

JBT MAREL CORPORATION
CHARTER OF THE COMPENSATION AND HUMAN RESOURCES COMMITTEE
OF THE BOARD OF DIRECTORS

Purpose of the Compensation and Human Resources Committee

The Compensation and Human Resources Committee (the “Committee”) is a committee of the Board of Directors (the “Board”) of JBT Marel Corporation (the “Company”). The purpose of the Committee shall be to provide assistance to the Board in fulfilling its responsibilities by providing oversight of executive compensation policies and design practices, the alignment of pay and performance, total compensation for the Chief Executive Officer, compensation levels of executive officers and non-employee directors, and the Company’s benefit plans. The Committee shall also provide oversight of the Company’s human capital management policies, programs, and initiatives. In doing so, the Committee shall report regularly to the Board.

In discharging its duties and responsibilities, the Committee is empowered to investigate any matter with full access to all books, records, facilities, and personnel of the Company, and has the authority to engage compensation consultants, independent legal counsel and other advisors (“Advisors”) (and the Committee shall have the sole authority to retain, oversee and terminate any such Advisor and to approve such Advisor’s fees and other retention terms) as it determines is necessary to carry out its duties. When selecting Advisors, the Committee must consider factors affecting the independence of the applicable Advisor identified in the listing standards established by the New York Stock Exchange, including (1) whether the Advisor’s firm provides other services to the Company, (2) the amount of fees from the Company received by the Advisor’s firm relative to the total revenue of the Advisor’s firm, (3) conflict-of-interest policies of the Advisor’s firm, (4) any business or personal relationships between the Advisor and members of the Committee, (5) any stock of the Company owned by the Advisor and (6) any relationships between the Advisor or the Advisor’s firm and an executive officer of the Company, along with any other factor required to be considered by the New York Stock Exchange, the Securities and Exchange Commission (the “SEC”), Nasdaq Iceland, or other applicable securities exchange.

Composition

The Committee shall be comprised entirely of independent members of the Board, one of whom shall serve as Chair of the Committee (the “Committee Chair”). The members of the Committee shall be appointed by the Board upon the recommendation of the Governance and Sustainability Committee.

The size of the Committee shall be determined by the Board, but it must always have at least three members.

The Committee Chair and each Committee member shall be appointed by the Board for such term as the Board may decide or until such Committee member is no longer a

member of the Board. The members of the Committee may be removed by the Board in its discretion at any time.

Delegation of Authority

The Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to one or more subcommittees as the Committee may deem appropriate in its sole discretion, so long as any such committee is comprised entirely of independent directors and has a written charter.

Qualifications

Each Committee member must satisfy the applicable independence requirements set forth in the rules of the New York Stock Exchange, the SEC, Nasdaq Iceland, or other applicable securities exchange. In addition, each Committee member must be (a) a “non-employee” director for purposes of Rule 16b-3 of the Securities Exchange Act, and (b) not party to any interlocking arrangement that would need to be disclosed in the Company’s annual Proxy Statement under Item 407(e)(4) of Regulation S-K.

Duties and Responsibilities

The Committee’s role is one of oversight and, except as the Committee otherwise expressly determines or applicable law otherwise expressly requires, the Committee shall not act as a fiduciary with respect to any benefit plans or programs under the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) or otherwise.

The Committee shall:

- A. Annually review the Company’s Compensation Discussion and Analysis prepared by the Company’s executive management and, if appropriate, recommend to the full Board its inclusion in the Company’s annual Proxy Statement, Annual Report on Form 10-K or other securities filings as required by SEC regulations, and annually produce a report from the Committee in accordance with Item 407(e)(5) of Regulation S-K on executive officer compensation for inclusion in the Company’s annual Proxy Statement or Annual Report on Form 10-K.
- B. Annually review the succession plans prepared by the Company’s executive management (both for permanent succession and for temporary succession in the event of an emergency or other short- term event) for the Chief Executive Officer and other primary executive officers, report to the full Board on succession planning and management development activities. If the Committee is not satisfied that an adequate succession plan is in place for the Chief Executive Officer or any other primary executive officer, it shall inform the full Board of such determination, and may recommend to

the full Board for its approval a succession plan developed by the Committee. The Committee may, but shall not be required to, recommend changes to any management-prepared succession plan that it deems necessary or advisable for approval by the full Board.

- C. Review the Company's overall compensation philosophy to ensure that the policy appropriately links management interests with those of stockholders, rewards executives for their contributions, aligns pay with performance, and provides appropriate retention incentives.
- D. Review and approve peer groups used to benchmark executive compensation levels, design practices and relative performance, as well as for SEC disclosure requirements.
- E. Review and approve the corporate goals and objectives relevant to the compensation for the Chief Executive Officer, evaluate annually the Chief Executive Officer's performance in light of those goals and objectives, and determine and approve the Chief Executive Officer's total compensation level, including base salary, salary range, and short-term and long-term incentive awards, based on this evaluation, and review and approve the long-term incentive component of the Chief Executive Officer's compensation, taking into consideration the Company's performance and relative stockholder return, the value of similar incentive awards to chief executive officers at peer companies and the awards given to the Chief Executive Officer in past years.
- F. Review competitive benchmarking of executive officer compensation against a company-defined peer group or groups, or published surveys, and approve all the elements of compensation for the Company's executive officers including base salaries, target short-term incentive awards, actual short-term incentive awards and long-term equity incentive grants and performance-related payouts.
- G. Administer, modify, and/or terminate the JBT Marel 2017 Incentive Compensation and Stock Plan (as amended) and any other predecessor plans and approve, administer and/or terminate all other incentive compensation plans and equity compensation plans for which, due to securities or tax considerations, the approval or administration by independent directors of the Company is required or advantageous, subject to any applicable requirements for stockholder approval of such plans or amendments thereto.
- H. Review and approve the short- and long-term incentive program designs, metrics, performance goals and individual objectives (as it relates to the Chief Executive Officer) compared to incentive plan terms and total incentive compensation amounts to be paid to executive officers.

- I. Review all new employee benefit plans, as defined in Section 3(3) of ERISA and fringe benefits (the “Benefit Plans”), approve the merger, consolidation or other combination, split up, spin-off or termination or partial termination of the Benefit Plans, adopt amendments to the Benefit Plans and perform all other settlor functions with respect to such Benefit Plans, all such authority to be nonexclusive and concurrent with any authority granted to the Employee Benefits Plan Committee.
- J. Appoint the members of the Employee Benefits Plan Committee, periodically review the charter for that committee and the actions taken by that committee; provided that, to the extent, if any, that the authority granted to the Employee Benefits Plan Committee under such charter is inconsistent with the terms of the Benefit Plans’ documents (plan, trust, etc.) the charter shall govern and the Benefit Plans’ documents shall be deemed amended by the adoption or amendment of the charter.
- K. Review, as needed with an Advisor, executive compensation matters, external trends, regulatory developments, disclosure requirements and significant issues that relate to executive compensation.
- L. Review and approve organization changes and restructuring actions that could potentially have a significant impact on the Benefit Plans, or the Company’s compensation programs generally, and determine whether and to what extent the impact should be mitigated.
- M. Approve all executive officer contracts and the terms of any supplemental executive retirement plans, and as needed, review executive officer perquisites and executive severance protections and policies (including those related to change-in-control transactions).
- N. Review, approve and administer policies and agreements that permit the Company to recover prior, or forfeit existing unvested or unearned, executive officer compensation awards including those related to a restatement of the Company’s financial results or serious misconduct by an executive officer.
- O. Evaluate the Committee’s performance and the adequacy of its charter on an annual basis, and recommend any proposed changes to the Board for approval.
- P. Recommend to the full Board changes to compensation for the non-employee members of the Board including retainer amounts, meeting and chair fees and non-retainer equity forms and amounts. Any recommended changes will be evaluated against survey data from comparable companies provided by an independent Advisor.

- Q. Review the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking, and annually review and evaluate the Company's risk management practices in connection with compensation policy.
- R. Determine executive and board member stock ownership guidelines and monitor compliance with such policies.
- S. For all proxies, consents and authorizations for meetings of the Company's stockholders (including annual meetings), review and consider all compensation-related resolutions required to be included therein by the Dodd- Frank Wall Street Reform and Consumer Protection Act or other applicable law, including, in the case of stockholder votes to approve any acquisition, merger, consolidation or proposed sale or other disposition of all or substantially all of the Company's assets, resolutions with respect to change in control payments.
- T. Review and recommend for approval by the Board the Company's approach with respect to the advisory vote on executive compensation (a "say-on-pay") and how frequently the Company should submit a say-on-pay proposal to stockholders, taking into account the results of stockholder engagement efforts and votes on the frequency of say-on-pay resolutions at the Company, and review the results of say-on-pay resolutions and consider any implications thereof.
- U. Review periodically the Company's policies, programs, and initiatives focusing on the Company's leadership and workforce and provide recommendations to management.
- V. Review the effectiveness of the Company's human resources and human capital management policies, practices, strategies, and goals and support the Company's employee inclusiveness and belonging strategy.
- W. Review and discuss the content of the Company's human capital management disclosures in its public filings and reports, including filings with the SEC.

Outside Advisors

The Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of an Advisor 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 Advisors. 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 Company shall pay such Advisor retained by the Committee such compensation, including without limitation, usual and customary expenses and charges, as shall be determined by the Committee. The Company also shall pay such ordinary administrative expenses of the Committee as are necessary or appropriate in carrying out its duties. The Committee is not required to assess the independence of any Advisor that acts in a role limited to consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors and that is generally available to all salaried employees or providing information that is not customized for a particular company or that is customized based on parameters that are not developed by such Advisor, and about which such Advisor does not provide advice. 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 to the extent applicable. The Committee shall not be required to implement or act consistently with the advice or recommendations of any Advisor, 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.

Procedures

The Committee shall meet as scheduled by the Committee Chair as necessary to carry out the Committee's responsibilities under this charter.

Members of management, including human resources and legal, and representatives from Advisors will attend meetings at the request of the Committee Chair.

The Committee Chair will, in consultation with the other members of the Committee and appropriate officers of the Company, establish the agenda for each Committee meeting. The Committee Chair (or such other member of the Committee as the Committee Chair may designate) will report (orally or otherwise) the Committee's deliberations and conclusions to the Board, and the Committee will review its evaluation of the performance of the Chief Executive Officer and his or her salary, incentive payment and long-term equity compensation grant decisions with the Board in executive session outside the presence of the Chief Executive Officer.

A majority of the Committee members shall constitute a quorum for the transaction of business. The action of a majority of those present at a meeting at which a quorum is present shall be the act of the Committee. The Committee may take action by unanimous written consent or by video conference or teleconference communication by which all persons participating in the meeting can hear each other, and such participation in a meeting shall constitute presence in person.

The Committee will be assisted by the Executive Vice President and Chief Human Resources Officer. The Executive Vice President and Chief Human Resources Officer, or his or her designee will serve as Secretary to the Committee.

Effective: August 6, 2026