

Summit Midstream Corporation Compensation Committee Charter

Adopted August 1, 2024

I. Purposes of the Committee

The principal purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Summit Midstream Corporation (together with its subsidiaries, the “Company”), are to:

1. Oversee an evaluation of the executive officers of the Company, as defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended (the “Executive Officers”), including the Chief Executive Officer (the “CEO”), and review, determine and approve their compensation levels and structures;
2. Oversee and make recommendations to the Board, when and if Board approval is required, with respect to the adoption, amendment or termination of incentive compensation, equity-based and other compensation and benefits plans, policies and practices;
3. Review and discuss with the Board executive management succession planning;
4. Oversee grants under, and the administration of any equity-based plans, including the Summit Midstream Corporation 2024 Long-Term Incentive Plan (as amended from time to time) or any successor plan (collectively, the “LTIP”); and
5. Make recommendations to the Board with respect to the compensation of Summit Midstream Corporation’s outside directors.

II. Structure and Composition of the Committee

Each year, the Board shall appoint the members of the Committee to serve for the ensuing twelve months or until their successors shall be duly appointed and qualified. Committee members may be removed by the Board at any time with or without cause. Unless the Chair is appointed by the Board, the Committee members shall designate a Chair by majority vote of the Committee. Each member of the Compensation Committee shall be independent in accordance with the requirements of Rule 10C-1 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the rules of the New York Stock Exchange (“NYSE”). At least two members of the Compensation Committee shall qualify as “non-employee directors” for purposes of Rule 16b-3 under the Exchange Act.

III. Meetings of the Committee

The Committee shall meet as often as may be deemed necessary or appropriate in its judgment. The Chair or a majority of the members of the Committee may call meetings of

the Committee upon reasonable notice to all members of the Committee. A majority of the Committee members shall constitute a quorum for the transaction of business. The Committee may meet in person or telephonically and may act by unanimous written consent. The Committee shall keep minutes of its proceedings and report to the Board from time to time, as circumstances may dictate.

IV. Authority and Responsibilities of the Committee

The Committee shall have the sole authority to retain and terminate any compensation consultant to be used to assist in the evaluation of director or executive compensation and shall have sole authority to approve the consultant's fees and other retention terms. In retaining or seeking advice from compensation consultants, the Committee must take into consideration the factors specified in the rules of the NYSE. The Committee may retain, or receive advice from, any compensation consultant it prefers, including ones that are not independent, after considering the specified factors. The Committee is not required to assess the independence of any compensation consultant or other 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 the 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 the consultant or advisor, and about which the consultant or 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.

The Committee shall also have the authority to obtain advice and assistance from internal or external legal, accounting or other advisors. The Committee shall have access to the Company's books, records, facilities, and personnel, and have the resources and funding necessary or appropriate for the Committee to discharge its duties and responsibilities as set forth in this Charter and as required by applicable law and regulations.

As it may deem necessary, the Committee may form and delegate authority to subcommittees.

The Committee shall:

1. At least annually, evaluate the performance of the CEO in light of the Company's goals and objectives relative to compensation, and determine the CEO's compensation level and structure, including base salary and annual and long-term incentive awards based on this evaluation. In evaluating and making recommendations to the Board regarding the CEO's long-term incentive awards, the Committee may consider the Company's performance and relative stockholder return, the value of similar incentive awards given to CEOs at comparable companies, the awards given to the Company's CEO in past years and the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") as required by Section 14A of the Exchange Act.

2. In consultation with the CEO, review, determine and approve the compensation of the Executive Officers (other than the CEO). Such review, determination and approval shall include, but not be limited to: (a) annual base salary, (b) annual incentive awards, and (c) long-term incentive awards based on the evaluation of the performance of such individuals. In evaluating executive compensation, the Committee shall consider the results of the most recent Say on Pay Vote.
3. Oversee, review and make recommendations to the Board, when and if Board approval is required, with respect to the adoption, amendment or termination of incentive compensation, equity-based and other executive compensation and benefit plans, policies and practices covering executives, to include but not be limited to incentive compensation plans, equity-based plans, executive bonus plans, perquisites, deferred compensation and executive severance plans, including whether proposals in connection with the forgoing are to be included in Summit Midstream Corporation's proxy statement.
4. Review and approve for (1) the CEO and (2) in consultation with the CEO, the Executive Officers (other than the CEO), in each case as, when and if appropriate, the following: (a) employment agreements, (b) employment terms, (c) severance arrangements, and (d) any other special or supplemental benefits.
5. Review aggregate awards under equity-based plans established by the Company, including the LTIP, and otherwise perform all duties delegated or assigned to the Committee pursuant to such plans.
6. Oversee the annual incentive bonus program for the Company's Executive Officers, including establishing annual performance goals, certifying awards for corporate performance and approving individual awards for the Executive Officers, for purposes of such plans and otherwise performing all duties delegated to the Committee pursuant to such plan. In evaluating the annual incentive bonus program, the Committee shall consider the results of the most recent Say on Pay Vote.
7. Review and discuss with the Board executive management succession planning including the establishment of appropriate criteria for the selection and evaluation of potential successors to the CEO and other executive management members of the Company.
8. Review and discuss with Company management the executive compensation disclosures and the compensation discussion and analysis required to be included in Summit Midstream Corporation's annual report on Form 10-K or proxy statement.
9. Provide the report on executive officer compensation required to be included in Summit Midstream Corporation's annual report on Form 10-K or proxy statement.
10. Oversee the Summit Operating Services Company, LLC Benefits Administration Committee ("Benefits Committee"), the management-level committee established

by the Board (a) to serve as a named fiduciary of the employee benefits plans and arrangements of Summit Operating Services Company, LLC (“Benefit Plans”), (b) to conduct the day-to-day administration of the Benefit Plans, and (c) to be responsible for the fulfillment of certain other responsibilities more particularly described in the Benefits Committee charter adopted by the Board, the Benefit Plans’ documents, or other documents established by the Benefits Committee.

11. Assist the Board in its oversight of human capital management, including corporate culture, diversity and inclusion, recruiting, retention, attrition, talent management, career development and progression, succession, and employee relations.
12. Review and recommend to the Board for approval the adoption, amendment or modification of a “clawback” policy that allows the Company to recoup incentive compensation in compliance with Section 10D of the Exchange Act, the rules promulgated thereunder, and NYSE rules and to administer the “clawback” policy, including the Company’s Policy for the Recovery of Erroneously Awarded Compensation, in accordance with its terms.
13. Review and make recommendations to the Board, as appropriate, with respect to the compensation and benefits of Summit Midstream Corporation’s outside directors.
14. Make reports to the Board with respect to its activities.
15. Annually, and in connection with Board and Committee evaluations, assess its performance.
16. Review this Charter at least annually and recommend to the Board any necessary amendments.

The Committee shall also perform any other activities consistent with this Charter, Summit Midstream Corporation’s Certificate of Incorporation and Bylaws and governing law as the Committee or the Board may, from time to time, deem necessary or appropriate.