

**HUDSON TECHNOLOGIES, INC.**  
**Compensation Committee Charter**

**I. Committee Purpose**

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Hudson Technologies, Inc. (the “Company”) is to discharge the responsibility of the Board relating to compensation of the Company's directors, executive officers, including the Chief Executive Officer, and such other senior employees as the Committee may determine (such officers and employees, “management”) and related matters. The Committee has overall responsibility for approving and evaluating all compensation plans, policies and programs of the Company as they affect management and the directors.

**II. Organization**

- The members of the Committee shall be appointed by vote of the Board. The Committee shall be comprised of at least two members. All members of the Committee shall (i) meet the independence requirements of applicable law and the rules and regulations of the Nasdaq Stock Market (“Nasdaq”), and (ii) qualify as “outside” directors within the meaning of Internal Revenue Code Section 162(m) and as “non-employee” directors within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended. The Board shall also designate a Chairperson for the Committee.
- Meetings of the Committee shall be held from time to time as determined by the Board or the Committee and may be held in-person or by means of a telephone conference. The Committee may invite members of management or others to attend Committee meetings. The Committee shall keep minutes of its proceedings, which minutes shall be retained with the minutes of the proceedings of the Board.
- A quorum at any Committee meeting shall be at least two members. All determinations by the Committee shall be made by a majority of its members present at a meeting duly called and held (or where only two members are present, by unanimous vote). Any Committee decision or determination of the Committee reduced to writing and signed by all of the members of the Committee shall be fully effective as if such decision or determination had been made at a meeting duly called and held.
- The Chairperson of the Committee shall be responsible for establishing agendas for meetings of the Committee. The Committee shall make regular reports to the Board. In the event the Committee Chairperson is not present at a meeting, the Committee members present at that meeting shall designate one of its members as the acting chair of such meeting.
- The Committee shall evaluate its performance on an annual basis and develop criteria for such evaluation and report to the Board.
- At least annually, the Committee shall review and reassess the provisions of this Charter and any proposed changes shall be submitted to the Board for approval.

### **III. Responsibilities and Authority**

- The Committee's responsibilities include the following: The Committee shall, at least annually, review, evaluate, and approve the annual base salaries and other annual incentive compensation for the Company's directors and the Company's executive officers, including the Chief Executive Officer. The Company's compensation policies are intended to reward executives for their contributions to the Company's growth and profitability, recognize individual initiative, leadership, achievement, and other valuable contributions to the Company. An additional goal is to provide competitive compensation that attracts and retains qualified and talented executives. The Committee may consult the Chief Executive Officer on the performance of other Company executives. However, the Chief Executive Officer shall not be present during any Committee deliberations or voting with respect to his or her compensation but may participate in discussions regarding compensation for the Company's other executive officers.
- The Committee shall, periodically and as and when appropriate, review, oversee and approve all of the following: (a) all compensation programs involving the issuance of the Company's stock and other equity securities of the Company under the Company's long-term incentive plans; (b) all other incentive awards and opportunities, including cash-based and equity-based awards and opportunities; (c) any employment and severance arrangements; (d) any change-in-control provisions affecting any elements of compensation and benefits; and (e) any special or supplemental compensation and benefits for management and individuals who formerly served as management, including supplemental retirement benefits and perquisites provided to them during and after employment. Equity grants will be made in accordance with applicable rules for Nasdaq-traded issuers. Any material modifications to existing long-term incentive plans are also made consistent with applicable rules for Nasdaq-traded issuers.
- The Committee shall review and approve compensation arrangements for non-employee directors in their capacity as directors and members of the standing committees of the Board. The Committee shall review and approve compensation arrangements for any non-employee directors who provide services to the Company other than in their capacity as directors.
- If applicable, the Committee shall review and discuss with the Company's management the Compensation Discussion and Analysis ("CD&A") required under Item 402 of Regulation S-K promulgated by the Securities and Exchange Commission ("SEC") and, based upon such review and discussion, determine whether or not to recommend to the Board that the CD&A be included in the Company's Annual Report on Form 10-K or its proxy statement relating to the election of directors, as applicable. The Committee shall produce any report of the Committee required to be included in the Company's proxy statement relating to the election of directors under applicable SEC rules.
- The Committee shall annually assess the risks associated with the Company's compensation practices, policies and programs to determine whether the risks arising from such practices, policies and programs are appropriate or reasonably likely to have a material adverse effect on the Company.

- The Committee shall monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers, and with all other applicable laws affecting employee compensation and benefits.
- The Committee shall oversee the Company's compliance with the SEC rules and regulations regarding shareholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and the requirement under the Nasdaq rules that, with limited exceptions, shareholders approve equity compensation plans.
- The Committee shall review periodically compensation practices and trends of other companies to assess the adequacy of the Company's executive compensation programs and policies.
- The Committee shall, in its sole discretion, have the authority to retain or obtain the advice of a compensation consultant, legal counsel or other adviser.
- The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other adviser retained by the Committee.
- The Committee shall consider applicable independence criteria under Securities Exchange Act and Nasdaq Stock Market rules before selecting or receiving advice from any compensation consultants, other advisors or outside counsel.
- The Committee shall report the results of Committee Meetings to the Board periodically.

#### **IV. Other**

- The Committee shall have the right to delegate any of its responsibilities to a subcommittee comprised of one or more members of the Committee or to the CEO, including, but not limited to, the authority to make grants of awards of stock rights or options to any officer or employee of the Company, other than officers subject to Section 16 of the Securities Exchange Act of 1934, under the Company's long-term incentive plans or other equity based plans as the Committee deems appropriate and in accordance with the terms of such plans.
- The Company shall provide the Committee with all of the resources, both internal and external, financial and otherwise, which the Committee deems necessary or advisable to meet its duties and responsibilities and carry out its functions.
- The Committee shall also carry out such other duties that may be delegated to it by the Board from time to time.

This charter was originally adopted by the Board of Directors on June 27, 2013 and amended on October 26, 2022.