



## **COMPENSATION COMMITTEE CHARTER** **(Amended Effective May 2, 2024)**

### **Purposes**

The primary purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of BWX Technologies, Inc. (the “Company”) are to have direct responsibility for:

- reviewing and approving corporate goals and objectives relevant to chief executive officer (“CEO”) compensation;
- evaluating the CEO’s performance in light of the corporate goals and objectives and determining and approving and/or making recommendations to the Board in a manner consistent with applicable laws, regulations and New York Stock Exchange (“NYSE”) listing requirements with respect to the CEO’s compensation level based on the evaluation;
- reviewing and approving and/or making recommendations to the Board with respect to the base compensation, incentive compensation and equity awards that are subject to Board approval for officers, as defined in Section 16b (the “Section 16b Officers”) of the Securities and Exchange Act of 1934, as amended (the “Exchange Act”), or CEO direct reports;
- approving the initial appointment of other key, non-Section 16b Officers or CEO direct reports (the “Key Executives”) who are to be granted Change in Control agreements, and the other elements of compensation for which they are eligible as a matter of normal course; and
- taking other actions relating to additional matters specified herein.

In addition, the Committee is also responsible for overseeing Company disclosures relating to such compensation plans, policies and programs and for preparing the disclosure required by Item 407(e)(5) of Regulation S-K.

### **Committee Membership**

**Size.** The size of the Committee will be determined by the Board, provided that the Committee will consist of no fewer than three members of the Board.

**Qualifications.** Each member of the Committee shall qualify as a “non-employee director” as such term is defined in Section 16 of the Exchange Act and the rules and regulations promulgated thereunder.

Each member of the Committee shall meet the independence requirements of (a) Section 10C(a)(2) of the Exchange Act and the rules and regulations promulgated thereunder, (b) the NYSE, as such requirements are interpreted by the Board in its business judgment, including as set forth in the Company's Corporate Governance Principles, and (c) any other applicable legal requirements. In accordance with the applicable standards, all of the members will be directors independent of management and free from any relationship that, in the opinion of the Board, would interfere with the exercise of independent judgment as a Committee member. Desirable qualifications for Committee members include literacy in executive compensation and employee benefit matters and other experience in business management and human resources.

**Selection.** The members of the Committee shall be appointed and removed by the Board in the manner prescribed by the Company's Corporate Governance Principles.

### **Meetings**

The Committee shall meet in person or telephonically as frequently as it may determine necessary to comply with its duties and responsibilities as set forth herein. The structure of the meetings and the preparation of the agenda shall be in the manner prescribed by the Company's Corporate Governance Principles.

### **Duties and Responsibilities**

The Committee's duties and responsibilities include:

1. ***Establish and Monitor Corporate Compensation Objectives and Components.*** The Committee shall guide the establishment of the Company's overall corporate compensation objectives and monitor compensation structures of the Company to ensure that they create appropriate compensation opportunities for Section 16b Officers, CEO direct reports and other Key Executives consistent with those objectives. Incentives, while industry-dependent and tailored for different categories of officers, should further the Company's long-term strategic plan and the overall goal of enhancing enduring stockholder value.
2. ***Evaluate and Set CEO Compensation.*** The Committee shall annually review and recommend to the independent members of the Board corporate goals and objectives relevant to CEO compensation and evaluate (in cooperation with the Governance Committee) the CEO's performance in light of those goals and objectives. Based on such evaluation, the Committee shall determine and recommend the CEO's compensation level to the independent members of the Board in a manner consistent with applicable laws, regulations and NYSE listing requirements. In determining the long-term incentive component of compensation, the Committee should consider the Company's performance and relative stockholder return, the value of similar incentive awards to CEOs at comparable companies, and the awards given in past years, and any such other factors as the Committee deems appropriate.

3. ***Approve or Recommend Compensation of Section 16b Officers and Other CEO Direct Reports.*** For Section 16b Officers and other CEO direct reports, the Committee shall at least annually review and approve: (a) the annual base salary level; (b) any annual incentive opportunities; (c) all other incentive awards and opportunities and equity-based awards and opportunities; (d) offer letters, employment agreements, severance arrangements and change in control agreements/provisions, in each case as, when and if appropriate; and (e) any special or supplemental benefits. In determining the long-term incentive component of compensation, the Committee should consider the same factors as are considered for the long-term incentive component of the CEO's compensation. For any such officers who might qualify as "covered officers" or "named executive officers," the Committee shall determine and approve their respective compensation levels and/or make recommendations to the Board in a manner consistent with applicable laws and regulations.
4. ***Approve or Recommend the Appointment of Key Executives.*** For Key Executives, the Committee shall at least annually review and approve: (a) the appointment of employees to Key Executive status; (b) change in control agreements/provisions; and (c) any special or supplemental benefits.
5. ***Employee Benefit and Related Programs.*** The Committee delegates its authority with respect to the administration, design, amendment and termination of all employee benefit and related programs other than the employee benefit and related programs specific only to those employees designated as Section 16b Officers, other CEO direct reports or Key Executives (collectively, the "Employee Benefit Plans") to the BWXT Employee Benefits Committee ("EBC"), and delegates its authority with respect to the investment of the trusts that hold the assets of the Employee Benefit Plans to the BWXT Investment Committee ("IC"). For the avoidance of doubt, the Committee retains direct oversight over (1) the introduction of new defined benefit or defined contribution plans, whether qualified or non-qualified, and (2) changes to existing defined benefit or defined contribution plans that would impact only Section 16b Officers, other CEO direct reports or Key Executives. At least annually, the Committee shall review and approve management's proposed EBC and IC membership, and shall review a summary report of the activities of the EBC and IC.
6. ***Review Incentive-Compensation and Equity-Based Plans.*** Periodically, the Committee shall review and make recommendations to the Board with respect to amendments to and adoption of Company incentive-compensation plans and equity-based plans.
7. ***Administer Equity Plans and Compensation Arrangements.*** The Committee shall administer the Company's Executive Incentive Compensation Plan, equity-based plans, non-employee director stock plans and other non-employee director compensation arrangements. The Committee may delegate to the CEO the authority to grant and administer equity awards to employees (as defined in the Company's equity-based compensation plans) who are not Section 16b Officers or other CEO direct reports, subject to such limitations as deemed appropriate by the Committee.

8. ***Establish and Review Perquisite Practices.*** The Committee shall establish and periodically review policies related to Section 16b Officer, other CEO direct report and Key Executive practices.
9. ***Review and Recommend Non-Employee Director Compensation.*** The Committee, in consultation with the Governance Committee, shall periodically review the compensation of the Company's non-employee directors in relation to comparable companies and other factors the Committee deems appropriate. The Committee shall make any recommendations it deems appropriate to the Board with respect to the compensation of the Company's non-employee directors, including any proposed changes to the compensation.
10. ***Board Reports.*** The Committee shall regularly report its actions and make any recommendations to the Board after each Committee meeting.
11. ***Clawback Policies.*** The Committee will approve and periodically assess the effectiveness of any policies, plans, or agreements concerning the recoupment of incentive compensation, or "clawback" policies.
12. ***Prepare Compensation Discussion and Analysis and Compensation Committee Report.*** Annually, the Committee shall oversee the preparation of the Company's Compensation Discussion and Analysis and prepare (or cause to be prepared) a report for inclusion in the Company's proxy statement for its annual meeting of stockholders or annual report on Form 10-K, under the names of all Committee members, stating whether the Committee:
  - a. reviewed and discussed the Compensation Discussion and Analysis with management; and
  - b. based on that review and discussion, recommended to the full Board that the Compensation Discussion and Analysis be included in the Company's annual report on Form 10-K or annual proxy statement.
13. ***Annual Performance Review.*** At least annually, the Committee will conduct (a) a performance assessment relative to the Committee's purpose, duties and responsibilities outlined herein and (b) a review of this charter and recommend any proposed changes to the Board for approval.

## **Other**

In addition to the activities described above, the Committee will perform such other functions the Committee or the Board deems necessary or appropriate under: applicable law; the Company's certificate of incorporation, bylaws and governing documents; and the resolutions and other directives of the Board. The duties and responsibilities of a member of the Committee are in addition to those duties generally pertaining to a member of the Board.

## **Resources and Authority**

The Committee will have the resources and authority appropriate to discharge its responsibilities and carry out its duties as required by law, including the sole authority to appoint, retain, terminate, compensate and oversee the work of any compensation consultant, legal counsel and other advisors in a manner consistent with applicable laws, regulations and NYSE listing requirements and the sole authority to approve the consultant's fees and other retention terms. The Company will provide for appropriate funding, as determined by the Committee, for payment of compensation to any compensation consultant, legal counsel or other advisor retained by the Committee, and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee may form and delegate authority to subcommittees consisting of one or more independent directors as the Committee deems appropriate. In addition, the Committee may recommend to the Board the creation of one or more Ad Hoc Review and Advisory Panels, as the Committee deems appropriate. The scope of responsibility, membership, and reporting obligations of any such Ad Hoc Review and Advisory Panel shall be as determined by the Board.