

SUMMIT MIDSTREAM GP, LLC

COMPENSATION COMMITTEE CHARTER

I. PURPOSES OF THE COMMITTEE

The principal purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Summit Midstream GP, LLC (the “Company”), the general partner of Summit Midstream Partners, LP (the “Partnership”), 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 (“Executive Officers”), including the CEO, and review, determine and approve their compensation levels;
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, the 2022 Long-Term Incentive Plan or any successor plan (the “LTIP”); and
5. Make recommendations to the Board with respect to the compensation of the Company’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. Unless the Chair is appointed by the Board, the Committee members shall designate a Chair by majority vote of the Committee. Each member must meet the independence requirements applicable to directors as set forth in the Partnership’s partnership agreements and meet any other standards as may be prescribed by applicable law.

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 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. 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 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 CEO's performance in light of the Company's goals and objectives relative to compensation, and determine the CEO's compensation including base salary and annual and long-term incentive awards based on this evaluation.
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.
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 executive bonus plans, perquisites, deferred compensation and executive severance plans.
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: (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 or the Partnership, including the LTIP, and otherwise perform all duties delegated or assigned to the Committee pursuant to such plans, including the Company's management equity program.
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 Executive Officers for purposes of such plans and otherwise performing all duties delegated to the Committee pursuant to such plan.
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 of the Company.
8. Review and discuss with Company management executive compensation disclosures and the compensation discussion and analysis (CD&A) required by the SEC to be included in the Partnership's annual report on Form 10-K or proxy statement.
9. Provide the report on executive officer compensation required to be included in the Partnership'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. Oversee and administer the Company's Policy for the Recovery of Erroneously Awarded Compensation.
12. Review and make recommendations to the Board, as appropriate, with respect to the compensation and benefits of the Company's outside Directors.
13. Make reports to the Board with respect to its activities.
14. Annually, and in connection with board and committee evaluations, assess its performance.
15. 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, the Company's Limited Liability Company Agreement, the Partnership's partnership agreement and governing law as the Committee or the Board may, from time to time, deem necessary or appropriate.

As amended on November 1, 2023