

VAREX IMAGING CORPORATION
COMPENSATION AND HUMAN CAPITAL MANAGEMENT COMMITTEE
CHARTER

(As amended and restated, effective August 21, 2021)

The Board of Directors (the “Board”) of Varex Imaging Corporation (the “Company”) has adopted this charter for its Compensation and Human Capital Management Committee (the “Committee”).

PURPOSE

The purpose of the Committee is to discharge the Board’s responsibilities relating to the compensation of the Company’s Chief Executive Officer (the “CEO”) and other executive officers (collectively with the CEO, the “Executive Officers”) covered under Rule 16a-1(f) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”) and any Vice Presidents and above who report directly to the CEO (collectively with the Executive Officers, the “Covered Officers”), and to provide oversight on human capital management matters that have major implications to the development of the Company.

MEMBERSHIP AND ORGANIZATION

The Committee shall be comprised of three or more members of the Board. Each member of the Committee shall qualify as (a) a “non-employee director” under Rule 16b-3 of the Exchange Act, and (b) be affirmatively determined by the Board to be an “independent” director under the rules of the Nasdaq Global Select Market (“Nasdaq”). The Board must also affirmatively determine that the member has no relationship to the Company which is material to that director’s ability to be independent from management in connection with the duties of a Committee member after considering all specifically relevant factors, including but not limited to (1) the source of compensation of such director including any consulting, advisory or other compensatory fee paid by the Company to such director, and (2) whether the director is affiliated with the Company or a subsidiary thereof or an affiliate of a subsidiary.

Appointment and Removal. The members of the Committee shall be appointed on recommendation of the Nominating and Corporate Governance Committee by a majority vote of the independent directors of the Board and shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation or removal. The Board of Directors may remove a member of the Committee by a majority vote of the independent directors of the Board.

Chairperson. Unless a Chairperson is elected by a majority vote of the independent directors of the Board, the members of the Committee shall designate a Chairperson by majority vote of the full Committee membership. The Chairperson shall be entitled to cast a vote to resolve any ties. The Chairperson will chair all regular sessions of the Committee and set the agendas for Committee meetings.

Delegation to Subcommittees and CEO. In fulfilling its responsibilities, the Committee shall be entitled to delegate specific responsibilities to a subcommittee of one or more members of the Committee and the CEO when appropriate, who shall regularly report on their activities to the Committee; provided however, that in the case of the CEO, such delegated responsibilities do not involve making decisions that impact the compensation of Covered Officers or result in material tax, accounting, financial, human resource or legal consequences to the Company or its affiliates. Delegated responsibilities hereby are deemed to include but are not limited to approving corporate goals and objectives and determining participants under the Company's incentive compensation plans.

Delegation to Other Executive Officers. Notwithstanding any provision to the contrary in this charter, one or more Executive Officers shall also have the authority to administer the Company's employee benefit plans and programs and the Company's 2016 Deferred Compensation Plan as contemplated in Section 9.1 thereof (other than determining the eligibility of participants who are Covered Officers, who are deemed hereby eligible to participate therein), provided such responsibilities do not involve making decisions that impact the compensation of Covered Officers or result in material tax, accounting, financial, human resource or legal consequences to the Company or its affiliates.

FUNCTION AND RESPONSIBILITIES

The Committee shall have the following responsibilities:

1. Matters Delegated to the Committee for Direct Action

General Compensation Philosophy. The Committee shall be responsible for setting the Company's philosophy and general policy regarding executive compensation and for reviewing on a periodic basis the compensation provided to the Covered Officers.

Program Design. The Committee shall act as the administering committee of any incentive plans covering Covered Officers, equity compensation plans and equity arrangements, with such authority and powers as are set forth in the respective plans' instruments. The Committee shall make recommendations for Board action on the adoption or amendment of plans and programs if applicable law or listing requirements would require that such adoption or amendment be approved by stockholders. The Committee shall have the authority to adopt, amend and terminate all other plans and programs unless approval by the Board or shareholders is required by this Charter or by applicable law or listing requirements.

On a periodic basis, the Committee shall review the operation of the Company's executive compensation programs to determine whether they are properly coordinated and achieving their intended purposes, and recommend or make changes as the Committee deems appropriate. The Committee shall also establish and periodically review policies for the administration of such plans and programs.

CEO Compensation and Performance Goals. The Committee shall be responsible for reviewing and approving corporate goals and objectives relevant to the CEO's compensation;

developing the process for evaluating the CEO's performance; leading the Board's evaluation of the CEO's performance in light of the foregoing corporate goals and objectives; and determining and approving the CEO's compensation level based on this evaluation.

Compensation of Other Executives. The Committee shall have the sole authority for approving the compensation (including but not limited to base salary, bonus, equity-based grants, and all other compensation and benefit arrangements including any and all employment agreements, change-in-control agreements, perquisites, retirement and deferred compensation programs) for Covered Officers.

Process for Determining Executive Compensation. In determining compensation for Covered Officers, the Committee shall consider, among other factors: the Company's overall performance, shareholder return, the performance of the Company's business segments, the achievement of specific corporate goals and objectives that the Committee established, the achievement any specific individual goals that have been assigned, individual performance on job duties, compensation previously provided, compensation of other executives of the Company, employment agreement terms, and competitive compensation levels. In addition, the Committee shall confer with the independent directors of the Board and shall consider, as appropriate, views expressed by stockholders on executive compensation matters, including results of stockholder advisory votes on executive compensation.

As part of its review and establishment of the performance criteria and compensation of the Covered Officers, the Committee shall meet separately at least on an annual basis with the CEO, and any other Covered Officers and members of management, as it deems appropriate. However, the Committee in its discretion shall meet without such persons present, and in all cases Covered Officers shall not be present at that portion of the meeting at which their performance and compensation are being discussed and determined.

Peer Group. The Committee shall be responsible for establishing and reviewing not less than annually the Company's comparator/peer group for use in assessing the competitive range of compensation provided to individuals in similar positions at comparable companies.

Grant of Equity Awards. The Committee shall review and approve (or make recommendations to the full Board for approval if required by applicable law or designated by the Board) awards of equity in the form and on the terms determined by the Committee as the Company's equity-based plans may from time to time permit. The Committee shall review and make a recommendation to the Board for approval of equity awards granted to members of the Board.

Employment Agreements. The Committee shall be responsible for reviewing and approving employment agreements, offers of employment and severance/separation arrangements with Covered Officers, including change-in-control and similar arrangements. Approval shall include provisions that relate to accelerated vesting or other modification of stock options, restricted stock units or other stock-related awards.

Other Policies. The Committee shall be responsible for reviewing on a periodic basis and approving (or, if required by applicable law or listing requirements, recommend to the full Board for approval), any compensation policies covering Covered Officers, including a claw back/recoupment policy, executive stock ownership guidelines, and other policies that from time to time the Committee determines to be appropriate for the Company. The Committee shall also monitor compliance with the terms of any such policies or guidelines by Covered Officers.

Succession Planning. The Committee shall be responsible for ensuring that reviews of plans for succession of Executive Officers occur at the Committee or Board level at least annually.

Compensation Disclosure. The Committee will exercise oversight of the Company's disclosures regarding executive compensation, including reviewing and discussing with management the Company's proposed disclosures under the "Compensation Discussion and Analysis" required by Regulation S-K under the Exchange Act and recommending to the Board whether such Compensation Discussion and Analysis should be included in the Company's proxy statement and Annual Report on Form 10-K, including preparing annually, and in accordance with Regulation S-K, the Compensation Committee report required under the Exchange Act rules.

Regulatory Oversight. The Committee shall have the authority to oversee the Company's response to regulatory developments affecting compensation, including making recommendations to the Board regarding the Company's responses to stockholder proposals related to compensation matters. The Committee shall also be responsible for making recommendations to the Board regarding the Company's other proposals relating to executive compensation for inclusion in the Company's annual proxy statement.

Stockholder Advisory Vote on Compensation. The Committee shall be responsible for recommending to the Board the frequency of submitting to the stockholders an advisory vote on the compensation of the named executive officers, as defined by the rules and regulations of the SEC.

Shareholder Engagement. The Committee shall be responsible for providing oversight to the Company's engagement with stockholders and proxy advisory firms on executive compensation matters.

Risk Assessment. The Committee shall be responsible for assessing, at least annually, the risks associated with the Company's compensation policies, and reporting to the Board and the Audit Committee whether the Company's compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the Company.

Board of Directors Compensation. The Committee shall annually review the form and amount of compensation paid to directors for service on the Board and its committees and recommend such compensation to the Board for the Board's approval.

Human Capital Management. The Committee shall review and provide oversight on the development, implementation and effectiveness of the Company's practices, policies and strategies relating to human capital management as they relate to the Company's workforce generally, including but not limited to policies and strategies regarding recruiting, selection, career development and progression, and diversity and employment practices.

2. Matters Requiring Board Approval

Advice to the Board. The Committee shall advise the Board on specific management and compensation matters on which the Board must act, including but not limited to making recommendations on:

- a. Adoption or amendment of plans and programs if applicable law or listing requirements would require that such adoption or amendment be approved by stockholders.
- b. All compensation and benefits arrangements for directors.
- c. All elections and designations of Executive Officers.
- d. The frequency of submitting to the stockholders an advisory vote on the compensation of the named executive officers, as defined by the rules and regulations of the SEC.
- e. The Compensation Discussion and Analysis disclosure and Compensation Committee report to be included in the Company's annual report on Form 10-K, proxy statement, information statement or similar document.

COMMITTEE OPERATIONS

Meeting Schedule. The Committee shall meet as often as it deems necessary to discharge its functions but not less than two times per fiscal year. The Committee may also hold additional meetings at the direction of the Committee Chairperson or at the request of any other Committee member. The Committee may meet in person or by telephone conference call, and may act by unanimous written consent.

Attendance at Meetings. Members of management, other members of the Board and such other persons as the Committee deems appropriate to carry out its responsibilities may be invited to attend Committee meetings at the discretion of the Committee Chairperson but only members of the Committee may vote at such meetings.

Minutes. The Committee shall have a secretary, who need not be a member of the Committee, to maintain a record of Committee actions and prepare meeting minutes for approval by the Committee.

Quorum and Voting. A majority of the Committee members shall constitute a quorum. Each Committee member shall have one vote and actions at meetings may be approved by a majority of the members present.

Reporting to the Board. The Committee shall report regularly to the Board following meetings of the Committee with respect to such matters as are relevant to the Committee's discharge of its responsibilities, including such recommendations as the Committee may deem appropriate. Any report to the Board may take the form of an oral report by the Chairperson or any other member of the Committee designated by the Chairperson to make such report.

Committee Resources and Advisors. The Committee shall have the authority, in its sole discretion, to retain or obtain the advice of any outside legal, compensation or other advisors (each, a "Compensation Advisor") as it deems necessary or appropriate to assist it in the full performance of its functions, including to assist the Committee in the evaluation of director and Covered Officer compensation and employee benefit plans and programs. The Committee shall be directly responsible for the appointment, material terms of all arrangements with the Company (including with an affiliate of the Advisor), compensation, and oversight of the work of any Compensation Advisor retained by the Committee. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any Compensation Advisor retained by the Committee. Before selecting a Compensation Advisor, the Committee shall consider such factors as may be required by the listing standards of Nasdaq or applicable rules of the SEC with respect to the independence of the Compensation Advisor.

Committee Performance Review and Charter Evaluation. The Committee shall review and evaluate, at least annually, the performance of the Committee and its members, including the compliance of the Committee with this Charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Board any improvements that the Committee considers necessary or advisable.