

**STANDARD MOTOR PRODUCTS, INC.**  
**CHARTER OF THE NOMINATING AND**  
**CORPORATE GOVERNANCE COMMITTEE**  
**(Amended as of February 18, 2021)**

**I. Purpose and Power**

The Nominating and Corporate Governance Committee (“Committee”) has been established by the Board of Directors (“Board”) of Standard Motor Products, Inc. (the “Corporation”) to assist the Board in discharging and performing the duties and responsibilities of the Board with respect to corporate governance, including:

- The identification and recommendation to the Board of individuals qualified to become or continue as directors.
- The continuous improvement in corporate governance policies and practices.
- The annual self-assessment of the performance of the Board and each Board committee.
- The recommendation of members for each committee of the Board, as well as the Chairs of such committees.

The Committee has the right to exercise any and all power and authority of the Board with respect to matters within the scope of this Charter, subject to the ultimate power and authority of the Board. The Board shall continue to have the ultimate duty and responsibility to manage or direct the management of the business and affairs of the Corporation. In addition, the Committee has the authority to delegate certain responsibilities to subcommittees of the Board as the Committee may deem appropriate in its sole discretion, provided that such subcommittee is comprised of independent directors.

The Committee has the authority to conduct any and all investigations it deems necessary or appropriate, to contact directly officers and employees and require them to provide any and all information and advice it deems necessary or appropriate, and to retain executive search, legal, accounting or other advisors it deems necessary or appropriate.

The Committee has the authority to set aside for payment, pay and direct the payment of such executive search, legal, accounting and other advisors.

The advisors retained by the Committee shall report directly to the Committee, and shall be accountable to the Committee and the Board, for their services.

The Committee shall oversee the Corporation’s commitment to corporate social responsibility matters, including environmental, social, and governance (ESG) matters.

## **II. Composition**

The Committee shall be comprised of that number of directors (but not less than three) as may be determined from time to time by the Board. Each member of the Committee shall be an independent director, who is independent of management, who does not have any consulting, advisory or other compensatory relationship with the Corporation, and who otherwise does not have any relationships with the Corporation or its subsidiaries that, in either case, would disqualify such director as an independent director within the meaning of the rules of the SEC or the NYSE.

The Committee shall recommend directors to be elected or terminated as members of the Committee. The members of the Committee shall be elected by the Board at the annual organizational meeting of the Board or at such other times as the Board may determine. Each member of the Committee shall serve until the next annual organizational meeting of the Board or the earlier of his or her termination as a member of the Committee by the Board, the election of his or her successor as a member of the Committee or his or her death, resignation or removal. When a director submits a letter of resignation following a change in his or her employment or other status as provided under the Corporate Governance Guidelines, the Committee shall be responsible for recommending to the Board whether a director's tendered resignation should be accepted or rejected. Unless a Chair is elected by the Board, the members of the Committee may designate a Chair by a majority vote.

## **III. Meetings**

The Committee shall meet in regular sessions at least two times annually and in special sessions as circumstances warrant. Committee members are expected to attend meetings and to spend the time needed to properly discharge their responsibilities.

A majority of the members of the Committee shall constitute a quorum for the transaction of business. The act of a majority of the members present at any meeting at which there is a quorum shall be the act of the Committee.

The Committee shall keep minutes of its meetings and other proceedings.

## **IV. Procedures**

The Committee shall determine its meeting schedule, the agenda for each meeting, the information to be provided to it before or at each meeting and all other matters relating to the conduct of its meetings and other activities.

The Chair of the Committee shall establish and distribute (or request the Secretary to distribute) to each Committee member prior to each meeting an agenda for the meeting. Each Committee member is free to raise at any meeting subjects that are not on the agenda for that meeting.

Information that is important to understanding the business to be conducted at a meeting should generally be distributed to the Committee members as soon as practicable before the meeting, and Committee members should review these materials before the meeting.

It is the sense of the Board that, subject to Section V below, the activities and procedures of the Committee should remain flexible so that it may appropriately respond to changing circumstances.

**V. Primary Activities**

Without limiting the scope of the preceding provisions of this Charter, the Committee shall:

1. Review and assess the adequacy of this Charter at least annually. Submit changes to this Charter to the Board for approval.
2. Conduct an annual self-assessment as part of the Board's annual self-evaluation process to determine whether the Board and its committees are functioning effectively, including evaluating the Board's and each committee's contributions to the Corporation, with a specific emphasis on areas in which such contributions could be improved.
3. Report on its meetings, proceedings and other activities to the Board, as necessary.
4. Review at least annually best practices with respect to matters within the scope of this Charter.
5. Receive comments from all directors with respect to, and report annually to the Board on, an assessment of each director's and the Board's contribution to the Corporation, with specific focus on areas in which such contributions could be improved.
6. Review at least annually the list of skills and characteristics of directors set forth in Annex A to this Charter.
7. Identify individuals who are qualified and available to serve as directors, including whether such individuals are independent under the rules of the NYSE, the SEC and the Sarbanes-Oxley Act of 2002, and non-employee directors under Rule 16b-3 under the Securities Exchange Act of 1934 (see Annex B to this Charter) and who meet any additional independence requirements applicable to members or proposed members of any committee of the Board. The Committee shall take into account diversity in professional experience, skills and background, and diversity in race, gender, disability, ethnicity, nationality, religion, and sexual orientation, in considering individual director candidates. The Committee shall also ensure that candidates who are diverse in terms of race, gender or ethnicity shall be considered when developing the pool of candidates to be considered for selecting nominees to the Board.
8. Review at least annually, whether the existing directors are independent directors and non-employee directors within the meanings specified in Item 7 above.
9. Review candidates for nomination for election as directors submitted by directors, officers, employees and shareholders. Prior to recommending an individual for director to the Board, the Committee shall review the individual's independence, experience, skills, diversity in race, gender, disability, ethnicity, nationality, religion, and sexual orientation, and contributions that the individual may bring to the Board, subject to any requirements under the rules of the NYSE and SEC. The Committee has the authority to consider and recommend in its discretion shareholder-proposed candidates for the Board. In order for

- shareholder candidates to be considered, written notice of such shareholder recommendation (i) must be provided to the Secretary of the Corporation not less than 45 days nor more than 75 days prior to the first anniversary of the record date for the preceding year's annual meeting, and (ii) must contain the name of any recommended candidate for director, together with a brief biographical sketch, a document indicating the candidate's willingness to serve, if elected, and evidence of the nominating person's ownership of company stock.
10. Recommend to the Board (a) nominees for election as directors at each annual meeting of shareholders or fill a vacancy on the Board and (b) to modify the size of the Board.
  11. Recommend to the Board the non-renomination of a director where appropriate.
  12. Recommend to the Board appropriate changes in the Board or committee membership and Chairs of such committees.
  13. Oversee the Corporation's commitment to corporate responsibility matters, including ESG matters. The oversight contemplated hereby may include the provision of guidance and direction to management on corporate responsibility topics as they relate to the Corporation's business strategy, operations, performance and reputation.
  14. Review periodically the quality, sufficiency and timeliness of information furnished by management to the Board in connection with meetings of the Board and its committees and other activities of the directors.
  15. Review periodically the stock ownership guidelines and the Corporate Governance Guidelines. Submit appropriate recommendations to the Board.
  16. Review the guidelines for the delegation of authority to executive officers and others as needed.
  17. Review as needed the composition of the boards of directors (and similar governing bodies) of subsidiaries, including applicable regulatory requirements, jurisdictional and personal liability matters, and subsidiary compliance with codes of conduct, corporate directives and initiatives, and corporate policies and procedures.
  18. Review as needed the policies and procedures relating to document retention to ensure that they comply with all legal requirements.
  19. Review periodically the Certificate of Incorporation or Bylaws (including provisions relating to indemnification of directors and officers). Submit appropriate recommendations to the Board.
  20. Review periodically directors and officers insurance policies (including so called "Side-A" coverage for directors and officers individually). Direct changes as appropriate.
  21. Except to the extent that such advancement and indemnification is required by law, by the Certificate of Incorporation or Bylaws or by contract, review and, as appropriate, determine whether costs and expenses (including attorneys' fees) should be advanced and indemnification should be provided to directors and senior management in connection with claims and litigation arising out of their activities on behalf of the Corporation.

22. Select, retain, evaluate and, as appropriate, terminate and replace any executive search firm with respect to the identification of candidates for nomination for election as directors (and the Committee shall have the sole authority to take any such actions).
23. Establish from time to time a method for interested parties to communicate with the Board or individual directors of the Board. The Committee shall review such correspondence that first is delivered to the attention of the Secretary of the Corporation at 37-18 Northern Boulevard, Long Island City, NY 11101, which correspondence the Secretary will forward to this Committee. The Committee shall have the discretion to distribute only such correspondence to the Board or individual members of the Board that the Committee determines in good faith has a valid business purpose or is otherwise appropriate for the Board or individual member thereof to receive.
24. Review the compensation arrangements for the members of the Corporation's Board and recommend any changes to the Board as necessary. In reviewing the compensation of the Board, the Committee shall consider the compensation arrangements of board members at comparable companies and of Board members in past years.
25. Develop with management and monitor the orientation and training needs of directors.
26. Review and oversee the Corporation's enterprise risk management policies and procedures, including cybersecurity, IT and data protection and compliance with applicable laws and regulations concerning privacy.

**VI. Web Site**

This Charter shall be placed on the Corporation's web site.

## ANNEX A

### **SKILLS AND CHARACTERISTICS FOR DIRECTORS**

#### **Board Composition**

The Board as a whole should possess the following core competencies:

1. Accounting, Finance and Disclosure: ability to protect and inform shareholders and debtholders through liquidity and capital resource management and internal financial and disclosure controls;
2. Business Judgment: ability to assess business risk and shareholder valuation creation strategies;
3. Management: ability to apply general management best practices in a complex, rapidly evolving business environment;
4. Crisis Response: ability and time to perform during periods of both short-term and prolonged crisis;
5. Industry Knowledge: ability to assess opportunities and threats unique to the Corporation's industry, including manufacturing, distribution, information technology, cybersecurity, and autonomous/electric/hybrid vehicles;
6. International Markets: ability to appreciate the importance of global business trends;
7. Leadership: ability to attract, motivate and energize a high-performance leadership team; and
8. Strategy/Vision: ability to provide on-going strategic insight and direction by encouraging innovation, conceptualizing key trends, evaluating strategic decisions, and continuously challenging the Corporation to sharpen its vision.

#### **Specific Qualifications**

Each director should have the following skills and characteristics:

1. Have high personal standards:
  - a. Integrity;
  - b. Honesty; and
  - c. Desire to make full disclosure of all present and future conflicts of interest.
2. Have the ability to make informed business judgments;

3. Have literacy in financial and business matters;
4. Have the ability to be an effective team member;
5. Have a commitment to active involvement and an ability to give priority to the Corporation; to that end, a member of the Audit Committee should serve on no more than three public company audit committees and no director may serve on more than four publicly-traded company boards without the Board's consent;
6. Have no affiliations with competitors;
7. Have achieved high levels of accountability and success in his or her given fields;
8. Have no geographic travel restrictions;
9. Have an ability and willingness to learn the Corporation's business, including manufacturing, distribution, information technology, cybersecurity, and autonomous/electric/hybrid vehicles relevant to the Corporation;
10. Preferably have experience in the Corporation's business or in professional fields (i.e. finance, accounting, law or banking) or in other industries or as a manager of international businesses so as to have the ability to bring new insight, experience or contacts and resources to the Corporation;
11. Must have no direct affiliations with major customers, suppliers or vendors;
12. Preferably have previous public company board experience together with good references; and
13. Preferably contribute to the diversity of the Board, whether through professional experience, skills, background, race, gender, disability, ethnicity, nationality, religion, and sexual orientation, or otherwise.

## ANNEX B

### DEFINITIONS

#### **Independent Director**

Under the listing requirements of the New York Stock Exchange, no director qualifies as “independent” unless the Board affirmatively determines that the director has no material relationship with the Corporation (either directly or through an immediate family member<sup>1</sup> or as a partner, shareholder or officer of an organization that has a relationship with the Corporation). In addition:

- No director who is a former employee of the Corporation can be “independent” until three years after the employment has ended (or, in the case of an interim Chairman or CEO, until immediately after his or her service as interim Chairman or CEO ends).
- No director who has received, or who has an immediate family member<sup>1</sup> who has received, in any twelve month period during the past three years more than \$120,000 in annual direct compensation from the Corporation (other than Director and Committee fees and pension or other deferred compensation for prior service) can be “independent” unless the Board determines (with all independent directors consenting) that, based on relevant facts and circumstances, the compensatory relationship is not material and this determination is specifically explained in the proxy statement.
- No director who is, or in the past three years has been, affiliated with or employed by a (present or former) auditor of the Corporation (or of an affiliate) (and has personally worked on the Corporation’s account) can be “independent” until three years after the end of either the affiliation or the auditing relationship.
- No director can be “independent” if he or she is, or in the past three years has been, part of an interlocking directorate in which:
  - an executive officer of the Corporation serves on the compensation committee of another company that concurrently employs the director (as an executive

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<sup>1</sup> An “immediate family member” includes a person’s spouse, parents, children, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law, and anyone (other than domestic employees) who shares such person’s home. When applying the look-back provisions referred to above, the Corporation does not need to consider persons who are no longer immediate family members as a result of legal separation or divorce, or those who have died or become incapacitated.

Employment of a family member in a non-officer position does not preclude the Board from determining that a director is independent. Such employment arrangements are common and do not present a categorical threat to director independence. In addition, if an executive officer dies or becomes incapacitated, his or her immediate family members may be classified as independent immediately after such death or determination of incapacity, provided that they themselves are otherwise independent.



officer); or

- the director serves as executive officer or employee of another company that has made payments to the Corporation or received payments from the Corporation that account for the greater of 2% or \$1 million of the other company's consolidated gross revenues.
- Directors with immediate family members in the foregoing categories are likewise subject to the three-year "cooling-off" provisions for purposes of determining "independence."

For purposes of audit committee membership, the listing requirements of the New York Stock Exchange also require that, in order to be independent, a director may receive no compensation from the Corporation other than fees for serving as a director (and other than pension or other deferred compensation for prior service).

Under the Sarbanes-Oxley Act of 2002 and Rule 10A-3 under the Securities Exchange Act of 1934, an independent director, for purposes of an audit committee standards, is a director who:

- does not directly or indirectly<sup>2</sup> accept any consulting, advisory or other compensatory fee<sup>3</sup> from the Corporation or any subsidiary thereof, other than in such person's capacity as a Board or committee member; and
- is not an affiliated<sup>4</sup> person of the Corporation or any subsidiary thereof.

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<sup>2</sup> "Indirect" acceptance includes acceptance by a spouse, a minor child or stepchild or a child or stepchild sharing a home with the audit committee member or by an entity in which the audit committee member is a partner, member or officer such as a managing director occupying a comparable position or executive officer, or occupies a similar position (except limited partners, non-managing members and those occupying similar positions who, in each case, have no active role in providing services to the entity) and which provides accounting, consulting, legal, investment banking or financial advisory services to the Corporation or any subsidiary thereof.

<sup>3</sup> Compensatory fees do not include the receipt of fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service with the Corporation (so long as such compensation is not contingent in any way on continued service).

<sup>4</sup> An "affiliate" of (or person "affiliated" with) the Corporation means a person who (directly, or indirectly through one or more intermediaries) controls, is controlled by or is under common control with the Corporation. "Control" means the direct or indirect possession of the power to direct (or cause the direction of) the Corporation's management and policies (through the ownership of voting securities, by contract or otherwise).

The definition of "affiliated person" requires a factual determination based on a consideration of all relevant facts and circumstances. As a safe harbor, a person who is neither an executive officer nor a direct or indirect beneficial owner of more than 10% of any class of voting equity securities, will not be deemed in control of the Corporation for these purposes (but a person exceeding the 10% threshold is not presumed to control or otherwise be an affiliate of the Corporation).

Executive officers, managing members and general partners of affiliates (and directors who also are employees of affiliates) are considered affiliates. "Executive officer" means president, any vice president  
(footnote continued on next page)

For purposes of compensation committee membership the listing requirements of the New York Stock Exchange also require that, in affirmatively determining the independence of any director, the Board consider all factors specifically relevant to determining whether the director has a relationship to the Corporation which is material to the director's ability to be independent from management in connection with the duties of a compensation committee member, 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 an affiliate of the Corporation, a subsidiary of the Corporation or an affiliate of a subsidiary of the Corporation.

### **Non-Employee Director**

Under Rule 16b-3 under the Securities Exchange Act of 1934, a non-employee director is a director who:

- is not currently an officer (as defined in Rule 16a-1(f)) of the issuer or a parent or subsidiary of the issuer, or otherwise currently employed by the issuer or a parent or subsidiary of the issuer;
- does not receive compensation, either directly or indirectly, from the issuer or a parent or subsidiary of the issuer, for services rendered as a consultant or in any capacity other than as a director, except for an amount that does not exceed the dollar amount for which disclosure would be required pursuant to Item 404(a) of Regulation S-K; and
- does not possess an interest in any other transaction for which disclosure would be required pursuant to Item 404(a) of Regulation S-K.

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in charge of a principal business unit, division or function (such as sales, administration or finance), any other officer who performs a policy making function, or any other person who performs similar policy making functions.