

MKS INSTRUMENTS, INC.  
AMENDED AND RESTATED  
COMPENSATION COMMITTEE CHARTER

(Last amended and restated on February 6, 2023)

**A. Purpose**

The purpose of the Compensation Committee of the Board of Directors (the “Board”) of MKS Instruments, Inc. is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers.

**B. Structure and Membership**

1. Number. Except as otherwise permitted by applicable Nasdaq rules, the Compensation Committee shall consist of at least three members of the Board.
2. Independence. Except as otherwise permitted by the applicable Nasdaq rules, each member of the Compensation Committee shall be an “independent director” as defined by Nasdaq Rule 5605(a)(2). In addition, in affirmatively determining the independence of any director who will serve on the Compensation Committee, the Board shall consider all factors specifically relevant to determining whether a director has a relationship to the Company which is material to that 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 the director, including any director, consulting, advisory or other compensatory fee paid by the Company to the director; and (ii) whether the director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company. Additionally, each member of the Compensation Committee shall be a “non-employee director” as defined in Rule 16b-3 promulgated under Section 16 of the Securities Exchange Act of 1934, as amended.
3. Chair. Unless the Board elects a Chair of the Compensation Committee, the Compensation Committee shall elect a Chair by majority vote.
4. Compensation. The compensation of Compensation Committee members shall be as determined by the Board.
5. Selection and Removal. Members of the Compensation Committee shall be appointed by the Board, upon the recommendation of the Nominating and Corporate Governance Committee. The Board may remove members of the Compensation Committee from such committee, with or without cause.

## C. Authority and Responsibilities

### General

The Compensation Committee shall discharge its responsibilities and shall assess the information provided to it by the Company's management and others, in accordance with its business judgment.

### Compensation Matters

1. Executive Compensation. The Compensation Committee shall review and approve, or recommend for approval by the Board, the compensation of the Company's Chief Executive Officer (the "CEO"), the Company's other executive officers, and, at the discretion of the Compensation Committee, the other direct reports to the CEO (together with the CEO and the Company's other executive officers, the "executives"), including salary, bonus and incentive compensation levels; deferred compensation; executive perquisites; equity compensation (including awards to induce employment); severance arrangements; change-in-control benefits and other forms of executive compensation. In determining or recommending compensation for each of the executives, the Compensation Committee shall consider each executive's performance, the Company's performance and the compensation paid to similarly situated executives at comparable companies, which shall primarily be based on a peer group established and annually reviewed by the Compensation Committee. The Compensation Committee shall also consider the Company's compensation philosophy, which the Compensation Committee shall periodically review. The Compensation Committee shall meet without the presence of executives when approving or deliberating on executive compensation; provided, however, that the Compensation Committee may, in its discretion, invite the CEO and Chief Human Resources Officer to be present during such approvals or deliberations, except with respect to their own compensation.
2. Evaluation of Executives. The Compensation Committee shall be responsible for overseeing the evaluation of the Company's CEO, the Company's other executive officers, and, at the discretion of the Compensation Committee, the other direct reports to the CEO. The Compensation Committee shall determine the nature and frequency of the evaluation, supervise the conduct of the evaluation and prepare assessments of the performance of the Company's executives, to be discussed periodically with the Board.
3. Plan Recommendations and Approvals. The Compensation Committee shall periodically review and make recommendations to the Board with respect to incentive compensation plans and equity-based plans. In addition, the Compensation Committee shall approve any tax-qualified, non-discriminatory employee benefit plans (and any parallel nonqualified plans) for which stockholder approval is not sought and pursuant to which options or stock may be acquired by officers, directors, employees or consultants of the Company.

4. Administration of Equity-Based Plans. The Compensation Committee shall exercise all rights, authority and functions of the Board under all of the Company's stock option, stock incentive, employee stock purchase and other equity-based plans, including without limitation, the authority to interpret the terms thereof, to grant options thereunder and to make stock awards thereunder; provided, however, that, except as otherwise expressly authorized to do so by this charter, any such plan or a resolution of the Board, the Compensation Committee shall not be authorized to amend any such plan. The Compensation Committee, or a majority of the independent directors of the Board, shall approve any inducement awards to be granted in reliance on the exemption from shareholder approval contained in Nasdaq Rule 5635(c)(4).
5. Director Compensation. The Compensation Committee shall periodically review and make recommendations to the Board with respect to director compensation. In recommending director compensation, the Compensation Committee shall consider, among other things, the compensation paid to directors of comparable companies, which shall primarily be based on the peer group established and annually reviewed by the Compensation Committee with respect to executive compensation.
6. Review and Discussion of Compensation Discussion and Analysis; Recommendation to Board. The Compensation Committee shall review and discuss annually with management the Company's "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K (the "CD&A"). The Compensation Committee shall consider annually whether it will recommend to the Board that the CD&A be included in the Company's Annual Report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C.
7. Compensation Committee Report. The Compensation Committee shall prepare the annual Compensation Committee Report required by Item 407(e)(5) of Regulation S-K.
8. Say-on-Pay and Say-on-Frequency. The Compensation Committee shall review the results of any advisory stockholder votes on executive compensation ("say-on-pay votes") and consider whether to recommend adjustments to the Company's executive compensation policies and practices as a result of such votes. The Compensation Committee shall recommend for approval by the Board how frequently the Company should conduct say-on-pay votes, taking into account the results of any prior stockholder votes regarding the subject.
9. Compensation Consultants, Legal Counsel and Other Advisors. The Compensation Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, legal counsel or other advisors. The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other advisor retained by the Compensation Committee. The Compensation Committee

is empowered, without further action by the Board, to cause the Company to pay the compensation, as determined by the Compensation Committee, of any compensation consultant, legal counsel and other advisor retained by the Compensation Committee. The Compensation Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor, only after taking into consideration the applicable factors affecting independence that are specified in Nasdaq Rule 5605(d)(3)(D).

10. Oversight of Compensation Risk Management. The Committee shall be responsible for the oversight of risks associated with the company's compensation policies and practices. In accordance with Item 402(s) of Regulation S-K, the Committee shall annually review whether such policies and practices are reasonably likely to have a material adverse effect on the company.

### **Succession Planning**

11. Executive Succession Planning. The Compensation Committee shall periodically review and make recommendations to the Board relating to succession planning for the CEO and such other executives as the Compensation Committee shall determine is appropriate from time to time, including policies and principles for selection and performance review of such executives, as well as policies regarding succession in the event of an emergency or the retirement of such executives.

### **Additional Duties**

12. Stock Ownership Guidelines. The Compensation Committee shall make recommendations to the Board regarding the Company's stock ownership guidelines and monitor compliance therewith.
13. Clawback Policy. The Compensation Committee shall review and approve the Company's clawback policy and monitor compliance therewith.
14. Human Capital. The Compensation Committee shall oversee and periodically review and report to the Board concerning the development, implementation and effectiveness of the Company's initiatives and strategies regarding human capital management, including organizational capability, leadership development, talent management and diversity, equity and inclusion.
15. Additional Duties. The Compensation Committee shall have such other duties as may be delegated to it from time to time by the Board.

## **D. Procedures and Administration**

1. Meetings. The Compensation Committee shall meet as often as it deems necessary in order to perform its responsibilities. The Compensation Committee may also act by unanimous written consent in lieu of a meeting. The Compensation Committee shall keep such records of its meetings as it shall deem appropriate.

2. Subcommittees. The Compensation Committee may form and delegate authority to one or more subcommittees as it deems appropriate from time to time under the circumstances (including a subcommittee consisting of a single member).
3. Reports to Board. The Compensation Committee shall report regularly to the Board.
4. Charter. At least annually, the Compensation Committee shall review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
5. Investigations. The Compensation Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it shall deem appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Compensation Committee or any advisors engaged by the Compensation Committee.
6. Periodic Self-Evaluation. Periodically, the Compensation Committee shall evaluate its own performance.