

NATUS MEDICAL INCORPORATED COMPENSATION COMMITTEE CHARTER

1. Purpose

The purpose of the Compensation Committee established pursuant to this Charter is to assume oversight responsibility for and approve the executive compensation policies and strategies of Natus Medical Incorporated (the “Company”). The Compensation Committee has overall responsibility for approving and evaluating the compensation plans, policies, and programs of the executive officers (inclusive of the Chief Executive Officer, direct reports to the Chief Executive officer, any other named executive officer, or any other executive as deemed appropriate by the Board of Directors) of the Company and for reviewing the Company’s general policies relating to compensation and benefits of its employees and the Board of Directors.

The Compensation Committee has the authority to undertake the specific duties and responsibilities listed below and will have the authority to undertake such other specific duties as the Board of Directors from time to time prescribes.

2. Membership and Organization

The Compensation Committee shall consist of a minimum of two non-employee directors of the Company meeting (i) the independence requirements of The Nasdaq Stock Market listing standards and (ii) the non-employee director definition of Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended, as is determined by the Board of Directors. The members of the Compensation Committee are appointed by and serve at the discretion of the Board of Directors.

The members of the Compensation Committee will be appointed by the Board of Directors on the recommendation of the Nominations & Governance Committee, and, by agreement of either the members of the Compensation Committee or the Board of Directors, at the Board of Directors’ discretion, appoint a chair of the Compensation Committee.

3. Responsibilities and Authority

The responsibilities and/or authority of the Compensation Committee include:

- Providing guidance with respect to, and approval of, general compensation and incentive goals and philosophies for the Company’s employees at all levels, including general performance and measurement guidelines for the determination of bonuses and other forms of incentive compensation;
- Annually initiating the performance appraisal process by which the Compensation Committee and the Board of Directors evaluate the performance of the Chief Executive Officer and other executive officers of the Company to review and approve their compensation and benefits, including compensation criteria and incentives;
- Reviewing and making recommendations from time to time to the Board of

Directors regarding general equity and cash compensation incentives for the outside directors on the Board of Directors;

- Acting as administrator of the Company's equity incentive plans. In its administration of the plans, the Compensation Committee may, pursuant to authority delegated by the Board of Directors (i) grant and/or award stock options, restricted stock, restricted stock units, and other forms of awards allowed under the Company's equity incentive plans to individuals eligible for such grants (including grants to individuals subject to Section 16 of the Securities Exchange Act of 1934 in compliance with Rule 16(b)-3 promulgated thereunder) and in accordance with procedures and guidelines as may be established by the Board of Directors, and (ii) amend such stock options, restricted stock, restricted stock units, and other forms of awards. The Compensation Committee shall also make recommendations to the Board of Directors with respect to amendments to the plans and changes in the number of shares reserved for issuance thereunder;
- Reviewing and making recommendations to the Board of Directors regarding other plans that are proposed for adoption or adopted by the Company for the provision of compensation to employees of, directors of, and consultants to the Company;
- Preparing an annual report (to be included in the Company's proxy statement) on executive compensation;
- Forming and delegating authority to subcommittees when appropriate;
- Making regular reports to the Board of Directors;
- Reviewing compensation peer groups;
- Assisting the Board in the Company's overall risk management as and when directed by the Board.
- Overseeing compliance with the Company's stock ownership guidelines;
- Periodically reviewing and approving the following as they affect the Chief Executive Officer and other executive officers: (i) employment agreements and severance arrangements; (ii) change-in-control agreements and change-in-control provisions affecting any elements of compensation and benefits; and (iii) special or supplemental compensation and benefits for the Chief Executive Officer and other executive officers;
- Reviewing and reassessing the adequacy of this Charter annually and recommending any proposed changes to the Board of Directors for approval;
- Annually reviewing its own performance, and;
- Performing any other activities as the Board of Directors may deem necessary or

appropriate.

The Compensation Committee shall have the sole authority to retain and terminate any compensation consultant to be used by the Company to assist in the evaluation of Chief Executive Officer or other executive officer compensation and shall have sole authority to approve the consultant's fees and other retention terms. The Compensation Committee shall also have authority to obtain advice and assistance from internal or external legal, accounting, or other advisors. The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant or other advisors. In selecting any such consultant or other advisor, the Compensation Committee shall take into consideration such factors as are required, if any, by applicable law, and the rules and regulations of the Securities and Exchange Commission and the Nasdaq Stock Market. The Company shall provide for appropriate funding, as determined by the Compensation Committee, for payment of compensation to any such persons retained by the Compensation Committee.

4. Meetings

The Compensation Committee may establish its own schedule for its meetings. The Chief Executive Officer of the Company shall not be present during the voting or deliberations on his or her compensation.

5. Delegation of Authority

Subject to applicable law, the Compensation Committee may from time to time form and delegate authority to subcommittees.

6. Minutes

The Compensation Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board of Directors.

Revised December 2019