

**AMENDED AND RESTATED  
COMPENSATION COMMITTEE CHARTER  
of the Compensation Committee  
of AeroVironment, Inc.**

This Amended and Restated Compensation Committee Charter (the “*Charter*”) was adopted by the Board of Directors (the “*Board*”) of AeroVironment, Inc. (the “*Company*”) on December 2, 2021.

**I. PURPOSE**

1. The purposes of the Compensation Committee (the “*Committee*”) of the Board are (1) to assist the Board in discharging its responsibilities relating to compensation of the Company’s executives, including by designing (in consultation with management or the Board), approving, or recommending to the Board for approval, implementing, administering and evaluating the compensation plans, policies and programs of the Company, and (2) to produce an annual report on executive compensation for inclusion in the Company’s proxy materials in accordance with applicable rules and regulations. The Committee shall ensure that compensation programs are designed to encourage high performance, promote accountability and assure that employee interests are aligned with the interests of the Company’s stockholders.

2. The Committee shall have all of the powers of the Board that are necessary or appropriate for the Committee to fulfill its purposes and carry out its duties and responsibilities as set forth in this Charter. In addition to the powers and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board from time to time consistent with the Company’s bylaws and applicable law. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise shall be exercised and carried out by the Committee as it deems appropriate without requirement of Board approval (except as required by law), and any decision made by the Committee (including any decision to exercise or refrain from exercising any of the powers delegated to the Committee hereunder) shall be at the Committee’s sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the Committee shall have and may exercise all the powers and authority of the Board. To the fullest extent permitted by law and consistent with this Charter, the Committee shall have the power to determine which matters are within the scope of the powers and responsibilities delegated to it.

**II. GUIDING COMPENSATION PRINCIPLES**

The Company’s compensation programs are intended to provide a link between the creation of stockholder value and the compensation earned by the Company’s executive officers, directors and certain key personnel. The Company’s compensation programs are designed to:

- attract, motivate and retain superior talent;
- ensure that compensation is commensurate with the Company’s performance and stockholder returns;

- provide performance awards for the achievement of strategic objectives that are critical to the Company’s long-term growth; and
- ensure that the executive officers, independent directors and certain key personnel have financial incentives to achieve substantial growth in stockholder value.

### III. MEMBERSHIP

1. The Committee shall be comprised of at least two directors as determined by the Board, none of whom shall be an employee of the Company and each of whom shall (1) satisfy the independence requirements of the Nasdaq Global Market (“*Nasdaq*”) and applicable regulations promulgated by the U.S. Securities and Exchange Commission (the “*SEC*”), (2) be a “non-employee director” within the meaning of Rule 16b-3 of the Securities Exchange Act of 1934, as amended (the “*1934 Act*”), and (3) at all times comply with any other applicable listing requirements and rules and regulations of Nasdaq, as modified from time to time, and the rules and regulations of the SEC, as modified or amended from time to time.

2. The members of the Committee, including the Chair of the Committee, shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee. Committee members may be removed from the Committee, with or without cause, by the Board. Any action duly taken by the Committee shall be valid and effective, whether or not the members of the Committee at the time of such action are later determined not to have satisfied the requirements of membership provided herein.

### IV. MEETINGS AND PROCEDURES

1. The Chair (or in his or her absence, a member designated by the Chair or the Committee) shall preside at each meeting of the Committee and set the agendas for Committee meetings. The Committee shall have the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee.

2. The Committee shall meet on a regularly scheduled basis at least two times per year and more frequently as the Committee deems necessary or desirable.

3. Any member of the Committee may call a special meeting of the Committee. Meetings of the Committee may be held telephonically. Action may be taken by the Committee upon the affirmative vote of a majority of the members, and action may be taken by the Committee without a meeting if all of the members of the Committee indicate their approval in writing.

4. The Committee may, in its discretion, invite other directors of the Company, members of the Company’s management, representatives of the independent auditor, the internal auditor, if any, any other financial personnel employed or retained by the Company, the internal and/or external legal counsel to the Company or any other person whose presence the Committee believes to be desirable and appropriate to attend and observe meetings of the Committee. Except as provided below, all non-management members of the Board that are not members of the Committee may attend Committee meetings. Such persons shall not participate in any

discussion or deliberation unless invited to do so by the Committee, and in any event shall not be entitled to vote. Notwithstanding the foregoing, the Committee may exclude from its meetings any person it deems appropriate, including, but not limited to, any non-management director that is not a member of the Committee, and in no event may the Chief Executive Officer (the “*CEO*”) be present during voting or deliberations on his or her compensation.

5. The Committee is empowered to investigate any matter brought to its attention.

6. The Committee shall have the sole and exclusive authority, in accordance with applicable securities laws, rules and regulations and Nasdaq listing standards, to retain and/or replace, as needed, any independent counsel, compensation and benefits consultants and other outside experts or advisors (“*compensation advisors*”) as the Committee believes to be necessary or appropriate. The Committee shall be responsible for the appointment, compensation and oversight of the work of any compensation advisors retained by the Committee. Subject to any exceptions under Nasdaq listing standards, prior to selection and engagement of any compensation advisor, the Committee shall undertake an analysis of the independence of each such compensation advisor under the independence factors specified in the applicable requirements of the 1934 Act and Nasdaq listing standards. The Committee may utilize the services of the Company’s regular legal counsel or other advisors to the Company and is not required to retain compensation advisors who are independent of the Company. The Company shall provide for appropriate funding, as determined by the Committee in its sole discretion, for payment of reasonable compensation to any compensation advisors retained by the Committee.

7. The Committee shall meet with the CEO, and any other corporate officers as the Committee deems appropriate, to discuss and review the performance criteria and compensation levels of key executives. The Committee shall not, in any event, discuss the compensation level or performance of any executive in any meeting at which such executive is present.

8. The Chair shall report to the Board following meetings of the Committee and as otherwise requested by the Chairman of the Board. The reports shall include any recommendations the Committee deems appropriate and any other matters that are relevant to the fulfillment of the Committee’s responsibilities. The report to the Board may be a verbal report and may be made at any meeting of the Board.

## **V. DUTIES AND RESPONSIBILITIES**

1. The Committee shall, periodically, and at least annually, review the compensation philosophy of the Company as it relates to the policies and strategy relative to compensation for all executive officers and all other officers subject to the reporting requirements of Section 16(a) of the 1934 Act, including the mix of base salary, short-term and long-term incentive compensation within the context of stated guidelines for compensation relative to peer companies.

2. The Committee shall, periodically, and at least annually, review and recommend to the Board corporate goals and objectives relating to the compensation of the CEO, evaluate the performance of the CEO in light of those goals and objectives and review and recommend to the Board the compensation of the CEO based on such evaluation. Notwithstanding the

foregoing, the Committee shall have sole authority to determine the CEO's compensation to the extent such compensation is intended to be exempt from Section 16(b) under the 1934 Act pursuant to Rule 16b-3 by virtue of being approved by a committee of "non-employee directors."

3. The Committee shall, periodically, and at least annually, review and approve all compensation for all executive officers and all other officers subject to the reporting requirements of Section 16(a) of the 1934 Act based upon an evaluation of their performance relative to approved performance goals and objectives. The Committee shall also review and approve all officers' employment agreements and severance arrangements.

4. The Committee shall, periodically, and at least annually, review and recommend to the Board compensation for non-management directors' service on the Board and any committees. Such evaluation shall take into consideration the compensation paid to directors of comparable companies. In addition, the Committee shall consider the appropriate additional compensation non-management directors should receive for service as chairs of the Board or committees thereof.

5. To the extent deemed necessary or appropriate, the Committee shall periodically engage in a general review of compensation levels for all other employees of the Company.

6. To the extent deemed necessary or appropriate, the Committee shall periodically review and discuss with the Company's management the Company's organizational structure and key reporting relationships, along with development of strategies and practices relating to recruitment, retention and development of the Company's employees, including reviewing the Company's learning and development programs.

7. To the extent deemed necessary or appropriate, the Committee shall have the authority to manage and periodically review and approve all annual bonus, long-term incentive compensation, stock option, employee pension and welfare benefit plans (including 401(k), employee stock purchase plan, long-term incentive plan, management incentive plan and others), and with respect to each plan shall have the authority to:

- (i) conduct general administration;
- (ii) approve all amendments to, and terminations of, all compensation plans and any awards under such plans;
- (iii) grant, set the terms of and modify any awards, under any performance-based annual bonus, long-term incentive compensation and equity compensation plans to executive officers or current employees with the potential to become the CEO or an executive officer, including stock options and other equity rights (e.g., restricted stock, stock purchase rights); and
- (iv) make recommendations to the Board with respect to awards for the Company's directors under the Company's equity incentive plan(s).

8. The Committee shall have the authority to establish and periodically review policies concerning perquisite benefits.

9. The Committee shall have the authority to determine the Company's policy with respect to change of control or "parachute" payments.

10. The Committee shall have the authority to review and approve executive officer and director indemnification and insurance matters.

11. The Committee shall (a) review and discuss with management the Company's compensation discussion and analysis to be included in the Company's annual proxy statement or Annual Report on Form 10-K filed with the SEC and, based on the review and discussion, make a recommendation to the Board regarding whether to include the compensation discussion and analysis in the Company's annual proxy statement or Annual Report on Form 10-K, (b) review and discuss with management the disclosure included in the Company's annual proxy statement related to the engagement of advisors to the Committee, and (c) prepare and approve the Compensation Committee report to be included in the Company's annual proxy statement and/or Annual Report on Form 10-K, as well as other Company reports (when and as necessary) filed with the SEC.

12. The Committee shall support the Board's risk oversight responsibilities by reviewing and evaluating the Company's risk management processes with respect to the Company's compensation plans and arrangements. The Committee shall discuss with management the Company's policies with respect to compensation risk assessment and risk management, the Company's significant compensation risk exposures and the actions management has taken to limit, monitor or control such exposures.

13. The Committee shall have the authority to monitor the Company's compliance with the requirements of the Sarbanes-Oxley Act of 2002 and other applicable laws, regulations and rules relating to compensation arrangements for directors and executive officers.

14. The Committee shall evaluate its own performance on an annual basis, including its compliance with this Charter, and report to the Board with respect to such evaluation, including any recommendations for changes in the structure and operations of the Committee or the procedures or policies governing the Committee. The Committee shall conduct such evaluation and review in such manner as it deems appropriate.

15. The Committee shall review and reassess this Charter at least annually and submit any recommended changes to the Board for its consideration.

16. The Committee shall have such other duties or responsibilities delegated to the Committee by the Board from time to time relating to the Company's compensation programs.

## **VI. DELEGATION OF DUTIES**

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee of the Committee, except that it shall not delegate (a) its responsibilities set forth in paragraphs 2, 3, and 4 of Section V above, (b) any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole, or (c) for any matters that involve executive compensation or any matters where it has

determined such compensation is intended to be exempt from Section 16(b) under the 1934 Act pursuant to Rule 16b-3 by virtue of being approved by a committee of “non-employee directors.”

Subject to the foregoing paragraph, the Committee may delegate and grant authority to the CEO and/or a committee of other executive officers to grant awards under the Company’s equity incentive plan(s) to the Company’s employees holding positions below the level of Vice President.