

**Charter of the Compensation Committee
of the Board of Directors of
Leonardo DRS, Inc. Effective as of
October 18, 2023**

I. Purpose

Subject to the Amended and Restated Certificate of Incorporation (the “Certificate”) of Leonardo DRS, Inc. (the “Company”), the Amended and Restated Bylaws of the Company (the “Bylaws”) and the Proxy Agreement, by and among the Company, the proxy holders named therein and their successors appointed as provided therein, Leonardo US Holding, Inc. (“US Holding”), Leonardo – Societa per azioni (“Leonardo S.p.A.”) and the U.S. Department of Defense (“DoD”), as amended, restated, modified or supplemented from time to time in accordance with the terms thereof (the “Proxy Agreement”), the purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of the Company shall be to oversee the Company’s compensation and employee benefit plans and practices, including its executive compensation plans, its incentive-compensation plans and its equity-based plans (if any), and the administration of these plans as provided in the plans; to establish the compensation of the senior executive officers of the Company and its subsidiaries; to review and discuss with management the Company’s compensation plans. In addition, the Committee oversees the Company’s strategies, initiatives and programs with respect to the Company’s culture, talent recruitment, development and retention, employee engagement, and diversity and inclusion, and management and succession planning for the Company’s Chief Executive Officer (the “CEO”) and selected senior leaders.

II. Membership

Number. Except as otherwise permitted by the applicable Nasdaq rules, the Committee shall be comprised of at least three (3) members of the Board (each, a “Member”).

Independence. Except as otherwise permitted by the applicable Nasdaq rules, each member of the Committee shall be an “independent director” as defined in Nasdaq Rule 5605(a)(2) or such other applicable Nasdaq rule. In addition, in affirmatively determining the independence of any director who will serve on the Committee, the Board shall consider all factors specifically relevant to determining whether a director has a 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, including, but not limited to:

(i) the source of compensation of the director, including any director, consulting, advisory or other compensatory fee paid by the Company to the director; and (ii) whether the director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company. Each Member shall also qualify as a “non-employee director” as such term is defined from time to time in Rule 16b-3 under the Securities Exchange Act of 1934, as amended, and the rules and regulations thereunder.

Chair. Unless the Board designates a Chair of the Committee (the “Chair”), the Committee shall elect a Chair by majority vote.

Selection, Removal and Vacancy. Members shall be appointed by the Board upon recommendation of the Nominating and Corporate Governance Committee. Any vacancy on the Committee shall be filled by a majority vote of the Board in accordance with the Bylaws.

III. Meetings; Voting

Frequency. The Committee shall meet at least once annually and, thereafter, as often as it determines necessary to carry out its duties and responsibilities. The Committee, in its discretion, may request that members of management or others attend its meetings (or portions thereof) and provide pertinent information as necessary.

Agenda and Minutes. The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

Quorum and Voting. 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 for doing business. The act of a majority of the Members present at a meeting of the Committee at which a quorum is present shall be the act of the Committee. Each Member shall have one vote on matters that come before the Committee.

Act by Written Consent. Any action by the Committee may be taken by unanimous written consent, signed by all of its Members, in lieu of a meeting.

Attendance of the Leadership Team. The Committee shall meet without the presence of the CEO and the Company's other executive officers (collectively, the "Leadership Team"), provided that the Senior Vice President, Human Resources may be present (without the ability to vote), when approving or deliberating on CEO compensation or other matters regarding the Leadership Team, but the Committee may, in its discretion, invite the CEO to be present (without the ability to vote) during the approval of, or deliberations with respect to, other Leadership Team compensation.

IV. Duties and Responsibilities

A. Executive and Director Compensation

The duties and responsibilities of the Committee with respect to the Company's executive compensation plans are:

(i) To review, at least annually, the goals, objectives and measures of the Company's executive compensation plans, and amend these goals, objectives and measures as the Committee deems it appropriate.

(ii) To review, at least annually, and approve the Company's executive compensation plans for the CEO, the Chairman of the Board and the Leadership Team, including salary, bonus and incentive compensation levels; deferred

compensation; perquisites; equity compensation (including awards to induce employment); severance arrangements; change-in-control benefits and other forms of executive officer compensation in light of (i) the Company's goals and objectives with respect to such plans, (ii) competitive market data pertaining to compensation at comparable companies and (iii) such other factors as the Committee shall deem relevant; and, if the Committee deems it appropriate, to adopt, new, or amendments to existing, such executive compensation plans.

(iii) To evaluate annually the performance of the CEO and the Leadership Team, to receive from the CEO the evaluation of the Company's Leadership Team, and, as a committee, determine and approve the compensation of the CEO and Leadership Team in light of (i) the goals and objectives of the Company's executive compensation plans, (ii) competitive market data pertaining to compensation at comparable companies and (iii) such other factors as the Committee shall deem relevant.

(iv) To review, at least annually with the Board, succession planning and management development topics, provided that such discussions in respect of the CEO shall be coordinated with the Nominating and Corporate Governance Committee. The purpose of the discussion shall be to ensure that the Company has in place a long-term program for effective senior leadership development and succession as well as short-term contingency plans for emergencies and ordinary-course contingencies, such as the departure, death, or disability of the Company's CEO or other senior leaders.

(v) To perform such duties and responsibilities as may be assigned to the Committee under the terms of any executive compensation plan.

(vi) To review perquisites of or other personal benefits to the Company's CEO and Leadership Team and to approve any changes.

(vii) To oversee any clawback policy the Company may adopt in the future.

(viii) To periodically review and make recommendations to the Board with respect to director compensation.

(ix) To manage and review officer and director indemnification and insurance matters.

B. General Compensation and Employee Benefit Plans

The duties and responsibilities of the Committee with respect to the Company's general compensation and employee benefit plans, including incentive-compensation and equity-based plans are:

(i) To review the Company's compensation plans and other employee benefit plans, including incentive-compensation plans, equity-based plans, pension plans and material health and welfare plans, if any, in light of the goals and objectives of these plans and to amend or terminate or recommend to the Board to amend or terminate these plans should the Committee deem it appropriate to do so. To the extent

permitted by applicable law and consistent with the provisions of a given equity-based plan, the Committee may delegate to one or more executive officers of the Company the power to grant options or other stock awards pursuant to such equity-based plan to employees of the Company or any subsidiary of the Company who are not directors, or members of the Leadership Team.

(ii) To advise the Board on the setting of compensation for executives whose compensation is not otherwise set by the Committee.

(iii) To perform such duties and responsibilities as may be assigned to the Committee under the terms of any compensation or other employee benefit plan, including any incentive compensation plan.

(iv) To consider whether the compensation programs and policies are attracting and retaining quality management for the Company and/or motivating the CEO, Leadership Team and other executives to build long-term value for the Company.

(v) To approve any inducement awards to be granted in reliance on the exemption from stockholder approval contained in Nasdaq Rule 5635(c)(4).

(vi) To periodically review the Company's strategies, initiatives and programs with respect to the Company's culture, talent recruitment, development, and retention, employee engagement, and diversity and inclusion.

(vii) To adopt and implement the benefit plans of the Company and its subsidiaries, including, without limitation pension plans and material health and welfare plans of the Company and its subsidiaries.

C. Oversight of Compensation Risk Management; Required Disclosure and Reports

The Committee shall be responsible for the oversight of risks associated with the Company's compensation policies and practices. In accordance with Item 402(s) of Regulation S-K, the Committee shall annually review whether such policies and practices are reasonably likely to have a material adverse effect on the Company.

The Committee shall also direct the preparation of and approve any required report of the Committee and to provide such report to the Board as required by Item 407(e)(5) of Regulation S-K. In addition, the Committee shall review and discuss annually with management the Company's "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K (the "CD&A"). The Committee shall consider annually whether it will recommend to the Board that the CD&A be included in the Company's Annual Report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C.

V. Evaluation of the Committee

The Committee shall periodically evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that it considers relevant to its performance.

VI. Funding; Delegation of Duties

Funding. The Committee is empowered, without further action by the Board, to cause the Company to pay the ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Delegation. In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee or an officer of the Company, to the extent consistent with the Company's Certificate and Bylaws, applicable law and regulations and applicable Nasdaq rules.

Advisors. The Committee shall have the authority, in its sole discretion, to retain or obtain the advice of such compensation consultants, legal counsel and other advisors as the Committee deems necessary or appropriate to carry out its responsibilities. In connection with retaining or obtaining the advice of such consultants, counsel and advisors, the Committee shall take into consideration the applicable factors affecting independence that are specified in Securities and Exchange Commission and Nasdaq rules. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any consultants, counsel and advisors that it retains and shall assess the independence of such consultants, counsel and advisors in accordance with applicable SEC and Nasdaq rules. The Committee is empowered, without further action by the Board, to cause the Company to pay the compensation of such consultants, counsel and advisors as established by the Committee.

Investigations. The Committee may conduct or authorize investigations into or studies of matters within its scope of responsibilities as it shall deem appropriate, and may retain, at the Company's expense, such independent counsel or other consultants or advisors as it deems necessary or appropriate, including compensation consultants to advise it with respect to amounts or forms of executive compensation. In addition, the Committee may request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.

VII. No Conflict with Proxy Agreement

In the event that it is determined that any of the provisions of this Charter conflict with the provisions of the Proxy Agreement, the Committee shall recommend such modifications to this charter as are reasonably necessary to provide that the Committee functions in compliance with the Proxy Agreement.