

EchoStar Corporation

Executive Compensation Committee Charter

(effective May 3, 2024)

Purpose

The Executive Compensation Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of EchoStar Corporation (the “Corporation”) to perform certain compensation oversight functions delegated by the Board herein.

Committee Membership

The Committee will be composed of two or more directors, each of whom shall satisfy the definition of “independent” under the listing standards of The Nasdaq Stock Market (Nasdaq). All Committee members shall also be “non-employee directors” as defined by Rule 16b-3 under the Securities Exchange Act of 1934. The Committee members will be appointed by the board and may be removed by the Board in its discretion. The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate, provided the subcommittees are composed entirely of independent directors meeting the above listed criteria. In addition, and not inconsistent with the above, the Committee may also delegate the approval and grant of equity securities to non-Section 16 officers to the Chairman or Chief Executive Officer of the Corporation.

Meetings

The Committee shall meet as often as its members deem necessary to perform the Committee’s responsibilities.

Committee Authority and Responsibilities

The Committee will make regular reports to the Board and will propose any necessary action to the Board. The Committee will review and reassess the adequacy of this charter annually and recommend any proposed changes to the Board for approval.

The Committee shall have the following responsibilities:

- Approve all option grants and other issuances of the Corporation’s equity securities to the Corporation’s Section 16 Officers (as defined in Rule 16(a)-1(f) (“Section 16 Officers”) and Board members other than non-employee directors;
- Approve all other option grants and issuances of the Corporation’s equity securities or delegate the approval to grant such issuances of the Corporation’s equity securities to the Chairman or Chief Executive Officer of the Corporation;
- Review, evaluate and make recommendations to the Board to approve, with respect to adopting or terminating incentive compensation and equity based plans;
- Establish in writing all performance goals for performance-based compensation other than standard Stock Incentive Plan options that may be paid to the Corporation’s Section 16 Officers, and certify the achievement of such goals prior to payment; and
- Set the compensation of the Chairman.