

**Matthews International Corporation**  
**Compensation Committee Charter**  
as Amended through April 22, 2024

**Statement of Purpose**

The Compensation Committee (the “Committee”) is a standing committee of the Board of Directors (the “Board” or the “Board of Directors”) of Matthews International Corporation (the “Company”). The purpose of the Committee is to discharge the Board’s responsibility as the Board and Committee decide matters related to compensation of the Company’s executive officers and such other employees as the Committee may determine and related matters. The Committee shall also produce an annual report of the Company’s compensation practices for inclusion in the annual proxy statement in accordance with applicable rules and regulations.

**Authority**

The Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of a compensation consultant as necessary to assist with the execution of its duties and responsibilities as set forth in this Charter. The Committee shall set the compensation, and oversee the work, of the compensation consultant. The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of outside legal counsel and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. The Committee shall set the compensation, and oversee the work, of its outside legal counsel and other advisors, including any compensation consultant engaged by the Committee in accordance with Rule 10C-1(b)(2), (3) and (4)(i)-(iv) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) and Rule 5605 of The Nasdaq Stock Market LLC (“Nasdaq”). The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its compensation consultants, outside legal counsel and any other advisors. However, 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 to the Committee, 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 evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K. Any compensation consultant retained by the Committee to assist with its responsibilities relating to executive compensation shall not be retained by the Company for any compensation or other human resource matters (other than by the Governance and Sustainability Committee with respect to director compensation). In discharging its responsibilities, the Committee shall have full access to any relevant records of the Company and may also request that any officer or other employee of the Company, including the Company’s senior compensation or human resources executives, the Company’s outside counsel or any other person meet with any members of, or consultants to, the Committee.

## **Membership**

The Committee shall be comprised of not less than three members, each of whom shall be appointed by the Board based on the recommendation from the Governance and Sustainability Committee. Each member shall (i) be a member of the Board of Directors, (ii) be independent and qualified under standards established by applicable law and stock exchange listing standards, and (iii) meet the requirements of a non-employee director for purposes of Section 16 of the Securities Exchange Act of 1934, as amended. Except in any such member's capacity as a member of the Committee, the Board of Directors, or any other board committee, no member shall accept any consulting, advisory, or other compensatory fee from the Company, or be an affiliated person of the Company or any subsidiary thereof.

The members of the Committee shall be appointed by the Board based on the recommendations from the Governance and Sustainability Committee. The members of the Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member from the Committee at any time with or without cause.

The Board of Directors shall appoint a Chairperson of the Committee to serve for such term as the Board may determine or until earlier resignation or death. The Board may remove any Chairperson of the Committee at any time with or without cause.

## **Meetings**

The Committee will meet at least three times each year, with authority to convene additional meetings as circumstances require. All Committee members are expected to attend each meeting, in person or via teleconference. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board. If requested by any member of the Committee, time shall be allotted for an executive session of Committee members only and any executives or outside advisors they might want to invite.

## **Responsibilities**

The following shall be the principal responsibilities of the Committee:

1. Policies and Procedures on Executive Compensation. The Committee shall make recommendations to the Board and to the boards of the Company's subsidiaries on all matters of policy and procedures relating to executive compensation.
2. Compensation of CEO. The Committee shall establish the CEO's goals and objectives and compensation (including salary, annual incentives and long-term incentives) level based on the Committee's performance evaluation of the CEO. In evaluating and determining CEO compensation, the Committee shall consider the results of the most recent shareholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act. The CEO shall not be present during voting or deliberations on the CEO's compensation. The Committee Chairperson shall communicate any compensation adjustments to the CEO each year.

3. Compensation of Executive Officers and Succession Planning. The Committee shall review and approve the compensation of the other executive officers. In evaluating and determining executive compensation, the Committee shall consider the results of the most recent Say on Pay Vote. The Committee will review succession planning for the executive officers annually.
4. Post-Service and Change-in-Control Arrangements. The Committee shall evaluate the post-service or change-in-control arrangements and benefits of the CEO and other executives and their reasonableness in light of practices at comparable companies and any benefits received by the Company in connection with such arrangements.
5. Incentive Compensation Plans. The Committee shall make recommendations to the Board of Directors with respect to the establishment and terms of the Company's incentive compensation plans and equity-based plans and shall administer such plans, including the approval of grants under such plans, including grants of options, stock appreciation rights, restricted stock and other incentives under those plans. In reviewing and making recommendations regarding incentive compensation plans and equity-based plans, including whether to adopt, amend or terminate any such plans, the Committee shall consider the results of the most recent Say on Pay Vote.
6. Confirmation of Performance Levels. The Committee shall timely confirm as to the meeting of applicable performance levels under the Company's incentive compensation plans.
7. Approval of Report for Proxy Statement. The Committee shall also review and discuss with management the Compensation Discussion and Analysis ("CD&A") and related executive officer compensation information, recommend that the CD&A and related executive officer compensation information be included in the Company's annual report on Form 10-K and annual proxy statement and produce the compensation committee report on executive officer compensation required to be included in the Company's proxy statement for the annual shareholders' meeting or annual report on Form 10-K, as applicable.
8. Benefit Plans. The Committee shall create, amend, and terminate, subject to shareholder approval if required, officer benefit plans and employee benefit plans, except for the authorization to issue additional shares of the Company's common stock which authority is reserved for the Board. The Committee shall have the authority to appoint and terminate the named fiduciary or fiduciaries of such plans and shall monitor their performance, unless such fiduciaries are specified in the constituent plan documents.
9. Risk Management. The Committee shall review the Company's incentive compensation arrangements to ensure that they do not encourage excessive risk-taking; to review and discuss at least annually the relationship between risk management policies and practices and compensation; and to evaluate compensation policies and practices that could mitigate any such risk.

10. “Clawback” Policies and Matters. The Committee shall review and maintain, and approve any revision to, any “clawback” policy that requires or allows the Company to recoup incentive compensation received by Company employees. The Committee shall also, to the extent it deems appropriate, review all written recommendations regarding “clawbacks” of incentive compensation and determining the extent, if any, to which incentive-based compensation of the relevant Company employee should be reduced or extinguished.
11. Stock Ownership Guidelines. The Committee may determine stock ownership guidelines for the CEO and other executive officers, monitor compliance with such guidelines, and determine any penalties related to failure to comply with such guidelines, including ineligibility to participate in certain compensation arrangements.
12. ESG. Oversee, in conjunction with the Governance and Sustainability Committee and the Audit Committee (as determined by the Board), the Company’s sustainability and ESG-related engagement efforts with shareholders, other key stakeholders and proxy advisory firms.
13. Delegation. The Committee may delegate any of its responsibilities to a subcommittee comprised of one or more members of the Committee. In addition, the Committee may delegate to Company officers or a committee of employees any of its responsibilities with respect to non-equity-based plans including, but not limited to, plans created pursuant to the Employee Retirement Income Security Act of 1974 and employment practices created consistent with the various state laws.
14. Other Delegated Responsibilities. The Committee shall also carry out such other duties that may be delegated to it by the Board of Directors from time to time or as may be required by applicable law or the Nasdaq rules.
15. Review of Charter. The Committee shall reassess and report to the Board on the adequacy of this Charter on an annual basis.
16. Performance Evaluation. The Committee shall conduct an annual evaluation of the performance of its duties under this charter and shall present the results of the evaluation to the Governance and Sustainability Committee. The Committee shall conduct this evaluation in such manner it deems appropriate.

Nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the members of the Committee, except to the extent otherwise provided under the applicable laws of the Commonwealth of Pennsylvania which set the legal standard for the conduct of the members of the Committee.