

**NANOSTRING TECHNOLOGIES, INC.**  
**COMPENSATION COMMITTEE CHARTER**

(Adopted as of October 16, 2012 and last amended as of April 21, 2020)

**PURPOSE**

The purpose of the Compensation Committee (the “**Committee**”) of the Board of Directors (the “**Board**”) of NanoString Technologies, Inc. (the “**Company**”) shall be to:

- provide oversight of the Company’s compensation policies, plans and benefits programs, and overall compensation philosophy;
- assist the Board in discharging its responsibilities relating to (i) oversight of the compensation of the Company’s Chief Executive Officer (“**CEO**”) and other executive officers (including officers reporting under Section 16 of the Securities Exchange Act of 1934, as amended (the “**Exchange Act**”)), and (ii) approving and evaluating the executive officer compensation plans, policies and programs of the Company;
- oversee compensation of non-employee directors; and
- assist the Board in administering the Company’s equity compensation plans for its executive officers and employees and the issuance of stock options and other equity-based or equity-linked awards not granted pursuant to a plan.

The Committee shall 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 and to promote the success of the Company’s business. The Committee is also responsible for producing an annual report on executive compensation for inclusion in the Company’s proxy statement.

The Committee has the authority to undertake the specific duties and responsibilities as are enumerated in or consistent with this charter, and will have the authority to undertake such other specific duties as the Board from time to time prescribes.

**MEMBERSHIP**

The Committee shall consist of at least two members of the Board. Members of the Committee shall be appointed by the Board upon the recommendation of the Nominating and Corporate Governance Committee and may be removed by the Board in its discretion. The Board may designate one member of the Committee as its chairperson. The Committee may form and delegate authority to subcommittees when appropriate. Members of the Committee must meet the following criteria:

- the independence requirements of the listing standards of the Nasdaq Stock Market, LLC;

- the non-employee director definition of Rule 16b-3 promulgated under Section 16 of the Exchange Act; and
- such other qualifications as may be established by the Board from time to time.

## **RESPONSIBILITIES AND DUTIES**

The following are the principal recurring responsibilities of the Committee. The Committee may perform such other functions as are consistent with its purpose and applicable law, rules and regulations and as the Board or the Committee deem appropriate. In carrying out its responsibilities, the Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and circumstances.

### ***Executive and Other Compensation***

- Annually review and approve, or in the Committee’s discretion, recommend to the Board for approval, for the CEO: (i) the annual base salary, (ii) the annual incentive bonus, including the specific goals and amount, (iii) equity compensation, (iv) any employment agreement, severance arrangement or change of control protections, (v) any signing bonus or payment of relocation costs and (vi) any other significant benefits, compensation or similar arrangements (including, without limitation, perquisites and any other form of compensation). One of the Committee’s objectives shall be to use compensation to align the interests of the executive officers with the long-term interests of the Company’s stockholders, thereby incentivizing management to increase stockholder value. The CEO may not be present during deliberations or voting on such matters relating to his or her compensation.
- In consultation with the CEO, review annually and approve, or in the Committee’s discretion, recommend to the Board for approval, items (i) through (vi) in the previous bullet for the individuals who are deemed to be officers of the Company under Rule 16a-1(f) promulgated under the Exchange Act, other than the CEO (the “executive officers”).
- Review and make recommendations to the full Board, or approve, any compensatory contracts or similar transactions or arrangements with current or former executive officers of the Company, including consulting arrangements, employment contracts, severance or termination arrangements and loans to employees made or guaranteed by the Company.
- Review and approve, or in the Committee’s discretion, recommend to the Board for approval, corporate goals and objectives relevant to the compensation of the CEO and the executive officers of the Company, evaluate performance in light thereof, and consider factors related to the performance of the Company, including accomplishment of the Company’s long-term business and financial goals. The CEO may not be present during deliberations or voting on such matters relating to his or her compensation.
- Establish and administer annual and long-term incentive compensation plans for executive officers, other senior executives and any other service providers as the Committee deems appropriate, including (i) establishing performance objectives and certifying performance achievement; and (ii) reviewing and approving all equity-based compensation plans and grant awards of shares and stock options pursuant to such plans.

- 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), including taking steps to modify any executive compensation program that yields payments and benefits that are not reasonably related to executive and corporate performance.
- Administer the Company’s equity incentive plans. In its administration of the plans, the Committee may (i) grant stock options, 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) and in accordance with procedures and guidelines, if any, as may be established by the Board and (ii) amend such stock options, stock purchase rights or equity-based or equity-linked awards. The Committee shall also make recommendations to the Board with respect to amendments to the plans and changes in the number of shares reserved for issuance thereunder.
- Provide oversight of the Company’s overall compensation philosophy and any compensation plans and benefits programs that the Compensation Committee deems appropriate and approve, or, in the discretion of the Committee, 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.
- Evaluate, on a periodic basis, the compensation and benefits for non-employee directors, consulting with outside consultants and/or with the Human Resources department when appropriate, and make recommendations to the Board regarding compensation and benefits, including equity awards, for non-employee directors.
- Evaluate, on a periodic basis, the competitiveness of (i) the compensation of the CEO and the executive officers of the Company and (ii) the Company’s overall compensation plans.
- Periodically review executive compensation programs and total compensation levels, for executive officers and such other employees as the Committee deems appropriate, including if and to the extent deemed appropriate by the Committee:
  - conducting comparative analyses of total compensation relative to market, as represented by a peer group of companies that the Committee reviews and revises periodically against which to assess the Company’s compensation programs and practices;
  - quantifying maximum payouts to executives under performance-based incentive plans and total payments under a variety of termination conditions, including upon a change of control; and
  - the impact of tax and accounting rules changes.
- Establish and periodically review policies in the area of senior management perquisites.
- Authorize the repurchase of shares from terminated employees pursuant to applicable law.
- If applicable, review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation (any such vote,

a “**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.

- 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.
- Review, adopt, amend and/or terminate, or, recommend to the Board for approval, amendment or termination, and oversee clawback policies and/or practices if and as the Committee determines to be necessary or appropriate, or as required by law.

#### ***Related Duties and Authority***

- 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 Securities and Exchange Commission to the extent required of the Company and produce a report on executive compensation for inclusion in the Company’s annual report on Form 10-K or proxy statement, to the extent required of the Company. The Committee will also 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.
- Review periodically the succession planning for the Chief Executive Officer and other executive officers, reporting its findings and recommendations to the Board, and assist the Board in evaluating potential successors to these executive management positions;
- Oversee the evaluation of management.

#### **MEETINGS**

The Committee shall meet as often as may be deemed necessary or appropriate, in its judgment, in order to fulfill its responsibilities. The Committee may meet either in person or telephonically, and at such times and places as the Committee determines. The Committee may establish its own meeting schedule, which it will provide to the Board. The chairperson of the Committee shall preside at each meeting. If a chairperson is not designated or present, an acting chairperson may be designated by the Committee members present. The Committee may act by written consent (which may include electronic consent), which shall constitute a valid action of the Committee if it has been executed by each Committee member and shows the date of execution.

The 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 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 Committee.

As part of its review and establishment of the performance criteria and compensation of designated key executives, the Committee should meet separately at least on an annual basis with the CEO, the Company’s principal human resources executive, and any other corporate officers as it deems appropriate. However, the

Committee should meet regularly without the CEO present, and in all cases the CEO shall not be present at meetings at which his or her performance and compensation are being deliberated and determined.

## **MINUTES**

The Committee shall maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. Any written consent will be effective on the date of the last signature and will be filed with the minutes of the meetings of the Board.

## **REPORTS**

The Committee shall report regularly to the Board (i) following meetings of the Committee, (ii) with respect to such other matters as are relevant to the Committee's discharge of its responsibilities and (iii) with respect to such recommendations as the Committee may deem appropriate. The 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 Committee to make such report.

## **SUBCOMMITTEES**

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate. If designated, each such subcommittee 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 Committee shall not delegate to a subcommittee any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole.

## **AUTHORITY TO RETAIN ADVISORS**

In performing its responsibilities, the Committee shall have the authority to engage (and terminate) any compensation consultant to assist in the evaluation of executive officer compensation, including sole authority to retain and terminate such consultant and approve such consultant's fees and other retention terms, as it determines necessary or appropriate. The Committee shall also have the authority to engage and obtain advice, reports or opinions from internal or independent counsel and other expert advisors, as it determines necessary or appropriate, to carry out its duties. Other than in-house legal counsel, the Committee may engage (and terminate) such consultant, counsel or advisor only after taking into consideration his or her independence, in accordance with SEC Rule 10(C)-1(b) and any other factors as may be required by the SEC or the listing standards of the Nasdaq Stock Market LLC. The Company will provide appropriate funding, as determined by the Committee, to pay any compensation consultant or any other outside advisors hired by the Committee and any administrative expenses of the Committee that are necessary or appropriate in carrying out its activities. The Committee shall not be required to implement or act consistently with the advice or recommendations of any compensation consultant, legal counsel or any other advisors, and the authority granted to the Committee pursuant to this charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this charter.

## **COMPENSATION**

Members of the Committee shall receive such fees, if any, for their service as Committee members as may be determined by the Board in its sole discretion.

### **COMMITTEE CHARTER REVIEW**

The Committee shall review and reassess the adequacy of this charter annually and shall submit any recommended changes to the charter to the Board for approval.

### **PERFORMANCE REVIEW**

The Committee shall review and assess its performance on an annual basis.