

**CHARTER FOR THE COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
BROADWIND, INC.**

I. PURPOSE

The Compensation Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) to assist the Board in discharging its responsibilities relating to the compensation policies of Broadwind, Inc. (the “Company”), and for the compensation of the Board, senior management and Chief Executive Officer of the Company. Senior management shall be defined as any officer of the Company who reports directly to the Chief Executive Officer and President and any other officer of the Company or its subsidiaries so designated by the Chief Executive Officer or President.

II. ORGANIZATION AND MEMBERSHIP

The Committee will be comprised of two (2) or more directors appointed by the Board, each of whom shall be independent. The definition of “independence” for purposes of selecting Committee members shall meet the independence requirements established by applicable laws and regulations, including the rules and regulations established by the Securities and Exchange Commission and the applicable listing exchange rules. Each member of the Committee must qualify as “outside directors” for the purposes of Section 162(m) of the Internal Revenue Code, as amended, to the extent it remains applicable. Committee members shall be appointed and removed by the Board; such appointment and removal may be upon recommendation by the Governance/Nominating Committee.

The Chairman of the Committee shall be elected by the Board. In the absence of the Board’s election of a Chairman, the Committee shall elect a Chairman by majority vote of the Committee members. The Chairman of the Committee shall conduct the meetings as well as represent the Committee to the Board.

III. RESPONSIBILITIES

To fulfill its responsibilities and duties hereunder, the Committee shall:

- Periodically review with management the Company’s philosophy of compensation, taking into consideration enhancement of stockholder value from a short, intermediate and long-term perspective, and the fair and equitable compensation of senior management.
- Annually consider the relationship between the Company’s strategic and operating plans and the various compensation plans for which the Committee is responsible.
- Annually review the individual and Company performance goals and objectives of the Chief Executive Officer and other senior management, evaluate such officers’ performance in light of these goals, and determine and approve appropriate compensation levels and equity grants based on this evaluation, market data and the Company’s compensation philosophy. In evaluating and determining the Chief Executive Officer’s and other senior management’s compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation, or say-on-pay, required by Section 14A of the Securities Exchange Act of 1934, as amended. The Chief Executive Officer cannot be present during any voting or deliberations by the Committee on his or her compensation.

- Review senior management compensation policies and plans, including incentive plans, equity plans, benefits and perquisites.
- Provide recommendations to the Board on compensation-related proposals to be considered at the Company's annual meeting of stockholders, including an advisory vote on executive compensation, or say-on-pay, and the frequency with which the Company should submit to stockholders such say-on-pay proposals.
- The Committee shall review, approve, and monitor the Company's executive compensation plans, incentive compensation plans and equity-based plans, except for those plans that the Board chooses not to delegate or may not delegate to the Committee as a matter of law or regulation or under the terms of any plan. The Committee shall oversee the Company's compliance with the requirement under the applicable listing exchange rules that stockholders approve equity compensation plans.
- Review professional development plans for senior management.
- Periodically review with management, and advise the Board with respect to, management's assessment of the effectiveness of the Company's human resources policies, strategies and programs, including compensation levels, employee deferred compensation plans, employee benefits, and the ability to attract, develop and retain talent. In addition, periodically confirm that such policies and practices are not reasonably likely to have a material adverse effect on the Company.
- Periodically review with management, and advise the Board with respect to, equity compensation plans and related registration statements and report to the full Board if any stockholder approval or additional registration is necessary.
- Periodically review with management, and advise the Board with respect to administration of, employee benefit plans.
- Review and recommend compensation plans for members of the Board.
- Assist the Board and the Company in developing and reviewing public disclosure of matters relating to the compensation of the Company's directors, senior management and Chief Executive Officer, as required by applicable laws or regulations or as the Board deems to be in the best interest of the Company.
- Review and reassess annually the adequacy of the Committee's charter, and make appropriate recommendations to the Governance/Nominating Committee.
- Annually review an assessment of any potential conflicts of interest raised by the work of compensation consultants (whether retained by the Committee or management) that are involved in determining or recommending executive or director compensation.

IV. AUTHORITY

The Committee shall have the authority, as and when it shall determine to be necessary or appropriate to the functions of the Committee, to:

- At the expense of the Company, if required, conduct such studies, analyses and evaluations necessary to perform the duties and fulfill the responsibilities assigned to it by the Board.
- Have full and independent access to Company management and personnel.
- Request from the Chief Executive Officer, President or Chief Financial Officer, and to rely upon, advice and information, orally or in writing, concerning the Company's business operations and financial information relevant to the functions of the Committee.
- At the expense of the Company, retain or obtain the advice of legal counsel (which may be, but need not be, the regular corporate counsel to the Company) and other consultants and advisers ("Compensation Advisers") to assist it with its functions. The Committee shall be directly responsible for the appointment, compensation (as determined by the Committee) and oversight of the work of any Compensation Advisers retained by the Committee. The Committee shall receive appropriate funding from the Company, as determined by the Committee in its capacity as a committee of the Board, for the payment of compensation to its Compensation Advisers.
- Take all action appropriate to the performance of the Committee's duties, including delegation of Committee responsibilities to subcommittees or to individual Committee members.

V. MEETINGS AND MINUTES

The Committee shall meet in person or electronically no fewer than two times per year, and as many additional times as the Committee deems necessary. A majority of the members shall represent a quorum of the Committee, and, if a quorum is present, any action approved by at least a majority of the members present shall represent the valid action of the Committee. As necessary or desirable, the Committee may request that members of management or others, including the Company's advisors, be present at meetings of the Committee; provided, however, that the Chief Executive Officer may not be present during voting or deliberations on his or her compensation.

The Committee will maintain written minutes of its meetings. Such minutes shall be provided to the Board, and filed with the minutes of the meetings of the Board.

VI. COMMITTEE PERFORMANCE

At least annually, the Committee shall conduct an evaluation of its performance and shall report the results of such evaluation to the Company's Governance/Nominating Committee.

VII. MANAGEMENT COOPERATION

The Committee shall to the extent feasible maintain free and open means of communication among the Board, Compensation Advisers, the internal human resources director and Chief Executive Officer.

Management of the Company shall cooperate with the Committee and render to the Committee such assistance as it shall request for the purpose of carrying out its functions.

*Approved by the Board of Directors December 13, 2007
(Most recently amended by the Board of Directors on October 27, 2020)*