

**CHARTER FOR THE
COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
INTRICON CORPORATION**

(Adopted October 20, 2020)

PURPOSE

The purpose of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Intricon Corporation (the “Company”) shall be to:

- assist the Board in providing oversight of the Company’s compensation policies, plans and benefits programs and overall compensation philosophy;
- assist the Board in discharging the Board’s responsibilities relating to (i) oversight and approval of the compensation of the Company’s Chief Executive Officer (“CEO”) and its executive officers (including Vice Presidents and above) (collectively, the “Executive Officers”), and (ii) reviewing, approving and evaluating the Executive Officer compensation plans, policies and programs of the Company;
- administer the Company’s equity compensation plans, including the granting of equity awards pursuant to such plans or outside of such plans; and
- prepare the report of the Committee if required by the rules and regulations of the Securities and Exchange Commission (the “SEC”).

The Committee shall seek to structure the Company’s compensation plans, policies and programs in order to attract and retain the best available personnel for positions of substantial responsibility with the Company, provide incentives for such persons to perform to the best of their abilities for the Company, maintain appropriate levels of risk and reward and promote the success of the Company’s business.

MEMBERSHIP REQUIREMENTS

The Committee members will be recommended by the Nominating and Governance Committee and will be appointed by, and will serve at the discretion of, the Board. Committee members may be replaced by the Board. The Committee shall consist of at least three (3) members of the Board. Members of the Committee must meet the following independence criteria:

- the independence requirements of The NASDAQ Stock Market LLC (“NASDAQ”) Market Place Rules and the SEC, as determined by the Board after consideration of all factors determined to be relevant under the rules and regulations of NASDAQ and the SEC;

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

The Board may designate one member of the Committee as its chair. In the absence of that designation, the Committee may designate a chair by majority vote of the members of the Committee.

AUTHORITY AND RESPONSIBILITIES

The Committee shall have the full delegated authority of the Board to carry out the following, as well as such other functions as are consistent with the Committee's purpose and applicable law, rules and regulations and as the Board may request:

- Review and approve, or make recommendations for approval by the independent members of the Board regarding, corporate goals and objectives relevant to the compensation of the CEO, evaluate his or her performance in light thereof and communicate the results to the Board, and consider identified and other factors related to the performance of the Company when reviewing and approving, or making recommendations to the Board regarding, the compensation level of the CEO.
- Review at least annually and approve, or make recommendations for approval by the independent members of the Board regarding, the CEO's (1) annual base salary, (2) incentive bonus, including the specific goals and amount, (3) equity compensation, (4) any employment agreement, severance arrangement and change in control agreement/provision, (5) any signing bonus or payment of relocation costs and (6) any other benefits, compensation or arrangements. In determining or making recommendations regarding the long-term incentive component of CEO compensation, the Committee will consider, among other things, the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the Company's CEO in past years.
- Review at least annually and approve, or make recommendations for approval by the independent members of the Board regarding, items (1) through (6) in the previous bullet for the other Executive Officers. In evaluating and determining compensation for the CEO and other Executive Officers, the Committee shall consider the results of the most recent shareholder advisory vote on executive compensation required by Section 14A of the Exchange Act (a "Say-on-Pay Vote"), if such vote is required or such vote is voluntarily sought by the Company.
- Review at least annually and recommend to the Board the form and amount of compensation to be paid for service on the Board and Board committees and for service as the chairperson of the Board and a chairperson of a Board committee.
- Administer the Company's equity incentive plans. In its administration of the plans, the Committee may, pursuant to authority delegated by the Board, (i) grant equity-based or equity

linked awards to individuals eligible for such grants (including grants to officers and directors of the Company) in accordance with procedures and guidelines as may be established by the Board, and (ii) amend such equity-based or equity-linked awards; provided, that no such grant or award shall exceed the maximum number of shares that may be awarded to individuals and/or in the aggregate in any fiscal quarter or year as set forth in applicable plan or as the Board shall direct from time to time. The Committee shall also approve, or make recommendations to the Board with respect to, adopting, amending or terminating such plans, including approving changes in the number of shares reserved for issuance thereunder, subject to obtaining any required shareholder approval.

- Assist the Board in providing oversight of the Company's overall compensation plans and benefits programs. The Committee shall also make recommendations to the Board with respect to improvements or changes to such plans or the adoption of new plans when appropriate.
- Review any employment agreement, severance agreement or change-in-control agreement proposed to be entered into, or any proposed amendment thereto, between the Company and any employee with a Vice President or more senior title and the Committee shall have authority to approve any such agreement or amendment.
- Review at least annually the Company's compensation practices for employees to assess whether the risks arising from such policies are reasonably likely to have a material adverse effect on the Company.
- Review and discuss with management the Company's disclosures contained under the caption "Compensation Discussion and Analysis" ("CD&A") or other narrative required or permitted under applicable SEC rules and regulations, in its registration statement, annual report on Form 10-K, proxy statement or information statement filed with the SEC.
- Prepare or cause to be prepared and review any Committee report required to be included in the Company's annual proxy statement in accordance with applicable SEC rules and regulations, including whether the Committee reviewed and discussed the CD&A with management and based on that review and those discussions, whether the Committee recommended to the Board that the CD&A be approved for inclusion in the Company's annual report on Form 10-K, proxy statement or information statement.
- Review and recommend to the Board for approval the frequency with which the Company will conduct a Say-on-Pay Vote, taking into account the results of the most recent shareholder 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.
- If and as the Committee determines to be necessary or appropriate, or as required by applicable law, the Committee shall approve, or recommend to the Board for approval, the creation or revision of any clawback policy allowing the Company to recoup compensation paid to employees, if and as the Committee determines to be necessary or appropriate, or as required by applicable law.

- If the Board or Committee establishes stock ownership guidelines for the Executive Officers and non-employee members of the Board, the Committee shall monitor compliance with those guidelines and periodically review such guidelines and recommend any proposed changes to the Board.
- In consultation with management, the Committee shall oversee regulatory compliance with respect to compensation matters affecting the Company, including, without limitation, payroll compliance matters, human resources compliance matters (including with respect to training, recruiting, harassment and discrimination prevention and other human resources matters), and the compliance of the Company's 401(k) plans with any applicable legal requirements.
- Make regular reports to the Board.
- Review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval. The Company shall make a copy of this charter publicly available on its website and shall disclose how to access the Committee's charter in its proxy statement.
- Review at least annually its own performance.
- Perform such other functions as assigned by law, the Company's articles of incorporation or bylaws or the Board.
- Periodically review and approve new compensation programs and total compensation level for executives.
- Establish and periodically review policies for the administration of executive compensation programs.
- Periodically review the impact of tax and accounting rules changes on the Company's compensation programs.

OPERATIONS

The Committee will set its own schedule of meetings, with the option of holding additional meetings at such times as it deems necessary. The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of the meetings of the Board. A majority of the members of the Committee will constitute a quorum for the transaction of business. The action of a majority of the members of the Committee at a meeting at which a quorum is present will be the act of the Committee. The Committee may act in writing by the unanimous consent of its members.

The Committee may invite the Chairman of the Board, if any, the Chief Executive Officer or others to attend all or a portion of its meetings. No employee of the Company may be present during portions of any meeting during which his or her performance and compensation are being deliberated and determined. The Committee shall have the opportunity at each regularly scheduled meeting to meet in executive session without the presence of management.

The Committee may, in its sole discretion, retain and terminate, as appropriate, any compensation consultant, outside legal or other advisors to advise or assist the Committee in the performance of any of the responsibilities and duties set forth in this Charter, and shall take into account the independence factors set forth in the applicable rules of the SEC and NASDAQ prior to selecting and receiving advice from such consultants and advisors. The Committee will be directly responsible for the appointment, compensation and oversight of any consultants and advisors retained by the Committee, including having sole authority to approve related fees and retention terms for such consultants and advisors. The Company will provide the Committee with appropriate funding, as the Committee determines, for the payment of compensation to any compensation consultant, outside legal or other advisors as the Committee deems appropriate, and administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee may retain, or receive advice from, any compensation consultant, outside legal or other advisor it prefers, including advisors that are not independent, only after taking into consideration the following factors:

- the provision of other services to the Company by the person that employs the compensation consultant, legal counsel or other adviser;
- the amount of fees received from the Company by the person that employs the compensation consultant, legal counsel or other adviser, as a percentage of the total revenue of the person that employs the compensation consultant, legal counsel or other adviser;
- the policies and procedures of the person that employs the compensation consultant, legal counsel or other adviser that are designed to prevent conflicts of interest;
- any business or personal relationship of the compensation consultant, legal counsel or other adviser with a member of the Committee;
- any stock of the Company owned by the compensation consultant, legal counsel or other adviser; and
- any business or personal relationship of the compensation consultant, legal counsel, other adviser or the person employing the adviser with an Executive Officer of the Company.

Notwithstanding the foregoing, the Committee is not required to assess the independence of any compensation consultant or other advisor that: (i) 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 (ii) provides 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 Committee will evaluate, on at least an annual basis, whether any work provided by the Committee's compensation consultant raised any conflict of interest in accordance with the factors listed above.

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, any 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 Committee. The Committee shall not delegate to a subcommittee any power or authority required by agreement, law, regulation or listing standard to be exercised by the Committee as a whole.