executive Officer and each of the other executive officers of the Corporation.

In performing this function, it shall be the objective of the Committee to: (i) encourage the achievement of the Corporation's performance objectives by providing compensation which directly relates to the performance of the individual and the achievement of internal strategic objectives; (ii) establish compensation policies and guidelines that will attract and retain qualified personnel through an overall level of compensation opportunity that is competitive within the Corporation's industry; and (iii) promote a direct relationship between compensation and the Corporation's performance by facilitating executive officer stock ownership through stock options and other equity-based awards. In determining the long-term incentive component of executive officer compensation, the Committee shall consider the Corporation's performance and relative shareholder return, the value of similar incentive awards to executive officers at comparable companies, and the awards given to the Corporation's executive officers in prior years.

Specifically, the Committee shall:

1. Annually review and approve corporate goals and objectives relevant to Chief Executive Officer compensation, evaluate the Chief Executive Officer's performance in light of those goals and objectives, and set the Chief Executive Officer's compensation level based on this evaluation.
2. Annually review and approve base salary and incentive bonus levels of the other executive officers of the Corporation, after having received the

recommendations of the Corporation's Chief Executive Officer.

3. Annually establish performance goals and target awards and otherwise administer any annual incentive plan or plans applicable to executive officers of the Corporation.

4. Administer the Corporation's equity-based incentive compensation plans and deferred compensation plans and the other benefit plans of the Corporation for which the Committee is specifically designated as the administrator after the date of this Committee Charter, fulfilling such duties and responsibilities as are set forth in such plans.

5. Review and approve stock options and other awards under the incentive plans of the Corporation, after having received the recommendations of the Corporation's Chief Executive Officer.

6. Review and discuss the risk involved in the Corporation's compensation policies and practices and the relationship of such policies and practices to the Corporation's overall risk and management of that risk.

7. Review and discuss Director compensation and propose changes to the Board for approval.

8. Produce a report as required by the SEC to be included in the Corporation's annual proxy statement or annual report on Form 10-K filed with the SEC, stating whether the Committee has reviewed and discussed with management the Compensation Discussion and Analysis required to be filed with the Corporation's annual proxy statement or annual report on Form 10-K and stating whether, based on such review and discussion, the Committee recommended to the Board of Directors that the Compensation Discussion and Analysis be included in the annual proxy statement or the annual report on Form 10-K.

9. Perform such other duties as shall be delegated to it by the Board of Directors.

### **Duties and Responsibilities Relative to Succession Planning**

The Committee shall oversee the development and implementation of succession plans for senior management as well as the CEO. The process shall include evaluations and recommendations for senior management and CEO development and succession on a regular basis. If an external search firm is used by the Committee or the Board for assistance with CEO succession planning, the Committee will instruct the search firm to include in its initial slate of candidates for CEO qualified candidates who reflect diverse backgrounds, including diversity of gender and race and/or ethnicity.

### **Duties and Responsibilities Related to Human Capital**

The Committee shall oversee and guide the strategy of the Company's human capital programs and processes. The Committee shall periodically review the Company's diversity and inclusion initiatives and assess the corporate culture.

## **Committee Meetings and Reports to the Board of Directors**

The Committee shall meet at least twice per year. Minutes shall be kept of each meeting of the Committee. The Chief Human Resources Officer will function as the management liaison officer to this Committee.

The Committee shall report to the Board of Directors periodically or as required by the nature of its duties or its activities and shall make recommendations to the Board of Directors as the Committee reasonably determines are necessary or appropriate.

## **Annual Review and Assessment**

On an annual basis, the Committee shall (i) perform an evaluation and assessment of the Committee and its performance in connection with its duties and responsibilities and (ii) review, assess the adequacy of and approve this Committee Charter. The Committee shall report the results of such evaluation to the Board of Directors and recommend any proposed changes to the Board of Directors for approval.