CHARTER OF THE
COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS

(as amended and restated on November 2, 2026)

I. PURPOSE AND AUTHORITY

The Compensation Committee (the "Committee") of the Board of Directors (the "Board") of Miller Industries, Inc. (the "Company") has overall responsibility with respect to approving and monitoring the executive compensation plans, policies and programs of the Company and performance assessment of senior executives. The Committee shall also oversee the Company's succession planning for the Chief Executive Officer ("CEO") and other executive officers, as well as advise management on other significant human resources matters.

The Committee's objective with respect to executive compensation is to establish a program that supports the Company's overall objective of attracting and retaining talented leaders, paying for performance and enhancing shareholder value. The goals of this program include:

- Offering market competitive total compensation opportunities to attract and retain talented executives.
- Providing strong links between Company performance and total compensation earned – i.e., paying for performance.
- Emphasizing long-term performance of the Company, thus enhancing shareholder value.
- Promoting and facilitating executive officer stock ownership.

Management is responsible for the day-to-day administration of the Company's executive compensation plans, policies and programs, subject to the oversight of the Committee. The Committee may delegate administrative authority under such plans, policies and programs to management or other appropriate persons, to the extent consistent with this Charter, the terms of the applicable plans, applicable law and New York Stock Exchange listing standards.

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the authority to access Company resources, seek advice and assistance from outside consultants, legal counsel or other advisors and to retain, compensate and terminate these advisors on such terms as the Committee, in its sole discretion, shall determine to be fair and reasonable, without seeking Board approval. The Committee shall have the sole authority to retain compensation consultants to assist in the evaluation of director, CEO and senior executive compensation. The Committee shall take into consideration all factors relevant to the advisor's

independence, including those factors specified by New York Stock Exchange rules, prior to retaining any advisor. At least annually thereafter, the Committee shall review the independence and any conflicts of interest of each compensation advisor under New York Stock Exchange rules and provisions of Regulation S-K, and shall review with management the manner in which any such conflict is addressed and any related disclosure. The Committee shall be directly responsible for the oversight of any advisor retained by the Committee. The Committee shall be provided with appropriate funds by the Company, as determined by the Committee, for the payment of reasonable fees to any advisor retained by the Committee. The Committee shall also have direct access to, and complete and open communication with, the Company's management.

II. COMPOSITION

The Committee shall consist of three or more directors as determined and elected by the Board from time to time. Each member of the Committee will be a non-employee of the Company, and will meet the criteria for being a "non-employee director" under Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the "Exchange Act").

Further, each member of the Committee shall be independent in accordance with any New York Stock Exchange rules applicable to the Committee, and any other standards prescribed by the Board from time to time.

III. MEETINGS

The Committee meets at least once annually, or more frequently as circumstances dictate. Meetings shall include any participants the Committee deems appropriate and shall be of sufficient duration and scheduled at such times as the Committee deems appropriate to discharge properly its responsibilities. The Committee will report its activities and findings to the Board on a regular basis.

The Board may appoint a Chairperson of the Committee (the "Chair"). The Chair will preside, when present, at all meetings of the Committee. One-third of the members, but not less than two, will constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee. The Committee may meet by telephone or video conference and may take action by written consent.

The Committee may appoint one or more subcommittees consisting of one or more members of the Committee, and may delegate to any subcommittee or Committee member such Committee authority, responsibilities and duties as the Committee sees fit.

IV. PERFORMANCE EVALUATION

In accordance with New York Stock Exchange rules, the Committee shall provide to the Board an annual performance self-evaluation of the Committee to ensure that the Committee is fulfilling its responsibilities in a manner that effectively serves the interests of the shareholders of the Company. The self-evaluation shall include an assessment of the performance of the Committee based on the duties and responsibilities set forth in this Charter and such other matters as the Committee may determine. The evaluation to the Board may take the form of an oral report by

the Committee chairperson or any other member of the Committee designated by the Committee to make the report.

V. RESPONSIBILITIES AND DUTIES

The specific duties and responsibilities of the Committee include:

a. Executive Compensation Matters.

i. Determine and periodically review the Company's compensation philosophy.

ii. Review and approve corporate goals and objectives relevant to the compensation of the CEO; evaluate the CEO's performance in light of those goals and objectives; and determine and approve the CEO's compensation based on such evaluation. In performing its responsibilities under this paragraph, in addition to its authority under Section I hereof, the Committee may also consult with the other independent members of the Board.

iii. Set salaries and approve incentive compensation awards and compensation policies for all other executive officers at the level of Corporate Vice President or higher. Review annually the perquisites and other personal benefits provided to the CEO and other executive officers, including the business purpose, materiality, and related disclosure.

iv. In determining any long-term incentive component of executive compensation, consider, as deemed necessary or appropriate by the Committee from time to time, the Company's performance and relative shareholder return; the value of similar incentive awards to executives at comparable companies; awards given in previous years; and other relevant matters.

v. Authorize and approve any employment agreements (including change-in-control and severance agreements) with elected officers.

vi. Approve equity compensation awards for any officers who are subject to the provisions of Section 16 of the Exchange Act, and oversee the timing and terms of such awards, including the timing of awards relative to the release of material nonpublic information and whether any award could be viewed as spring-loading.

vii. Prepare on an annual basis the Report of the Compensation Committee on Executive Compensation for inclusion in the Company's Annual Proxy Statement; annually review and discuss the Compensation Discussion and Analysis (the "CD&A") with management, and, if appropriate, recommend to the Board that the CD&A be included in the filing of the Company's Annual Proxy Statement.

viii. Manage Company compliance with all applicable laws affecting executive compensation, including all applicable compensation and clawback-related rules and regulations of the Securities and Exchange Commission and the New York Stock Exchange.

ix. Review, approve (or recommend to the Board for approval) and administer, including the adoption, amendment, or termination of, any excess incentive-based compensation recoupment policy (otherwise known as a clawback policy), allowing or requiring the Company to recoup compensation paid to current or former employees, and monitor Company compliance with any such policy in effect from time to time.

x. Oversee the Company's submissions to shareholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and review and consider any implications of the results of such votes.

xi. Review, approve and oversee compliance with stock ownership guidelines and/or requirements applicable to the CEO and other executive officers of the Company.

xii. Oversee the Company's policies and procedures governing executive officers' Rule 10b5-1 trading arrangements, including requirements relating to adoption, modification, suspension and termination, cooling-off periods, certifications and related disclosures, and receive periodic reports from management regarding such arrangements and any exceptions.

b. Compensation and Benefit Plan Matters.

i. Create, authorize, approve, amend and/or terminate any new or existing officer and employee compensation and benefit plans.

ii. Review periodic reports on the Company's compensation programs as they affect all employees, including management's assessments as to whether risks arising from such programs are reasonably likely to have a material adverse effect on the Company.

iii. Determine and set the Company discretionary matching contribution to the Company's 401(k) plan.

iv. The Committee may delegate the powers and functions described in this Section b to an appropriate committee of Company employees constituted by this Committee, or the respective plan administrators (who will be appointed by this Committee or a committee constituted by it), or other appropriate individuals, if such delegation is consistent with the Company's overall compensation policies, provided however that the Committee may not delegate the power to: create, authorize, approve, amend and/or

terminate any new or existing incentive compensation or equity-based plan in which executive officers or directors participate; or terminate, or substantially reduce or freeze benefits or future accruals under, any plan other than welfare benefit plans.

c. Compensation and Benefit Plan Funding.

i. Create, authorize, approve, amend and/or terminate any funding mechanisms or trusts for new or existing compensation and benefit plans, and add or delete investment alternatives to plans that provide such alternatives, provided however that the issuance of shares of Company stock for such purposes will require approval of the Board.

ii. Designate or replace those persons identified in certain funding mechanisms as having the authority to amend (or approve amendments to) those mechanisms, subject to the terms of the relevant plan or other documents.

iii. The Committee may delegate to an appropriate committee of Company employees constituted by this Committee the authority to change, substitute, add, or eliminate funding agents for such purposes (e.g., trustees, custodians, and insurance companies).

d. Succession Planning for the CEO and other Executive Officers.

i. Advise and consult with the Board and management on succession planning for the CEO, including Company policies regarding succession in the event of an emergency or the retirement of the CEO.

ii. Oversee the organizational structure of the Company and succession planning for the Company's other executive officers. The Committee shall periodically review the Company's policies and programs for the development of the other executive officers and review, as applicable, any organizational changes that have a significant impact on the Company or its business.

e. Other Matters.

i. Advise and consult with the Board and management on any other significant human resources matters, as appropriate.

ii. Monitor effectiveness and funded status of the Company's retirement and 401(k) plans.

iii. Review and assess the adequacy of this Charter periodically and, if appropriate, recommend changes to this Charter to the Board.

In addition, the Committee may perform any other activities that in its discretion are consistent with this Charter, the Company's Charter, the Company's Bylaws and governing law, or as the Board determines necessary or appropriate.