

EQT CORPORATION
MANAGEMENT DEVELOPMENT AND COMPENSATION COMMITTEE CHARTER

AS APPROVED BY THE BOARD OF DIRECTORS
ON DECEMBER 17, 2025

This Charter governs the Management Development and Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of EQT Corporation (the “Company”). A copy of this Charter shall be posted and maintained on the Company’s public website.

PURPOSE AND PERFORMANCE OF THIS COMMITTEE

This Committee shall discharge the Board’s responsibilities relating to compensation of the Company’s executive officers, provide oversight and, as required, administration of the Company’s benefit plans, and perform the other duties and responsibilities set forth in this Charter. The Committee shall be responsible for reviewing and recommending to the Board the appointment of each officer who is to be designated by the Board as an executive officer of the Company. For purposes of this Charter (including the foregoing sentence), the “executive officers” of the Company shall be those persons designated by the Board as “officers” for purposes of Section 16 of the Securities Exchange Act of 1934 and the rules thereunder. This Committee is committed to compensation practices in full compliance with law and the Company’s Code of Business Conduct and Ethics, commensurate with the high standards of performance expected of the Company’s officers.

Each member of the Committee shall be entitled to rely in good faith on information, opinions, reports or statements, including financial statements and other financial data, prepared or presented by those persons and under those circumstances specified in the Pennsylvania Business Corporation Law.

ORGANIZATION AND MEMBERSHIP OF THIS COMMITTEE

The membership of this Committee shall consist of at least three (3) directors, each of whom shall be independent and appointed annually by the Board on the recommendation of the Corporate Governance Committee. For purposes of this Charter, in order to be independent the Board must have determined that the director is independent pursuant to the Company’s corporate governance guidelines and after giving consideration to all factors relevant to that director’s ability to be independent in connection with the duties of a Committee member. In addition, a person may serve on the Committee only if he or she is a “Non-employee Director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended. Each member of the Committee shall inform the Chair of the Corporate Governance Committee if the member believes she or he no longer meets the requirements for service on the Committee as set forth in this paragraph. Any action taken by the Committee during a period in which one or more of the members subsequently is determined to have failed to meet the membership qualifications shall nevertheless constitute duly authorized actions of the Committee and shall be valid and effective for all purposes, except to the extent required by law or determined appropriate by the Committee to satisfy regulatory standards.

A Director may be removed from this Committee by the Board, with or without cause. A Director may resign as a member of this Committee upon notice to the Corporate Secretary of the Company and the Chair of the Board. The Board may fill any vacancy on this Committee.

The Board shall appoint the Chair of this Committee annually at its first meeting after each annual meeting of the shareholders or at such other time as the Board determines.

RESPONSIBILITIES

This Committee's responsibilities shall be to:

- (a) Identify and approve corporate goals and objectives relevant to the compensation of the Chief Executive Officer of the Company and annually review the Chief Executive Officer's performance against such goals and objectives. The Committee is committed to goals and objectives for the Chief Executive Officer that appropriately reflect the strategy and progress of the Company. The results of the review and evaluation of the Chief Executive Officer shall be communicated to the Chief Executive Officer by the Chair of the Committee.
- (b) Based upon the Committee's evaluation of the Chief Executive Officer's performance for the prior year, and in light of the goals and objectives established by the Committee for the upcoming year, either as a Committee or together with the other independent directors (as directed by the Board), determine and approve the Chief Executive Officer's compensation, including annual base salary, short-term and long-term incentive compensation opportunities and awards, perquisites or benefits paid in kind and special or supplemental compensation opportunities or awards. In determining the incentive components of the Chief Executive Officer's compensation, this Committee will consider the Company's performance and relative shareholder return, the value of similar incentive awards to chief executive officers at comparable companies, the awards given to the Chief Executive Officer in past years, and such other factors as this Committee shall determine to be appropriate. The Chief Executive Officer's compensation should consist of an appropriate mix of salary and incentive-based opportunities, in a mix of cash and equity, to promote the goals and objectives identified- from time to time by this Committee.
- (c) Review and approve the performance of, and approve the compensation for, all other executive officers, including annual base salary, short-term and long-term incentive compensation opportunities and awards, perquisites or benefits paid in kind and special or supplemental compensation opportunities or awards.
- (d) Review and approve employment or severance agreements or plans and other compensatory arrangements (including, in each case, proposed material amendments thereto) for current or prospective executive officers of the Company.
- (e) Review and approve or, if determined by this Committee to be necessary or appropriate, recommend to the Board for approval, employee long-term incentive plans (stock-based or otherwise), retirement plans, savings plans, and other similar or equity-based plans (other than non-discriminatory employee health, welfare and fringe benefit programs as to which authority is vested in Company's Chief Executive Officer and Chief Human Resources Officer, each acting individually), and any terminations thereof or amendments thereto (to the extent that Committee, Board, or shareholder approval is required for such amendments).
- (f) Review, approve, and administer the Company's annual short-term incentive plan, including approval of awards to executive officers thereunder.
- (g) Administer employee equity-based incentive or compensation plans in accordance with the terms of such plans, including review of recommendations of management and approval of equity or equity-based awards to employees of the Company thereunder.
- (h) Administer the EQT Corporation Clawback Policy in accordance with the terms of, and authorities granted to the Committee under, such policy.

- (i) Administer director deferred compensation plans in accordance with the terms of such plans.
- (j) Appoint individuals and/or committees to serve as named fiduciaries and/or administrators, as the case may be, with respect to all pension and retirement plans subject to the Employee Retirement Income Security Act of 1974's (as amended, or any successor statute, ERISA) fiduciary responsibility rules and all special unfunded Company retirement, deferred compensation, and incentive plans for executive officers, directors, and highly compensated employees whether or not covered by ERISA.
- (k) Receive an annual report from named fiduciaries and administrators appointed pursuant to (j) above regarding significant matters and actions taken in connection with the operation and administration of, and the performance of, the plans of the Company identified in (j) above, monitor their activities and, as necessary, make decisions regarding continuing or replacing the individuals and/or committee members serving as named fiduciaries and/or administrators.
- (l) Review (i) the performance, development, and leadership capabilities and (ii) the Company's succession plan (including the succession plan in the event of an emergency or crisis) for all executive officers of the Company.
- (m) Every other year or, if deemed necessary or appropriate by this Committee, more frequently, review management's process and approach to succession planning (including succession in the event of an emergency or crisis), for the executive officers and key employees.
- (n) With respect to the proxy statement filed in connection with the Company's annual meeting of shareholders, the Committee shall:
 - 1. review and discuss with management the Compensation Discussion and Analysis ("CD&A") to be included in the proxy statement;
 - 2. determine whether to recommend to the Board that the CD&A be included in the proxy statement and, upon such a recommendation, approve the Compensation Committee Report to be included in the proxy statement, with the names of each member of the Committee listed below it, in accordance with applicable rules and regulations;
 - 3. review and evaluate any compensation-related matters to be considered by shareholders at the annual meeting, including those proposed by management or shareholders, and recommend any actions to be taken by the Board with respect to those proposals; and
 - 4. review the outcome of any shareholder votes on compensation-related matters, including the outcome of the say-on-pay vote, and assess any potential actions in response to any such outcome.
- (o) Review the Company's compensation practices, policies, and programs for executive officers and other employees to determine whether such practices, policies and programs encourage unnecessary or excessive risk taking and whether any risks arising from such practices, policies, and programs are reasonably likely to have a material adverse effect on the Company.

- (p) Periodically review and make recommendations regarding such of the Company's Tier 1 risks as may be delegated to the Committee by the Board.
- (q) Prior to receiving advice from a compensation consultant, an outside legal counsel, or another advisor (subject to exceptions permitted by the New York Stock Exchange), consider all factors relevant to such consultant, counsel or other advisor's independence from management.
- (r) Approve or make recommendations to the Board with respect to the adoption or modification of policies regarding the pledging or hedging of Company stock, if any, and monitor compliance with respect to any adopted policy on pledging and hedging.
- (s) Establish and monitor compliance with any stock ownership and holding guidelines of the Company that are applicable to executive officers or directors and approve any amendments thereto.
- (t) Review and consider the results of the company's most recent Say on Pay vote, if any, and any other feedback relevant to executive officer compensation or related compensation matters garnered through the Company's ongoing shareholder outreach that may be in effect from time-to-time, and recommend to the Board whether and, if so, how the Company should respond to Say on Pay vote outcomes and other shareholder feedback.
- (u) Monitor compensation and regulatory developments and trends and solicit independent advice where appropriate.
- (v) Maintain minutes of its meetings and records relating to those meetings and report Committee activities to the Board.
- (w) Review and assess the adequacy of this Charter annually and recommend to the Board any proposed changes to this Charter.
- (x) Perform an annual self-assessment of the performance of this Committee.
- (y) Review and assess the quality and clarity of the information provided to the Committee and make recommendations to management as the Committee deems appropriate from time to time for improving such materials.
- (z) Perform such other responsibilities as may be delegated to it by the Board or by a plan of the Company.

Except as required by the context set forth above, this Committee shall perform each of its responsibilities and duties at least annually, but more often if this Committee shall determine necessary or appropriate.

COMMITTEE POWERS

This Committee shall have the following powers:

- (a) The Committee shall have the authority, in its sole discretion and at the Company's expense, to retain (or obtain the advice of), oversee, compensate (including the approval of fees and retention terms), and terminate any compensation consultant, independent legal counsel, or other advisor to the Committee, as the Committee deems advisable. Each such

consultant, legal counsel, and other advisor shall report directly to the Committee and shall be entitled to report to the Committee without the presence of any officer of the Company. Specifically, the Committee shall be directly responsible for the appointment, compensation and oversight of the work of any consultant, independent legal counsel or other advisor retained by the Committee and shall receive appropriate funding from the Company, as determined by the Committee, for payment of reasonable compensation to any such advisors. The Committee may select or obtain advice from any advisor (whether retained by the Committee or management) only after considering all factors relevant to a determination of that advisor's independence from management, including the factors prescribed by applicable law or the NYSE. The Committee will consider these factors at least annually, as well as any conflicts of interest, in connection with the advisor's continued retention.

- (b) To obtain advice and assistance from internal legal, accounting, human resource, or other advisors and to have direct access to such advisors without the presence of any officer of the Company.
- (c) To form and delegate authority to subcommittees and to delegate authority to one or more of the members of the Committee or to individuals and committees consisting of employees of the Company.
- (d) Such other powers as may be necessary or appropriate to fulfill its purposes.

MEETINGS

This Committee shall meet at least four (4) times a year, or more frequently as circumstances dictate. Notice of meetings shall be given to all Committee members, or may be waived, in the same manner as required for meetings of the Board. A majority of the members of this Committee at the time in office shall constitute a quorum at any meeting of this Committee for the transaction of business. This Committee shall act on the affirmative vote of a majority of the members present at a meeting at which a quorum is present. This Committee may act without a meeting by unanimous written consent of all members, which unanimous written consent may be in electronic form and signed/delivered by electronic means. The agenda of each Committee meeting shall be established by the Chair with the assistance of appropriate members of management. Each Committee member is free to suggest the inclusion of items on the agenda. Each Committee member is free to raise at any Committee meeting subjects that are not on the agenda for that meeting. The Committee may hold executive sessions at which no members of management of the Company are present, at its discretion. One or more Committee members may participate in a meeting by means of communication facilities enabling all persons participating in the meeting to hear each other. This Committee shall meet in executive session at least annually on compensation matters pertaining to the CEO and any other matters that it determines appropriate.