

**CHARTER OF THE COMPENSATION COMMITTEE**  
**OF THE BOARD OF DIRECTORS OF**  
**nLIGHT, INC.**

**PURPOSE**

The purpose of the Compensation Committee (the “**Compensation Committee**”) of the Board of Directors (the “**Board**”) of nLIGHT, Inc. (the “**Company**”) is to:

- Provide oversight of the compensation of the Company’s Chief Executive Officer (“**CEO**”) and the individuals who are “officers” of the Company under Rule 16a-1(f) promulgated under the Exchange Act (the “**Executive Officers**”).
- Provide oversight of the Company’s compensation policies and plans and benefits programs, and overall compensation philosophy.
- Administer the Company’s equity compensation plans for its CEO, executive officers, and employees and the granting of equity awards pursuant to such plans or outside of such plans.
- Prepare the report of the Compensation Committee required by the rules and regulations of the Securities and Exchange Commission (the “**SEC**”).

The Compensation Committee will seek to ensure that the Company structures its compensation plans, policies and programs as to attract and retain the best available personnel for positions of substantial responsibility with the Company, to provide incentives for such persons to perform to the best of their abilities for the Company, to maintain appropriate levels of risk and reward, and to promote the success of the Company’s business. In reviewing and approving the Company’s annual and long-term incentive compensation plans for executive officers and other senior executives, including equity incentive plans, the Compensation Committee will consider the results, if any, of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”).

**COMPOSITION**

1. Membership and Appointment. The Compensation Committee will consist of at least two members of the Board. Members of the Compensation Committee will be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee of the Board and may be removed by the Board in its discretion.
2. Qualifications. Members of the Compensation Committee must meet the following criteria as well as any additional criteria required by applicable law, the rules and regulations of the SEC or the securities exchange on which the Company’s securities are listed or such other qualifications as are established by the Board from time to time; provided, however, that the Company may avail of itself of any applicable phase-in rules or interpretations:
  - Each member of the Compensation Committee will meet the independence requirements of the listing standards of the securities exchange on which the Company’s securities are listed.

- Unless determined otherwise by the Board, each member of the Compensation Committee will be a “non-employee director” as defined in Rule 16b-3 promulgated under Section 16 of the Exchange Act.
3. Chairperson. The Board may designate a chairperson of the Compensation Committee. In the absence of that designation, the Compensation Committee may designate a chairperson by majority vote of the members of the Compensation Committee.

## **RESPONSIBILITIES**

The following are the principal recurring responsibilities and duties of the Compensation Committee. The Compensation Committee may perform such other functions as are consistent with its purpose and applicable law, rules and regulations and as the Board may request.

1. Set Compensation for Executive Officers. The Compensation Committee will:
- Review and approve annually the corporate goals and objectives applicable to the compensation of the CEO, evaluate at least annually the CEO’s performance in light thereof, and consider factors related to the performance of the Company in approving the compensation level of the CEO. While the Full Board is responsible for the annual evaluation of the CEO, the Compensation Committee shall establish the process and provide its assessment of the CEO’s performance against the goals and objectives to the full Board. The Chair of the Compensation Committee, along with the Lead Independent Director, shall be responsible to gather the input from the other Board members to inform the Compensation Committee’s final assessment of the performance of the CEO, and shall provide that assessment to the CEO at least annually.
  - Review and approve annually the CEO’s (a) base salary, (b) incentive bonus, including the specific goals and amount, (c) equity compensation, (d) any employment agreement, severance arrangement or change of control protections and (e) any other benefits, compensation or similar arrangements (including, without limitation, perquisites and any other form of compensation such as a signing bonus or payment of relocation costs). In consultation with the CEO, review annually and approve or recommend to the Board for approval items (a) through (e) in the previous bullet for the other individuals who are Executive Officers.
  - Review and approve any compensatory contracts or similar transactions or arrangements with current or former Executive Officers, including consulting arrangements, employment contracts, severance or termination arrangements, which will include any benefits to be provided in connection with a change of control. In this regard, the Compensation Committee will have the power and authority to adopt, amend and terminate such contracts, transactions or arrangements.
2. Oversee Compensation Plans and Programs. The Compensation Committee will:
- Review, approve and administer annual and long-term incentive compensation plans for service providers of the Company, including executive officers and other senior executives, including:
    - Establishing performance objectives and certifying performance achievement; and

- Reviewing and approving all equity incentive plans and grant awards under such plans.
- Adopting, amending and terminating any such plans.
- Administer the Company’s equity incentive plans. In its administration of the plans, the Compensation Committee may (i) grant stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards to individuals eligible for such grants (including grants to individuals subject to Section 16 of the Exchange Act in compliance with Rule 16b-3 promulgated thereunder) in accordance with procedures and guidelines as may be established by the Board and (ii) amend such stock options, restricted stock units, stock purchase rights or other equity-based or equity-linked awards. The Compensation Committee may also adopt, amend and terminate such plans, including approving changes in the number of shares reserved for issuance thereunder subject to obtaining any required stockholder approval.
- Approve all option, restricted stock, restricted stock unit or other equity-based or equity-linked award grants and performance awards to Executive Officers.
- Review, approve and administer all of the Company’s employee benefit plans that the Compensation Committee deems appropriate, which include the ability to adopt, amend and terminate such plans.
- Oversee the Company’s overall compensation philosophy, compensation plans and benefits programs that the Compensation Committee deems appropriate, and approve, or make recommendations to the Board for approval with respect to improvements or changes to such plans or programs or the termination or adoption of plans or programs when appropriate.
- In connection with executive compensation programs:
  - Review and approve new executive compensation programs;
  - Review on a periodic basis the operations of the Company’s executive compensation programs to determine whether they are properly coordinated and achieving their intended purpose(s);
  - Evaluate on a periodic basis the competitiveness and reasonableness of the executive compensation programs as compared to selected peer companies; and
  - Establish and periodically review policies for the administration of executive compensation programs.
- Periodically review executive compensation programs and total compensation levels, including the impact of tax and accounting rules changes.
- If applicable, review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation (“**Say on Pay Vote**”), taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company’s proxy statement.

- Evaluate director compensation, including equity compensation, and make recommendations to the Board regarding director compensation.
  - Review and discuss annually with management the risks arising from the Company's compensation philosophy and practices applicable to all employees to determine whether they encourage excessive risk-taking and to evaluate compensation policies and practices that could mitigate such risks.
  - If the Board adopts stock ownership guidelines applicable to members of the Board and/or Executive Officers, periodically review such guidelines and recommend any proposed changes to the Board.
  - Review, adopt, amend and/or terminate, or recommend to the Board for approval, amendment or termination, and oversee claw back policies and/or practices if and as the Compensation Committee determines to be necessary or appropriate, or as required by law.
3. Compliance and Governance. The Compensation Committee will:
- Review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and related disclosures required by the rules and regulations of the SEC, to the extent required of the Company. The Compensation Committee will also review and recommend the final CD&A to the Board for inclusion in the Company's annual report on Form 10-K or proxy statement, to the extent required of the Company.
  - Annually to review and report to the full Board on succession planning and management development for the CEO and other members of the executive management team.
  - Prepare a report of the Compensation Committee required by the rules and regulations of the SEC to be included with the Company's annual report on Form 10-K or proxy statement.
  - Oversee the Company's submissions to stockholders on executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, incentive and other executive compensation plans, and amendments to such plans (to the extent required under the listing standards of the securities exchange on which the Company's securities are listed) and, in conjunction with the Nominating and Corporate Governance Committee of the Board (or its designees), engagement with proxy advisory firms and other stockholder groups on executive compensation matters.
4. Committee Charter Review. The Compensation Committee will review and reassess the adequacy of this charter annually and will submit any recommended changes to this charter to the Board for approval.
5. Performance Review. The Compensation Committee will review and assess the performance of the Compensation Committee on an annual basis.

## **MEETINGS AND PROCEDURES**

1. Meetings.
- The Compensation Committee shall meet at such times as the Compensation Committee shall determine. The Compensation Committee may meet in person or by telephone or video

conference. The chairperson of the Compensation Committee will preside at each meeting. The chairperson will approve the agenda for the Compensation Committee's meetings and any member may suggest items for consideration. If a chairperson is not designated or present, an acting chair may be designated by the Compensation Committee members present. The Compensation Committee may act by unanimous written consent (which may include electronic consent) in lieu of a meeting in accordance with the Company's bylaws.

- The Compensation Committee will maintain written minutes of its meetings and actions by written consent, which minutes and actions will be filed with the minutes of the meeting of the Board.
  - The Compensation Committee may invite to its meetings any director, officer or employee of the Company and such other persons as it deems appropriate in order to carry out its responsibilities. The Compensation Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities, including non-employee directors who are not members of the Compensation Committee. No Executive Officer may be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined.
2. Reporting to the Board of Directors. The Compensation Committee will report regularly to the Board regarding its activities and recommendations.
3. Authority to Retain Advisors.
- The Compensation Committee will have the authority, in its sole discretion, to select and retain any compensation consultant, outside legal counsel and such other advisors as necessary or appropriate to assist with the execution of its duties and responsibilities as set forth in this charter. The Compensation Committee will be directly responsible for the appointment, compensation and oversight of the work of any compensation consultants, outside legal counsel and such other advisors retained by the Compensation Committee. The Company will provide appropriate funding, as determined by the Compensation Committee, to pay any such compensation consultant, outside legal counsel or any other outside advisors hired by the Compensation Committee and any administrative expenses of the Compensation Committee that the Compensation Committee determines are necessary or appropriate in carrying out its activities.
  - Prior to selecting and receiving advice from compensation consultants, outside legal counsel and other advisors (other than the Company's in-house legal counsel), the Compensation Committee must take into consideration the independence factors set forth in the applicable rules of the SEC and the listing standards of the securities exchange on which the Company's securities are listed. The Compensation Committee may retain, or receive advice from, any compensation advisor it prefers, including advisors that are not independent, after considering the requisite independence factors. The Compensation Committee is not required to assess the independence of any compensation consultant or other advisor that acts in a role limited to consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of Executive Officers or directors and that is generally available to all salaried employees or providing information that is not customized for a particular company or that is customized based on parameters that are not developed by the consultant or advisor, and about which the consultant or advisor does not provide advice.

- The Compensation Committee will evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.
4. Subcommittees. The Compensation Committee may form subcommittees for any purpose that the Compensation Committee deems appropriate and may delegate to such subcommittees such power and authority to subcommittees or individuals as the Compensation Committee deems appropriate, except to the extent such delegation would violate an applicable tax or securities law, regulation or rule of any exchange upon which the Company's securities are then listed. If designated, any subcommittee or other individuals, as applicable, will establish its own schedule and maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. The Compensation Committee shall not delegate to a subcommittee any power or authority required by law, regulation or listing standard to be exercised by the Compensation Committee as a whole.
  5. Compensation. Members of the Compensation Committee will receive such fees, if any, for their service as Compensation Committee members as may be determined by the Board in its sole discretion.