

PRIMORIS SERVICES CORPORATION

Compensation Committee Charter

Purpose of the Committee

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Primoris Services Corporation (the “Company”) shall be to oversee and make certain recommendations to the Board regarding the Company’s compensation and employee benefit plans and practices, including the compensation and practices with respect to the directors of the Company and the executive officers of the Company and its subsidiaries, the Company’s executive officer, director, and other incentive and equity-based compensation plans and to review and discuss with management the Company’s compensation discussion and analysis (“CD&A”) to be included in the Company’s annual proxy statement or annual report on Form 10-K filed with the Securities and Exchange Commission (“SEC”); and to prepare the Compensation Committee Report as required by the rules and regulations of the SEC. For purposes of this Charter, “executive officer” means any “officer” of the Company as defined under Rule 16a-1(f) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

Composition of the Committee

The Committee shall be comprised of three or more directors, each of whom, in the business judgment of the Board, qualifies as an independent director (“Independent Director”) as defined under (a) the rules of the New York Stock Exchange, including the additional independence requirements set forth in Section 303A.02(a)(ii), and (b) the Company’s Corporate Governance Guidelines. At least two members of the Committee shall also qualify as “non-employee directors” within the meaning of Rule 16b-3 promulgated under the Exchange Act. The members of the Committee will be appointed annually by and serve at the pleasure of the Board, upon the recommendation of the Nominating and Corporate Governance Committee.

Vacancies on the Committee shall be filled by majority vote of the Board at the next meeting of the Board following the occurrence of the vacancy or by written consent of the Board. No member of the Committee shall be removed except by majority vote of the Board. Members may be removed by the Board with or without cause.

Meetings and Procedures of the Committee

The Committee may fix its own rules of procedure, which shall be consistent with the Bylaws of the Company and this Charter. The Committee shall meet at least two times annually or more frequently as circumstances, or any such rules of procedure that it may adopt, require and at such times and places as the Committee determines. The Committee may also act by unanimous written consent in lieu of a meeting.

The Board may designate one member of the Committee as its Chairperson and in the absence of any such designation by the Board, the Committee shall designate by majority vote of the full Committee one member of the Committee as its Chairperson. The Chairperson of the Committee will, in conjunction with the other members of the Committee and management, set the agenda for each meeting. The Chairperson of the Committee or a majority of the members of

the Committee may also call a special meeting of the Committee. A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum. The act of a majority of the members of the Committee present at a meeting at which a quorum is present shall be the act of the Committee. In the event of a tie vote on any issues being voted on by the Committee, the Chairperson's vote shall decide the issue. The Committee may take actions by unanimous written consent.

The Committee may request that any directors, officers or employees of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests. The Committee may meet in executive session without the presence of the management at any time at its discretion, including during voting or deliberations on executive compensation. The Committee shall maintain minutes of its meetings and records relating to its meetings. The Company's Chief Executive Officer ("CEO") shall not be present during voting or deliberations on his or her compensation.

The Compensation Committee shall regularly report to the Board on Committee findings, recommendations and other matters the Committee deems appropriate or the Board requests. The Committee shall keep written minutes of its meetings, which minutes shall be maintained with the books and records of the Company.

Committee Responsibilities

1. Executive Compensation

The following duties, responsibilities, and functions are set forth as a guide to fulfilling the Committee's purposes, with the understanding that the Committee may undertake other and different activities, and that the Committee's activities may diverge from those described below, as appropriate under the circumstances. The Committee may establish policies and procedures from time to time that it deems necessary or advisable in fulfilling its responsibilities

The Committee shall have the following authorities and responsibilities with respect to the Company and its subsidiaries' executive compensation plans:

- a. To review the goals and objectives of the Company's executive compensation programs, and recommend to the Board that the Board change these goals and objectives if the Committee deems it appropriate.
- b. To review the Company's executive compensation plans in light of the Company's goals and objectives with respect to such plans, and, if the Committee deems it appropriate, recommend to the Board, the adoption of, new, or the amendment of existing, executive compensation plans, subject, in the case of any equity-based plan, to shareholder approval as may be required by applicable rules and regulations.

- c. To evaluate annually the performance of the CEO and recommend to the independent directors of the Board his or her compensation based on this evaluation. In determining the long-term incentive component of the CEO's compensation, the Committee shall consider all factors it deems relevant and appropriate, including, but not limited to, the performance and desired future performance of the CEO, the Company's performance and relative stockholder return, the value of similar awards to chief executive officers of comparable companies, and the awards given to the CEO in past years.
- d. To evaluate annually the performance of the other executive officers of the Company and its subsidiaries and recommend to the Board the compensation for each based on this evaluation. The Committee may consider the recommendations of the CEO and other officers of the Company and its subsidiaries in determining the compensation of the other executive officers of the Company and its subsidiaries to the extent it deems appropriate. To the extent that long-term incentive compensation is a component of any such executive officer's compensation, the Committee shall consider all factors it deems relevant and appropriate in determining the appropriate level of such compensation, including, but not limited to, the factors applicable to determining the CEO's compensation.
- e. To review and recommend to the Board, concurrently with the Board's Audit Committee, any employment, severance or termination arrangements to be made with any current, prospective or former executive officer of the Company or its subsidiaries; provided, however, the CEO or his designee shall have sole authority to determine any employment, severance or termination arrangements to be made with any and all other employees of the Company and its subsidiaries.
- f. To perform such duties and responsibilities as may be assigned to the Committee or to the Board (to the extent such duties and responsibilities have been delegated by the Board to the Committee) under the terms of any executive compensation plan.
- g. To review material perquisites or other personal benefits to the Company's directors and the Company and its subsidiaries' executive officers and recommend any changes therein to the Board.
- h. To review and discuss with management the Company's CD&A, and based on that review and discussion, annually consider whether it will recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K.
- i. To prepare the annual Compensation Committee Report in accordance with the rules and regulations of the SEC for inclusion in the Company's annual proxy statement or annual report on Form 10-K.
- j. To oversee risks associated with the Company's compensation policies, and practices and annually assess whether such policies, and practices are reasonably likely to have a material adverse effect on the Company.

- k. To periodically discuss with management the development, implementation and effectiveness of the Company's policies and strategies relating to its human capital management function.
- l. To define and approve an overall compensation philosophy and strategy for the Company and its executive officers and employees.
- m. To review and approve the implementation or revision of any clawback policy allowing the Company to recoup compensation paid to executive officers and other employees and administer and enforce any clawback policy consistent with the terms of the policy.

2. Incentive and Equity-Based Compensation Plans

The Committee shall have the following responsibilities with respect to the Company's incentive and equity-based compensation plans:

- a. To review the goals and objectives of the Company's incentive-compensation and equity-based plans, and recommend to the Board that the Board change these goals and objectives if the Committee deems it appropriate.
- b. To review the Company's incentive and equity-based compensation plans in light of the goals and objectives of these plans, and recommend to the Board that the Board amend these plans if the Committee deems it appropriate, subject, in the case of any equity-based plan, to stockholder approval as may be required by applicable rules and regulations.
- c. To review any new equity-based plans and recommend to the Board that the Board approve such plans, subject to stockholder approval as may be required by applicable rules and regulations.
- d. To recommend criteria to the Board for the granting of equity awards to officers and other employees of the Company and its subsidiaries and recommend to the Board the granting of equity awards in accordance with such criteria.
- e. To perform such duties and responsibilities as may be assigned to the Committee or to the Board (to the extent such duties and responsibilities have been delegated by the Board to the Committee) or the Committee under the terms of any incentive or equity-based compensation plan.

3. Other Compensation and Employee Benefit Plans

- a. To review the goals and objectives of the Company's general compensation plans and other employee benefit plans, and recommend to the Board that the Board change these goals and objectives if the Committee deems it appropriate.
- b. To evaluate the appropriate level and types of compensation for Board and committee

service by non-employee directors and to recommend changes therein to the Board.

- c. To perform such duties and responsibilities as may be assigned to the Committee or to the Board (to the extent such duties and responsibilities have been delegated by the Board to the Committee) under the terms of its general compensation plans and other employee benefit plans.

4. Other

To perform any other activities consistent with this Charter, the Company's Bylaws and governing law as the Committee or the Board deem appropriate.

Evaluation of the Committee

The Committee shall, at least annually, evaluate its performance under this Charter. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

The Committee shall deliver to the Board a report, orally or in writing, setting forth the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Company's or the Board's policies or procedures.

Delegation of Authority

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate (including (a) a subcommittee consisting of a single member and (b) a subcommittee consisting of at least two members, each of whom qualifies as a "non-employee director," as such term is defined from time to time in Rule 16b-3 promulgated under the Exchange Act, and the rules and regulations thereunder); provided, however, that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

Investigations and Studies; Outside Advisers; Funding

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Company's expense, legal counsel or other consultants or advisers as it deems necessary and appropriate, including compensation consultants to advise the Committee with respect to amounts or forms of executive or director compensation, and may rely on the integrity and advice of any such counsel or other advisers. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other adviser retained to assist the Committee in carrying out its responsibilities. The Committee is empowered, without further

action of the Board, to cause the Company to pay the compensation, as determined by the Committee, of any compensation consultant, legal counsel and other adviser retained by the Committee. It is the Committee's intention that any compensation consultant engaged to advise the Committee with respect to executive and director compensation will not engage in work for the Company that is unrelated to executive and director compensation advisory services without prior approval of the Committee Chairperson. The Committee may select, or receive advice from, a compensation consultant, legal counsel or other adviser, only after taking into consideration the applicable factors affecting independence that are specified Section 303A.05(c)(iv) of the NYSE Listed Company Manual.

As of May 9, 2025