

Exponent, Inc.
Charter of the Human Resources
Committee
of the Board of Directors
(as amended through December 14, 2023)

Charter of the Human Resources Committee of the Board of Directors

I. Committee Purpose

The purpose of the Human Resources Committee (the “Committee”) of the Board of Directors (the “Board”) of Exponent, Inc. (the “Company”) is to (i) have general oversight responsibility for the employee compensation and benefit policies and programs of the Company; (ii) have specific responsibility for the development and oversight of a succession plan for the position of Chief Executive Officer (the “CEO”); (iii) have general oversight responsibility for the employee development and management succession programs of the Company; (iv) approve awards under the Company’s various stock-based employee incentive plans; (v) evaluate the performance and approve the compensation of the CEO (vi) evaluate the performance and set the compensation of the other officers for purposes of Section 16 of the Securities Exchange Act of 1934 (collectively with the CEO, “executive officers”) and other employee members of the Board; and (vii) have general oversight of compensation plans and programs for officers of the Company, with specific responsibility for designated senior executives.

By adopting this Charter, the Board delegates to the Committee the full and exclusive authority to (i) perform each of the responsibilities set forth in this Charter; (ii) conduct any investigation the Committee determines necessary to fulfill its responsibilities; (iii) retain, oversee and terminate special legal, or other consultants, advisors or experts it deems necessary in the performance of its duties, but only after taking into consideration factors relevant to advisor independence set forth in Nasdaq Listing Rule 5605(d)(3), and cause the officers of the Company to provide such funding as the Committee shall determine appropriate for payment of compensation to any special legal, or other consultants, advisors or experts retained by the Committee; and (iv) obtain direct access to anyone in the organization as well as to the Company’s legal or other advisors as the Committee shall determine appropriate in carrying out its duties.

II. Committee Composition and Meetings

The Committee shall be composed of two or more directors, each of whom shall meet the independence criteria of the listing requirements of the Nasdaq Stock Market and be “non-employee directors” under Rule 16b-3 promulgated by the Securities and Exchange Commission (the “Commission”).

Committee members and the Chairperson of the Committee (the “Chair”) shall be appointed by the Board for such term as the Board may decide or until such Committee member is no longer a Board member, and may be removed by the Board based on recommendations made by the Company’s Corporate Governance and Nominating Committee of the Board. If the Chair is not present at a meeting or if one has not been appointed by the Board, the members of the Committee may designate a Chair for that meeting by majority vote of the Committee membership.

Subject to the specific responsibilities and duties set forth in this Charter, the Committee shall meet with such frequency and at such intervals as it shall determine is necessary to carry out its duties and responsibilities. The Committee will invite members of management and others to attend meetings and provide pertinent information, as necessary. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials. Minutes will be prepared and the Committee will report to the Board the results of its meetings.

III. Committee Responsibilities and Duties

1. At least annually, review and assess the adequacy of this Charter, and recommend changes to the Board if necessary. Publish this Charter in accordance with the Commission’s regulations.

2. Annually develop a work plan for the Committee.
3. Annually evaluate the CEO's performance and approve the CEO's compensation levels based on this evaluation (CEO shall not be present during voting or deliberations regarding his or her compensation).
4. In consultation with the CEO, annually evaluate the performance of other executive officers and determine their compensation levels based on this evaluation.
5. Review and approve applicable compensation and benefit plans and programs for executive officers and proposed material changes to such programs subject to shareholder and Board approval where required. In addition, the Committee shall oversee for executive officers the following as related to such programs (i) salary actions; (ii) incentive awards; (iii) stock awards under stock plans; (iv) retention and termination arrangements for executive officers, (v) other applicable compensation and benefit plans; and (vi) promotions into or within executive officer positions.
6. In consultation with the CEO, establish an executive officer continuity, succession, development, and organizational plan, as deemed appropriate by the Committee.
7. Approve grants for each individual participant under the Company's equity incentive plans.
8. Produce an annual report on executive compensation, review the Company's Compensation Discussion and Analysis (the "CD&A") for the Company's annual proxy statement, and, as appropriate, recommend to the Board that the CD&A be included in the Company's annual report or proxy statement, in accordance with applicable rules and regulations.
9. Review and monitor the Company's practices for supporting diversity, equity and inclusion in the workplace.
10. Monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers, and with all other applicable laws affecting employee compensation and benefits.
11. Evaluate the results of any advisory vote on the Company's executive compensation practices, and take or recommend to the Board any appropriate response.
12. Oversee management's determination as to whether the Company's compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Company.
13. Maintain and provide to the Board minutes of meetings and periodically report to the Board on significant results of the foregoing activities.
14. Assess, at least annually, factors that may affect the independence of compensation consultants, legal counsel, or other advisors to the Committee, as required by applicable law, rule or regulation, or listing standards.
15. Perform such other duties and responsibilities as may be assigned to the Committee by the Board or as designated in compensation policies and plan documents.