

CLEARPOINT NEURO, INC.
AMENDED AND RESTATED CHARTER OF THE COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS

The Board of Directors (the “Board”) of ClearPoint Neuro, Inc., a Delaware corporation (the “Company”), established a Compensation Committee of the Board (the “Committee”) on September 16, 2008. The existing Charter of the Committee is amended and restated as set forth herein effective as of October 11, 2023. The last amendment and restatement of this Charter occurred on May 25, 2022.

I. PURPOSE

The purposes of the Committee are (i) to discharge the responsibilities of the Board relating to compensation of the Company's chief executive officer and other executive officers; (ii) to establish compensation policies and incentive and equity-based plans and awards that will enable the Company to attract, motivate and retain high quality leadership and compensate them in a manner that is not only competitive with other companies in the same industry but also consistent with the interests of the Company's stockholders; (iii) to oversee the Company's risk assessment and risk management relative to the Company's compensation structure and benefits plan administration; (iv) to review and discuss with the Company's management the Compensation Discussion and Analysis (“CD&A”) to the extent required to be included in the Company's annual proxy statement and determine whether to recommend to the Board of Directors that the CD&A be included in the proxy statement; and (v) to the extent required, to provide the annual report (the “Compensation Committee Report”) on the Committee's compensation policies and executive compensation for inclusion in the Company's proxy statement that complies with the rules and regulations of the Securities and Exchange Commission (the “SEC”).

II. MEMBERSHIP

The Committee will be comprised of not less than three Board members, including a Committee Chairperson, appointed by the Board. Each member of the Committee will be (i) an “independent director” within the meaning of the applicable listing standards set forth by The Nasdaq Capital Market (“Nasdaq”); (ii) a “non-employee director” as defined in Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”); and (iii) an “outside director” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, and the regulations promulgated thereunder. The Board, acting on the recommendation of the Corporate Governance and Nominating Committee, will appoint annually the members of the Committee. Committee members may be removed by the Board at any time.

In determining the independence of members of the Committee, the Board shall consider all factors specifically relevant to determining whether a director has a relationship to the Company which is material to that director's ability to be independent from management in connection with the duties of a member of the Committee, including, but not limited to (i) the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Company to such director; and (ii) whether such director is affiliated with the Company, a subsidiary of the Company or an affiliate of a subsidiary of the Company.

III. MEETINGS AND PROCEDURES

The Committee will meet as often as it determines, but not less frequently than annually. The Committee may request any officer or employee of the Company or the Company's outside counsel or independent auditor, or any other persons whose presence the Committee believes to be necessary or appropriate, to attend a meeting of the Committee or to meet with any members of, or advisors to, the Committee. The Chairperson of the Committee may call a Committee meeting whenever deemed necessary. The Chairperson of the Committee will develop, in consultation with management when appropriate, the Committee agenda.

IV. AUTHORITY, DUTIES AND RESPONSIBILITIES

The authority, duties and responsibilities of the Committee as are follows:

1. The Committee will review from time to time and approve the Company's compensation policies to ensure that management is rewarded appropriately for its contributions to Company growth and profitability and that the executive compensation strategy supports organization objectives and stockholder interests.

2. The Committee will review and recommend to the Board annually the corporate goals and objectives for the chief executive officer and other leadership team members of the Company. At least annually, the Committee will evaluate the chief executive officer's and other leadership team members' performance in light of these goals and objectives and set compensation, including any salary, bonus, and incentive and equity compensation, based on this evaluation. The chief executive officer may not be present during voting or deliberations on his or her compensation.

3. The Committee will review and approve the compensation, including any salary, bonus, and incentive and equity compensation, for all executive officers of the Company (which includes all officers within the meaning of Section 16 of the Exchange Act and Rule 16a-1 promulgated thereunder) and other leadership team members as defined by the Committee from time to time.

4. The Committee will provide oversight of management's decisions concerning the performance and compensation of key employees of the Company, other than the executive officers.

5. The Committee will approve, subject to Board approval and, where appropriate, subject to submission to the stockholders, all new incentive compensation and equity-based plans for executive officers or any amendments to existing incentive compensation and equity-based plans.

6. The Committee will review the Company's incentive compensation and equity-based plans, and the Committee will recommend to the Board any changes in such incentive compensation and equity-based plans that the Committee deems necessary or appropriate. The Committee will have and will exercise all the authority of the Board with respect to the administration of such plans.

7. The Committee will review and approve all awards made to executive officers under the Company's incentive compensation and equity-based plans.

8. The Committee will review from time to time the compensation paid to members of the Board by the Company and make recommendations as it determines are appropriate and advisable to the Board for its approval for any modifications to Board compensation.

9. The Committee will oversee the Company's risk assessment and risk management relative to the Company's compensation structure and benefits plan administration.

10. The Committee will, not less frequently than annually, evaluate the performance of the Committee, including a review of the Committee's compliance with this Charter (which may be accomplished as part of an overall Board self-evaluation), and review and reassess the adequacy of this Charter and submit any recommended changes to the Board for its consideration.

11. The Committee will perform such other duties and responsibilities as may be assigned to the Committee, from time to time, by the Board, or as designated in particular plan documents.

12. The Committee will have the authority to consult with Company counsel. The Committee also will have the authority to engage any outside advisor of its selection, at the Company's expense, should the Committee deem it necessary or appropriate to do so. The Committee will have the sole authority to retain and terminate any compensation consultant to assist in the evaluation of director, chief executive officer or other executive officer compensation, including the sole authority to approve the compensation consultant's fees and other retention terms.

13. The Committee may, in its sole discretion, retain or obtain the advice of any compensation consultant, independent legal counsel or other advisor that the Committee believes to be necessary or appropriate, and is directly responsible for the appointment, compensation and oversight of the work of any such compensation consultant, independent legal counsel or other advisor retained by the Committee. The Committee may also utilize the services of the Company's regular counsel or other advisors to the Company. The Company will provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisors employed by the Committee. The Compensation Committee may select, or receive advice from, any compensation consultant, independent legal counsel or other advisor (other than in-house legal counsel), only after taking into consideration the independence factors prescribed by Nasdaq, including, but not limited to, Section 5605(d)(3), as amended or updated from time to time.

Notwithstanding anything to the contrary contained herein, the Committee may select, or receive advice from, any compensation consultant or advisor, including ones that are not independent, after taking considering the independence factors prescribed by the rules and regulations of Nasdaq, including, but not limited to, Section 5605(d)(3), as amended or updated from time to time. Furthermore, the Committee need not conduct the foregoing assessment for an advisor acting in a role limited to those activities for which such assessment is not required under the rules of Nasdaq.

14. The Committee will review and discuss with management the information contained in CD&A required by Item 402(b) of Regulation S-K promulgated under the Securities Act of 1933, as amended, contained in the Company's annual proxy statement or annual report on Form 10-K, as applicable, and determine whether to recommend to the Board of Directors that CD&A be included in such proxy statement or the annual report on Form 10-K, as applicable.

15. The Committee will prepare and provide an annual Committee report in accordance with the rules and regulations of the SEC for inclusion in the Company's annual proxy statement or annual report on Form 10-K.