

## **STANDARD MOTOR PRODUCTS, INC.**

### **COMPENSATION AND MANAGEMENT DEVELOPMENT COMMITTEE CHARTER**

**(Amended as of February 18, 2021)**

#### **I. Purpose and Authority**

The purpose of the Compensation and Management Development Committee (“Committee”) of the Board of Directors (“Board”) of Standard Motor Products, Inc. (“Company”) is to (a) oversee the Company’s strategies and policies relating to human capital management, including diversity, equity and inclusion; (b) discharge the responsibilities of the Board relating to compensation of the Company’s Chief Executive Officer (“CEO”) and other Senior Executives; (c) review the Company’s overall compensation policies and practices for all employees with a view to evaluating whether aspects thereof may be reasonably likely to have a material adverse effect on the Company; (d) review the performance, training and development of Company management in achieving corporate goals and objectives; (e) oversee the Company’s management succession planning; (f) review and discuss with management the Company’s compensation discussion and analysis (“CD&A”) and make a recommendation to the Board as to whether such disclosures shall be included in the Company’s annual proxy statement; (g) prepare the Compensation Committee Report as required by the rules of the Securities Exchange Commission (“SEC”) to be included in the Company’s annual proxy statement; and (h) engage in such other matters as may from time to time be specifically delegated to the Committee by the Board. The Committee shall have overall responsibility for reviewing and approving executive compensation plans, and related policies and programs of the Company.

In fulfilling its responsibilities, the Committee shall have the authority, in its discretion, to retain, obtain the advice of, and terminate any compensation consultant, legal counsel, accounting or other professional consultants when determined by the Committee to be necessary or appropriate to assist the Committee in the evaluation of executive compensation matters. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other advisor retained by the Committee. The Committee has the authority to set aside for payment, pay and direct the payment, as determined by the Committee, of reasonable compensation to any compensation consultant, legal counsel or other advisor retained by the Committee. The Committee shall also have all authority necessary to fulfill the duties and responsibilities assigned to the Committee in this Charter or otherwise assigned to it by the Board.

The Committee when appropriate may form and delegate authority to subcommittees and may delegate authority to one or more designated members of the Board or Company officers.

## **II. Composition**

### *A. Independence*

The Committee shall be composed of three or more directors, as determined by the Board. Each such Committee member shall (a) be affirmatively determined by the Board to meet the requirements established by the Company's Bylaws and the New York Stock Exchange to be considered an "independent" member of the Board, and (b) be a "non-employee director" within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934.

In affirmatively determining the independence of any member of the Committee, the Board shall consider all factors relevant to determining whether such member has a relationship to the Company which is material to that member's ability to be independent from management in connection with the duties of a Committee member, including, but not limited to, (i) the source of compensation of such member, including any consulting, advisory or other compensatory fee paid by the Company to such member, and (ii) whether such member is an affiliate of the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company.

### *B. Appointment and Removal of Members*

The Board, upon the recommendation of its Nominating and Corporate Governance Committee, shall elect members of the Committee on an annual basis, generally at the meeting of the Board on the date of the Company's annual stockholders meeting. The Board may remove any member from the Committee at any time with or without cause, provided that the Board must, at all times, assure that the Committee will have sufficient members to satisfy the requirements set forth above relating to the number and qualifications of Committee members.

## **III. Duties and Responsibilities**

The Committee shall have the following duties and responsibilities, in addition to any duties and responsibilities assigned to the Committee from time to time by the Board.

### *A. Compensation Philosophy and Goals*

- Annually review and approve policies regarding compensation programs and practices applicable to the Company's Chief Executive Officer (the "CEO") and the Company's other Senior Executives as the Committee may from time to time determine should be subject to the Committee's direct purview and to ensure that such compensation programs and practices do not encourage unnecessary risk taking.

### *B. CEO and Senior Executive Compensation*

- Review and approve annually corporate goals and objectives relevant to the CEO's compensation, evaluate the CEO's performance in light of those goals and objectives, and set the CEO's compensation based on this evaluation. In determining the long-term incentive component of CEO compensation, the Committee shall consider the Company's performance and relative stockholder return, the value of similar incentive

awards to chief executive officers at comparable companies, and the awards given to the CEO in past years.

- Review the CEO's recommendations and approve annually the compensation for the other Senior Executives. In determining compensation of Senior Executives, the Committee shall consider the Company's performance and relative stockholder return, the value of similar incentive awards to executives at comparable companies, pay equity, and the awards given to Senior Executives in past years.
- Establish and administer annual and long-term incentive compensation plans for the Senior Executives.
- Recommend to the Board for its approval material changes to Senior Executive compensation policies and programs.
- Review and approve all special executive employment, compensation, severance, change of control, indemnification, and retirement or other similar arrangements.
- Review periodically and approve, as appropriate, policies on management perquisites. Where necessary, review management's determination of whether particular perquisites are business-related or personal.
- Review with management the results of the shareholder advisory votes on executive compensation and the frequency of such votes.

*C. Equity Compensation Awards and Stock Ownership Guidelines*

- Act as administrator of the Company's equity-based incentive plans and, as needed, recommend to the Board for its approval and, where appropriate, submission to the Company's stockholders, issues concerning incentive compensation plans and equity-based plans.
- Annually review executive stock ownership and monitor progress toward meeting ownership guidelines.

*D. Management Succession Planning, Development and Retention*

- Annually review the Company's succession planning, organizational structure and development strategies for the CEO and other key management positions of the Company, including contingency planning for unanticipated sudden developments. The CEO shall make his recommendations and evaluation of potential successors for the CEO position as well as potential successors for other key management positions. The Committee shall review any development plans recommended for such individuals and make recommendations to the Board with respect to matters relating to the training, development and retention plans of the Company's key management personnel.
- Meet from time to time with Company management to assess the talent of key management personnel, assess the resources within the various departments of the

Company, and review and evaluate the Company's programs, priorities and progress for the recruiting, staffing, training, developing and retaining of competent managers for present and future Company needs, emphasizing alignment with the Company's strategic and operating plans.

- Evaluate potential candidates for certain senior management positions, as necessary, taking into consideration diversity in race, gender, disability, ethnicity, nationality, religion, and sexual orientation, and oversee major organizational and staffing matters. 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 certain senior management positions.

*E. Benefit Plans*

- Make recommendations to the Board regarding all Internal Revenue Service tax-qualified retirement plans, nonqualified benefit plans, healthcare plans, and all plan amendments that are non-administrative in nature; fulfill ERISA fiduciary and non-fiduciary functions, as applicable, by approving and making recommendations to the Board regarding:
  - the designation of the trustee and the execution of trust agreement for any such plan or plans;
  - the termination, merger or consolidation of any such plan or plans; and
  - the extension of plan participation to employees of affiliates or subsidiaries.
- Periodically review plan administration, participation and regulatory compliance of nonqualified plans.
- Periodically review financial and investment policies and objectives of qualified and non-qualified retirement and benefit plans.
- Search for, select and review the performance of investment managers for qualified and non-qualified retirement and benefit plans.
- Approve the members of the Company's Administrative Committee of the 401K Capital Accumulation Plan/Profit Sharing Plan, and the delegation of authority to such committee members, as may be required from time to time.

*F. Nonexecutive Compensation and Incentive Plans*

- Review the overall compensation policies and practices for all of the Company's (executives and non-executives) with a view to evaluating pay equity (including gender pay equity) and whether aspects thereof may be reasonably likely to have a material adverse effect on the Company.
- Review the compensation goals and guidelines for the Company's employees and the criteria by which bonuses to the Company's employees are determined.
- Perform other review functions relating to nonexecutive compensation and human resources policies, as the Committee deems appropriate.

*G. Reports*

- Provide written minutes of Committee meetings to the Board and report to the Board at each regular Board meeting on any significant matters arising from the Committee's work, including any awards for Senior Executives, any special executive employment, compensation and retirement arrangements, and any compensation policies or practices that the Committee deems reasonably likely to have a material adverse effect on the Company.
- Prepare any reports on executive compensation required by the Board and prepare the Compensation Committee Report required by the rules of the SEC to be included in the Company's annual proxy statement or annual report on Form 10-K filed with SEC.
- Review and discuss with management the Company's CD&A, and based on that review and discussion, recommend to the Board whether the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC.

*H. Consideration of Independence of Compensation Consultants, Legal Counsel and Other Advisors*

- Before retaining a compensation consultant, legal counsel or other advisor, the Committee shall consider all factors relevant to that person's independence from management, including:
  - The provision of other services to the Company by the consultant, counsel or other advisor (including any employer of such person);
  - The amount of fees received from the Company by the consultant, counsel or other advisor as a percentage of total revenue of the employer of such person;
  - The policies and procedures of the employer of such consultant, counsel or other advisor that are designed to prevent conflicts of interest;
  - Any business or personal relationship of the consultant, counsel or other advisor with a member of the Committee;

- Any stock of the Company owned by the consultant, counsel or other advisor; and
- Any business or personal relationship of the consultant, counsel or other advisor, or the employer of such person, with an executive officer of the Company.

#### **IV. Meetings**

The Committee shall establish a meeting calendar annually. The Committee may hold such other meetings as are necessary or appropriate in order for the Committee to fulfill its responsibilities. The Nominating and Corporate Governance Committee of the Board will appoint a Chair of the Committee. In consultation with other members of the Committee and appropriate members of management of the Company, the Chair will be responsible for calling meetings of the Committee, establishing the agenda for the meetings, and conducting the meetings. When appropriate, the Committee may meet in separate executive session with management, employees and outside advisors to discuss matters that the Committee or the other groups believe warrant Committee attention.

The secretary of the Company shall be the Secretary of the Committee. This Charter shall be placed on the Company's web site.

The Committee shall act only on the affirmative vote of a majority of the members at a meeting at which a quorum is present. A majority of the members of the Committee shall constitute a quorum.

#### **V. Evaluation**

The Committee shall review and reassess this Charter at least annually and, if appropriate, propose changes to the Board.

The Committee's performance, and any recommendations for improvement, shall be determined as part of the Board's annual self-evaluation process to ensure that the Board and its committees are functioning effectively.