

MUELLER INDUSTRIES, INC.
COMPENSATION AND PERSONNEL DEVELOPMENT COMMITTEE

CHARTER

Statement of Policy

The Compensation and Personnel Development Committee (the “Compensation Committee”) of the Board of Directors of Mueller Industries, Inc. (the “Company”) shall provide assistance to the Board of Directors in discharging the Board of Directors’ oversight responsibilities relating to executive and employee compensation and benefits; management organization; employee recruitment, engagement and retention; training and talent development; performance evaluation; succession planning; workplace culture; and employee health and safety.

Organization

The members of the Compensation Committee shall be appointed by the Board of Directors from time to time after considering the recommendation of the Company’s Nominating and Corporate Governance Committee and upon a determination by the Board of Directors that the nominees meet all required qualifications for Compensation Committee membership, including satisfying the independence requirements set forth in Section 303A.02(a)(ii) of the NYSE’s Listed Company Manual. Members of the Compensation Committee may be removed by the Board of Directors. The Compensation Committee shall meet on the call of its Chairman. The Compensation Committee has the authority to retain and terminate advisors to assist in discharging its duties, including the authority to approve such advisors’ fees and retention terms. Half of the members of the Compensation Committee shall be a quorum to transact business. The Nominating and Corporate Governance Committee will recommend to the Board of Directors, and the Board of Directors will designate, the Chairman of the Compensation Committee.

Committee Purpose and Responsibilities

In discharging its responsibilities for executive and employee compensation and benefits; management organization; employee recruitment, engagement and retention; training and talent development; performance evaluation; succession planning; workplace culture; and employee health and safety, the Compensation Committee shall have direct responsibility to:

- Consider and authorize the compensation philosophy for the Company’s personnel.
- Review and approve goals, metrics and objectives relevant to the compensation of the Company’s named executive officers (NEOs), evaluate the NEOs’ performance in light of determined goals and objectives and, either as a committee or together with other independent directors (as directed by the Board of Directors), determine and approve NEO compensation based on this evaluation.
- Nothing in this Charter shall be construed as precluding discussions of NEO compensation with the Board of Directors generally, as it is not the intent of this Charter to impair communication among members of the Board of Directors.

- Annually discuss the chief executive officer's evaluation of the performance of other NEOs and key business and operational leaders of the Company and its principal subsidiaries (collectively, "Key Personnel"), and review the chief executive officer's recommendation for, and approve all aspects of, the compensation for Key Personnel, including, without limitation, negotiating and approving employment, retention, change in control, severance, and/or similar arrangements and any amendments to any of the foregoing, adopting new non-equity incentive compensation plans and any amendments to such plans, establishing performance criteria for the payment of bonuses or the grant of equity or other awards, and awarding discretionary bonuses.
- Annually review and approve perquisites for the chief executive officer and senior management.
- Receive periodic reports, and consider and make recommendations to the Board of Directors on matters relating to management organization; employee recruitment, engagement and retention; training and talent development; performance evaluation; succession planning; workplace culture; and employee health and safety.
- Prepare and approve the report of the Compensation Committee for inclusion in the Company's proxy statement.
- Review and recommend for approval by the Board (a) the Company's approach with respect to the advisory vote on executive compensation ("say-on-pay") and (b) how frequently the Company should permit stockholders to have a say-on-pay, taking into account the results of stockholder votes on the frequency of say-on-pay resolutions at the Company. The Compensation Committee also shall review the results of say-on-pay resolutions and consider any implications.
- Make recommendations to the Board of Directors with respect to the Company's employee benefit plans.
- Administer incentive, deferred compensation and equity based plans.
- Annually review and update this Charter for consideration by the Board of Directors.
- Annually evaluate performance and function of the Compensation Committee.
- Report the matters considered and actions taken by the Compensation Committee to the Board of Directors.
- Review and analyze potential risks associated with the Company's compensation plans and programs.
- Adopt a policy or policies pursuant to which incentive compensation paid to the Company's current or former NEOs and Key Personnel will be disgorged in the event that the Company is required to prepare an accounting restatement due to non-

compliance with financial reporting requirements.

- Select, retain, terminate and approve the fees and other retention terms of special counsel or other compensation experts or consultants, as it deems appropriate. The Compensation Committee may retain such compensation experts or consultants only after assessing such expert's or consultant's independence in accordance with applicable NYSE or SEC rules and regulations.

A copy of this Charter will be made available on the Company's website at www.muellerindustries.com.

Revised: February 17, 2023