

# COMPENSATION COMMITTEE CHARTER

## DAKTRONICS, INC. Board of Directors

Adopted as of February 19, 2004  
(as amended and restated effective March 1, 2018)

### 1. Purposes.

The primary purposes of the Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Daktronics, Inc. (the “Company”) are to (1) determine and otherwise discharge the responsibilities of the Board relating to the compensation of the Company’s executive officers, (2) evaluate the performance of the Company’s executive officers and assist the Board in executive officer succession planning, (3) recommend to the Board the cash and non-cash compensation policies for the non-employee directors, (4) exercise the authority of the Board with respect to the administration of the Company’s stock-based and other incentive compensation plans, and (5) ensure timely preparation of and approve the annual report of the Committee on executive compensation required under SEC rules for inclusion in the Company’s annual proxy statement.

### 2. Composition.

(a) At Least Three Members. The Committee shall be comprised of at least three directors. The Board will designate a Committee member as the chairperson of the Committee, or, if the Board does not do so, the Committee members will appoint a Committee member as chairperson.

(b) Independence. At least two Committee members shall be independent as determined by the Board in accordance with The NASDAQ Listing Rules, as they may be amended or supplemented from time to time (the “Listing Rules”). In addition, at least two Committee members must qualify as “non-employee directors” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and as “outside directors” within the meaning of Section 162(m) of the Internal Revenue Code of 1986, as amended.

(c) Appointment. Subject to the requirements of the Listing Rules, the Board may appoint and remove Committee members in accordance with the Company’s bylaws. Committee members will serve for such terms as may be fixed by the Board, and in any case at the will of the Board whether or not a specific term is fixed.

### 3. Committee Functions.

The Committee will:

(a) Compensation Goals: establish and review at least annually the overall corporate policies, goals and objectives for the compensation of the Company’s chief executive officer and other executive officers, including a review of the relationship of executive compensation to corporate performance and relative stockholder return. For purposes of this charter, “executive officers” means the individuals classified by the Company as officers for purposes of the rules of the Securities and Exchange Commission (the “SEC”) under Section 16 of the Exchange Act.

(b) Officer Evaluation: evaluate at least annually the performance of the Company’s chief executive officer and review the chief executive's evaluation of the other executive officers in light of the corporate goals and objectives, and, based on that evaluation, determine the compensation of the chief executive officer and other executive officers, including individual elements of salary, bonus, incentive, equity compensation and benefit programs. In any deliberations to determine the compensation of executive officers other than the chief executive officer, the Committee may

invite the chief executive officer to be present but not vote. The Committee shall present the Committee's findings regarding compensation of the executive officers to the Company's non-employee directors to obtain their input and ratification.

(c) Officer Contracts: review and approve, subject to ratification by the Board's non-employee directors, all employment agreements, separation and severance agreements, and other compensatory contracts, arrangements, perquisites and payments for the executive officers.

(d) Management Succession Planning: assist the Board in leadership development and succession planning for the executive officers and other appropriate management personnel.

(e) Non-Employee Director Compensation: recommend to the Board compensation programs for non-employee directors, Board committee chairpersons, and Board committee members, consistent with any applicable requirements of the Listing Rules for independent directors and including consideration of cash and equity components of this compensation.

(f) Equity Plan Awards: recommend to the Board equity awards and other discretionary awards under the Company's stock option and other equity incentive plans, and otherwise exercise the authority of the Board with respect to the administration of the Company's stock-based and other incentive compensation plans. The Committee may delegate to one or more officers designated by the Committee the authority to make grants of equity awards to eligible individuals other than directors and executive officers, provided that the Committee must have fixed terms for each grant, including such terms as the vesting schedule, approved the form of documentation evidencing each grant, and determined the number of shares or the basis for determining such number of shares by position, compensation level or category of personnel. Any officer to whom such authority is delegated will regularly report to the Committee the grants so made.

(g) Evaluate and Approve Equity and Incentive Plans: periodically review and make recommendations to the Board concerning the Company's equity and incentive compensation plans. The Committee will approve all equity arrangements and plans, and amendments to these arrangements or plans, that may be exempt from the general requirement of the Listing Rules to obtain stockholder approval of these matters, or for which approval by the Committee is otherwise appropriate or required under applicable laws or the Listing Rules.

(h) Review of Compensation Discussion and Analysis and Committee Report in Proxy Statement: review and discuss with the Company's management the section of the Company's annual proxy statement entitled "Compensation Discussion and Analysis"; ensure timely preparation and approve the report of the Committee for inclusion in the Company's proxy statement for each annual meeting of shareholders, including information required under SEC rules; and review and discuss with the Company's management disclosures in the Company's annual proxy statement regarding advisory votes on executive compensation and the frequency of such votes.

(i) Retention of Advisors: at the Company's expense and in the Committee's discretion, have authority to retain and terminate any advisor related to the Committee's duties and to approve the advisors's fees and other retention terms.

(j) Other Functions: perform any other activities consistent with this charter, the bylaws and applicable Listing Rules and laws as the Committee or the Board considers appropriate.

(k) Annual Review: evaluate its own performance as a Committee and this charter on an annual basis.

#### **4. Meetings, Reports and Resources of the Committee.**

(a) Meetings. The Committee will meet as often as necessary to carry out its responsibilities, but not less often than annually. The Committee may also hold special meetings or act by unanimous written consent as the Committee may decide consistent with the Company's bylaws. The Committee may meet in separate executive sessions with other directors, the chief executive officer and other Company employees, agents or representatives invited by the Committee.

(b) Procedures. The Committee may establish its own procedures, including the formation and delegation of authority to subcommittees, in a manner not inconsistent with this charter, the Company's bylaws and other corporate governance documents, applicable laws or regulations, or the Listing Rules. The Chief Executive Officer, the Committee's chairperson or a majority of the Committee members may call meetings of the Committee. A majority of the Committee members constitutes a quorum for the transaction of Committee business, and the vote of a majority of the Committee members present at a meeting at which a quorum is present will be the act of the Committee, unless in either case a greater number is required by this charter, the bylaws or the Listing Rules. The Committee will keep written minutes of its meetings and deliver copies of the minutes to the corporate secretary for inclusion in the corporate records.

(c) Reports. The Committee will provide to the Board at an appropriate time prior to preparation of the Company's proxy statement for its annual meeting the report of the Committee which must be included in the proxy statement. The Committee will also report to the Board annually the results of an annual review by the Committee of its own performance. The Committee will also report to the Board on the major items covered by the Committee at each Committee meeting, and provide additional reports to the Board as the Committee may determine to be appropriate.

(d) Committee Access and Resources. The Committee is at all times authorized to have direct, independent and confidential access to the Company's other directors, management and personnel to carry out the Committee's purposes.

#### Revision history

Adopted Feb 19, 2004

Amended & Restated May 28, 2009

Amended & Restated August 20, 2010

Amended & Restated May 24, 2012

Amended & Restated February 2014

Amended & Restated March 2015

Non-material updates, February 2018