

BROADWIND, INC.
PRINCIPLES OF CORPORATE GOVERNANCE

These Principles of Corporate Governance (“Principles”) have been adopted by the Board of Directors (the “Board”) of Broadwind, Inc. (the “Company”) as a statement of the elements of governance by which the Board will manage its affairs. These Principles reflect the Board’s commitment to monitor the effectiveness of policy and decision making at both the Board and management levels, with a view to enhancing long-term stockholder value. These Principles are not intended to conflict with, and should be interpreted in the context of, any applicable federal or state law or regulation, including Title 8 of the Delaware Code, and the Company’s Certificate of Incorporation and Bylaws. These Principles are subject to modification from time to time by the Board.

I. ORGANIZATION AND MEMBERSHIP

A. Size of the Board

The Company’s Bylaws provide that the Board shall be comprised of a maximum of nine and a minimum of three directors. The Board shall periodically review its own size, and have a number of directors that is most effective based on the Company’s current needs and the availability of potential candidates. The Board will consider (among other things) the Company’s operations, the representation of stockholder groups, voting results for directors in recent elections by stockholders, legislative and regulatory developments, trends in governance, any contractual obligations, and such other factors as may be deemed relevant when determining the appropriate size.

B. Selection of New Director Candidates

The Board has adopted Policies for Director Nominations and Stockholder Proposals, which set forth the minimum qualifications and additional criteria to be used by the Governance/Nominating Committee in nominee selection and establish procedures for handling recommendations received from Board members or other sources.

C. Majority of Independent Directors

Our policy is that independent directors should comprise at least a majority of the Company’s Board. The Company’s definition of “independence” is that contained in NASDAQ listing standards, other applicable laws and regulations and any other criteria determined by the Board in the exercise of its business judgment. In accordance with these requirements, the Governance/Nominating Committee and the Board, when evaluating the independence of a director or director nominee, consider whether such person has any relationship or interest that could conflict with the interests of the Company. In assessing the materiality of an existing or proposed director’s relationships and interests (other than those that are specifically identified by NASDAQ listing standards and other applicable laws and regulations as preventing independence), the Governance/Nominating Committee and the Board consider all relevant facts and circumstances. The Governance/Nominating Committee and the Board evaluate materiality

not only from the perspective of the director, but also from that of the Company and other persons and organizations with which the director has a relationship.

The Governance/Nominating Committee analyzes an existing director's or candidate's eligibility to be classified as "independent" for the purposes of serving on the Board and any applicable committee at the time of such person's nomination to the Board or committee, upon any change in the person's status as described in Section I.E. of these Principles and annually. Upon its receipt of the Governance/Nominating Committee's recommendation, the Board makes a final determination of the individual's independence. The Board may adopt categorical standards to assist it in assessing relationships or interests that relate to its evaluation of independence.

D. Board Membership Criteria for Existing Board Members and Nominees

In addition and subject to the legally defined criteria for independent directors and the requirements and factors set forth in the Company's Policies for Director Nominations and Stockholder Proposals, our policy is that independent directors of the Company should be persons with broad training, knowledge and experience in business, finance, education, government or other professions or vocations who have earned distinction in their chosen fields. Director nominees are also evaluated on the basis of the commitment that they are able and willing to make to the directorship, their ability to add value and diversity to the Company, and the Company's circumstances at the time of the nomination. The Governance/Nominating Committee reviews the Company's Policies for Director Nominations and Stockholder Proposals and other criteria for independent directors on an ongoing basis, as appropriate.

E. Change of Status of Director

It is the policy of the Board that any inside director or outside director whose affiliation, directorships, or position of principal employment changes after election to the Board, for example, if such director takes a new employment position or job title at a different company, or an outside private company on whose board such director sits becomes public listed, shall promptly notify the Board for consideration by the Board of any effect of that change upon the interest of the Company, including with respect to any potential conflicts of interest, or "overboarding" considerations.

F. Director Orientation and Continuing Education

As soon as practicable following election or appointment of a new director, the Company shall make available to the new director a Director Guidebook, which shall be constructed to familiarize the new director with, among other things, the Company's business, strategic plans, significant financial, accounting and risk management issues, compliance programs, conflicts policies, the Company's Code of Ethics and Business Conduct (the "Code of Ethics"), these Principles, principal officers, internal auditors and independent auditors. Each director is expected to take such action, which may include participation in continuing educational programs, as necessary to maintain the level of expertise required to perform his or her responsibilities as a director. The Company shall recommend certain of these educational programs, but directors are encouraged to identify others that are of interest to them and relevant to the Company's business strategy and the Company shall reimburse Board members for reasonable expenses relating to this ongoing director

education. Each director is required to attend a director program at least once every five years during such director's tenure on the Board.

G. Retirement Age

It is the general policy of the Company that no director having attained the age of 72 years (as of the date of the annual stockholder meeting for such year), shall be nominated for re-election or re-appointment to the Board. However, the Board may determine to waive this policy in individual cases.

II. BOARD LEADERSHIP

A. Chairman of the Board

Unless otherwise provided by the Company's Bylaws or a resolution adopted by the Board, the Chairman of the Board shall: (i) preside over meetings of the Board and stockholder meetings; (ii) distribute meeting agendas and other pertinent information to directors prior to each Board meeting; (iii) work with the Governance/Nominating Committee to determine which directors serve on specific Board committees; and (iv) perform such other functions as may from time to time be assigned to the Chairman by the Board.

The Board has no policy with respect to the separation of the offices of Chairman and Chief Executive Officer. The Board believes that it is appropriate to maintain flexibility to determine the appropriate Board leadership structure and this issue is part of its regular review of corporate governance and the succession planning process. The Board therefore believes that it is in the best interests of the Company and its stockholders for the Board to make a determination regarding this issue each time it appoints a new Chief Executive Officer and during times of transition.

B. Lead Director

If the Chairman of the Board is not an independent director, the independent directors of the Board may appoint annually by a majority vote an independent director to serve in a lead capacity (a director in such capacity, the "Lead Director"). The Lead Director may be removed or replaced at any time with or without cause by a majority vote of the independent directors. The Lead Director, if any, shall coordinate the activities of the other independent directors and shall have the following powers and responsibilities: (i) preside over meetings of the Board at which the Chairman of the Board is not present, including executive sessions of the independent directors; (ii) call meetings of the independent directors; (iii) serve as the principal liaison between the Chairman of the Board and the independent directors; (iv) along with the Chairman, approve the Board meeting schedules and agenda items; (v) interview, along with the Governance/Nominating Committee, all candidates for director and make recommendations to the Governance/Nominating Committee with respect thereto; (vi) retain outside advisors and consultants who report directly to the Board on Board-wide issues, as appropriate; and (vii) perform such other functions as may from time to time be assigned to the Lead Director by the Board.

III. BOARD COMMITTEES

A. Existence of Committees

The Board has established three standing committees and delegated important responsibilities to them: Audit; Compensation; and Governance/Nominating. The Board is responsible for overseeing the structure and practices of these committees and has the flexibility to form a new committee or subcommittee, re-allocate responsibilities of one committee (or subcommittee) to another committee (or subcommittee) or disband a current committee or subcommittee. Each committee shall establish a charter to be approved by the Board, which sets forth such committee's purpose and responsibilities and complies with NASDAQ listing standards and other applicable laws and regulations.

B. Assignment of Committee Members and Committee Chairmen

The Board reviews the Governance/Nominating Committee's recommendations and designates the members of Board committees, taking into account legal and NASDAQ listing requirements and each director's particular experience, knowledge and preference. Each standing committee shall be comprised of independent directors (as discussed herein), provided that the composition of each committee should also cause the committee to satisfy any additional independence or skill requirements for members, as may be contained in the NASDAQ listing standards and other applicable laws and regulations. The Board is responsible for the final determination of whether an individual is qualified to serve on the Audit Committee as a designated "financial expert," however, the Governance/Nominating Committee coordinates closely with the Board in screening any new candidate and in evaluating whether to renominate any existing director who serves in this capacity.

The Board shall elect the Chairman for each committee, provided, however, that in the absence of the Board's election, each committee shall elect its own Chairman by a majority vote of the committee members.

IV. RESPONSIBILITIES AND AUTHORITY

A. The Board's Duty to the Company and its Stockholders

The business and affairs of the Company shall be managed by or under the direction of the Board, which shall oversee management to advance what the Board members reasonably believe to be the best interests of the Company and its stockholders. The Board may also consider, in its reasonable judgment, the interests of other stakeholders, including employees, customers, and communities in furtherance of its primary purpose, which is to build long-term stockholder value. In addition, and more specifically, the Board shall (among other things): provide counsel and oversight on the selection, evaluation, development and compensation of senior management; review, approve and monitor fundamental financial and business strategies and major corporate actions, including declarations of dividends; assess major risks facing the Company and review options for the mitigation of such risks; monitor the performance of the Company in relation to its goals, strategy and competitors; and develop and monitor processes for maintaining the integrity of the Company.

The Board is also responsible for overseeing corporate governance matters, as more fully set forth in these Principles and the charter of the Governance/Nominating Committee.

B. Directors' Preparation and Participation

A director is expected to spend the time and effort necessary to properly discharge such director's responsibilities. Accordingly, a director is expected to regularly attend meetings of the Board and committees on which such director sits, and to review before each meeting the material distributed in advance for such meetings. Attendance by telephone or video conference may be used to facilitate a director's attendance at Board and Committee meetings. A director who is unable to attend a meeting is expected to notify the Chairman of the Board or the chairman of the appropriate committee in advance of such meeting.

C. Board Access to Senior Management

Each director is expected to become familiar with the Company's operations and public disclosures. There are no restrictions on contacts or discussions by directors with senior management of the Company or, as appropriate, employees and/or outside counsel to the Company (including whistleblower hotline reports and complaints). Senior managers should cooperate with the Board and its committees and should render such assistance as requested for the purpose of carrying out Board or committee functions. However, any contact by a director should be carefully handled by the director to avoid directing or interfering with normal day-to-day operations of the business. The Chief Executive Officer will determine appropriate ways to facilitate directors' interaction with officers, employees and outside counsel.

D. Access to Independent Advisors

The Board and its committees have the right at any time to retain independent outside auditors and financial, legal or other advisors. The Company will provide appropriate funding, as determined by the Board or any committee, to compensate those independent outside auditors or advisors, as well as to cover the ordinary administrative expenses incurred by the Board and its committees in carrying out their duties. The Board, and its committees, as applicable, may specify a protocol for approval of expenses.

E. Ethics and Conflicts of Interest

The Company will maintain, and the Governance/Nominating Committee and Audit Committee will review and promote compliance with, the Company's Code of Ethics. The Board expects the directors, as well as officers and employees, to act ethically at all times and to acknowledge their adherence to the Company's policies, including the Code of Ethics. Additionally, each director is expected to acknowledge in writing his or her adherence to the Company's Code of Ethics. If an actual or potential conflict of interest arises for a director, the director shall promptly inform the Chairman of the Board and Chief Executive Officer. If a significant conflict exists and cannot be resolved, the director shall resign. All directors will recuse themselves from any discussion or decision affecting their personal, business or professional interests outside of the Company, but may participate in all or a portion of the discussions if requested by the Chairman of the Board. The Board shall resolve any conflict of interest question involving senior management or the Chief

Executive Officer and the Board and the Chief Executive Officer shall resolve any conflict of interest issue involving any other officer of the Company. Notwithstanding the foregoing, any proposed transaction between the Company and any officer or director (other than matters related to employment and compensation) shall be submitted to the Audit Committee in advance for review and consideration at a meeting of the Audit Committee, which will be documented in dated meeting minutes.

F. Selection, Development and Evaluation of Chief Executive Officer and Senior Management

The Board, with assistance from the Compensation Committee, provides counsel and oversight on the selection, evaluation, development and compensation of the Chief Executive Officer and other senior management. As used in this Section IV.F, “senior management” is defined as any officer who reports directly to the Chief Executive Officer and any other officer of the Company or its subsidiaries so designated by the Chief Executive Officer.

The Compensation Committee shall conduct an annual performance review of the Chief Executive Officer and other senior management in accordance with its charter and for the purpose of approving such officers’ compensation. The Board reviews the Compensation Committee’s annual report to ensure that the Chief Executive Officer and other senior management are providing the best leadership for the Company, from a short, intermediate and long term perspective, and are operating the Company in a manner consistent with applicable legal requirements and ethical considerations (including the Code of Ethics).

G. Succession Planning

The Board, with assistance from the Governance/Nominating Committee and the Company’s senior management, is responsible for succession planning for the Chief Executive Officer, and the Board, with assistance from the Governance/Nominating Committee and the Chief Executive Officer, is responsible for succession planning for senior management. The Board may delegate these responsibilities to committees as appropriate.

The Chairman, Lead Director, if any, and the Chief Executive Officer (if the Chief Executive Officer and Chairman roles are separated) will make available to the Board on a continuing basis their recommendation as to a successor for the Chief Executive Officer in the event of an unexpected disability or inability to perform the duties of this position.

Only the Board may appoint the Company’s Chief Executive Officer.

H. Review of Principles of Corporate Governance

The Board, or a committee, if applicable, expects to review these Principles on an ongoing basis and may propose any changes it deems appropriate to the Board for consideration. The purpose of such review is to ensure that these Principles are effective in enabling the Board to fulfill its responsibilities, to consider whether these Principles continue to accurately reflect Board practices, to address any changes to applicable laws and regulations, and to address any other corporate governance issues that arise from time to time.

I. Board Confidentiality; Communications

Consistent with their fiduciary duties, directors shall maintain the confidentiality of any non-public information received in their capacities as directors, including Board and Board committee communications, discussions and materials. Directors shall not speak with the media or consent to an interview regarding the Company without receiving prior approval from the Company's Chief Executive Officer or his/her designate.

V. BOARD AND COMMITTEE MEETINGS

A. Frequency and Length of Board and Committee Meetings

The Board, at least annually, adopts a schedule of meetings of the Board, which shall set forth the date, time and place of each meeting and shall include at least four meetings per year. Typically one regularly scheduled meeting of the Board should be held each quarter, plus special meetings as required by the needs of the Company. The committee chairs shall establish a schedule of meetings for their respective committees, the number and frequency of which shall be in accordance with the committees' charters. A master schedule of all regular Board and committee meetings will be distributed annually to all Board members. Ample time shall be scheduled for each meeting to ensure full discussion of important matters.

B. Agenda Items for Board Meetings

The Chairman of the Board, with consultation of the Chief Executive Officer and Lead Director (if applicable), establishes the agenda for each Board meeting. Each Board member is free to suggest the inclusion of items on the agenda and to raise subjects that are not on the Board agenda. At least one Board meeting each year includes a special Board session during which the Board reviews strategic business plans.

C. Committee Agendas

Each committee Chairman develops the agendas for the respective committee meetings. Each member of the committee is free to raise at any committee meeting subjects that are not on the agenda. Committee actions are reported to the full Board.

D. Board Materials Distributed in Advance

It is the preference of the Board that agendas and related materials for Board and Board committee meetings be sent to the directors at least three business days in advance of the meeting. Although such materials may be prepared and distributed in reasonable summary form, any director desiring additional data, reports or further detailed information has the right to obtain information that is reasonably available. On those occasions when it is not feasible to distribute materials in advance, or when the subject matter of the material is too sensitive to distribute in written form, there will be an opportunity for full discussion at the meeting, or other reasonable steps shall be taken to permit directors to become reasonably informed about the matter before voting on it.

E. Regular Attendance of Non-Directors at Board Meetings

The Board may invite members of senior management to regularly attend Board and Board committee meetings, as appropriate. The Board may invite additional non-members, including advisors or external speakers, to attend Board meetings.

F. Executive Sessions of Outside Directors

An executive session of the independent directors is scheduled at least twice each calendar year at regularly scheduled Board meetings.

G. Attendance at Annual Stockholder Meeting

Each Board member is encouraged to attend the Company's annual meeting of stockholders via telephone, video conference or in person.

VI. BOARD COMPENSATION AND PERFORMANCE

A. Director Compensation

The form and amount of director compensation is determined by the Board based on periodic review and input from the Compensation Committee, and shall be appropriate for the Company's size and financial situation. The Compensation Committee conducts an annual review of director compensation to ensure directors are compensated effectively in a manner consistent with the strategy and philosophy of the Company, and to further ensure that the Company will be able to attract, retain and reward those who contribute to the success of the Company. Only non-management Board members shall be eligible for compensation under any director compensation plan.

B. Annual Performance Evaluation of the Board

Upon the Board's request, the Governance/Nominating Committee will oversee a self-assessment of the performance of the Board as a whole, as well as assist the Board in evaluating each committee's performance. Such assessments shall be reported to and discussed with the full Board. The assessments should generally include an analysis of compliance with these Principles, feedback on the performance of individual peer directors, feedback on Board agendas and effectiveness, and identification of areas for improvement. The purpose of the assessments is to increase the effectiveness of the Board and Board committees as a whole. The Governance/Nominating Committee may engage a third-party evaluator to assist with such evaluation process from time to time. Individual Board members are also assessed as set forth in the Governance/Nominating Committee's charter and these Principles, in connection with the Governance/Nominating Committee's responsibility to counsel members whose performance needs improvement and its annual decision on whether to re-nominate existing directors to the Board.

VII. POSTING REQUIREMENT

The Company should post these Principles, the charters of each Board committee and the Company's Code of Ethics on the Company's website as required by applicable rules and regulations. In addition, the Company should disclose in its proxy statement or annual report on

Form 10-K, as applicable, that a copy of each document is available on the Company's website and provide the website address.

*Approved by the Board of Directors on December 13, 2007
(Most recently amended by the Board of Directors on June 26, 2023)*