ADMA BIOLOGICS, INC.

COMPENSATION COMMITTEE CHARTER

(Amended and restated as of October 1, 2026)

A. Purpose

The Compensation Committee (the "Committee") is responsible for ensuring that the compensation program of ADMA Biologics, Inc. (the "Company") is: (i) effective in attracting and retaining the Company's President and Chief Executive Officer (the "CEO"), the Company's other executive officers, as defined by Rule 3b-7 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), the Company's other officers whose compensation is reviewed by the Committee from time to time and the Company's non-management directors; (ii) administered fairly and in the best interests of the Company's stockholders; and (iii) in compliance with applicable compensation rules, regulations and guidelines promulgated by the Nasdaq Stock Market LLC ("NASDAQ"), the Securities and Exchange Commission (the "SEC"), the Internal Revenue Service and other laws, as amended from time to time. The Committee will review and approve, or recommend, to the Company's Board of Directors (the "Board") appropriate executive compensation policies, compensation of the directors and officers, and executive and employee benefit plans and programs, and shall be responsible for overseeing such policies, compensation programs and plans approved by the Board and, where appropriate, by the Company's stockholders.

B. Composition

The Committee shall be comprised of two or more members, as determined by the Board. The members shall be appointed annually by the Board. Any vacancy in the Committee shall be filled by a majority vote of the Board. The members shall serve until their resignation, retirement, death or removal by the Board or until their successors shall be appointed and duly qualified. Any member may be removed, with or without cause, at any time, by the Board in accordance with the Company's Second Amended and Restated Bylaws (as may be amended from time to time, the "Bylaws"). The Governance and Nominations Committee of the Board (the "Governance and Nominations Committee") may make recommendations to the Board regarding the appointment, removal and replacement of Committee members. Unless a chairperson is elected by the Board, the members of the Committee may designate a chairperson by majority vote of the full Committee membership. The chairperson shall preside at all regular meetings of the Committee and set the agenda for each Committee meeting.

The Board must determine in its best judgment that each member of the Committee is independent of management and qualified to serve by experience or education. An independent director means a director who has been determined by the Board to be: (i) free from any material relationship with the Company, other than their relationship as a director or Board committee

member, within the meaning of NASDAQ Rule 5605(a)(2), and, with respect to Committee membership specifically, Rule 5605(d)(2); (ii) independent in accordance with the requirements of Section 952 of the Dodd-Frank Wall Street Reform and Consumer Protection Act; and (iii) independent under any other applicable laws and regulations, each as amended from time to time. In addition, each member of the Committee shall be a "non-employee director" as that term is defined under Rule 16b-3 of the Exchange Act. No member of the Committee shall occupy a position disclosable as a compensation committee interlock under the rules and regulations of the SEC.

C. Meetings and Procedures

- The Committee shall fix its own rules of procedure, which shall be consistent with the Company's Second Amended and Restated Certificate of Incorporation, as amended (as may be further amended from time to time, the "Certificate of Incorporation"), the Bylaws, and this Charter.

- The Committee shall meet at least once each year and more frequently as circumstances require. Meetings of the Committee may be held upon the call of any Committee member by mailing a written notice stating the day, hour and geographic location, if any, of such meeting, to each Committee member at his or her last known post office address, by causing the same to be delivered personally or by transmitting such notice by overnight courier service, telephone or e-mail, to each Committee member. Notice of meetings shall be given to all Committee members at least 24 hours before the meeting. Notice may be waived in writing before or after the time of such meeting, and attendance of a Committee member at a meeting shall constitute a waiver of notice thereof. Neither the business to be transacted at, nor the purpose of, any meeting need be specified in the notice of such meeting. Meetings of the Committee may be held by means of remote communication, provided that all persons participating in the meeting can hear and speak with each other.

- The Committee shall meet at least annually with the CEO and such other senior executives as the Committee deems appropriate.

- The Committee shall meet periodically in executive sessions without the presence of management.

- The chairperson of the Committee or a majority of the members of the Committee may call a special meeting of the Committee.

- A majority of the authorized number of Committee members shall constitute a quorum for the transaction of business. At any meeting at which a quorum is present, the act of a majority of the members present shall be the act of the Committee.

- 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; provided, however, that:

  - no subcommittee shall consist of fewer than two members, and

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

- The Committee may request that any director, officer or employee of the Company, the Company's outside counsel, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests.

- Any action required or permitted to be taken by the Committee may be taken without a meeting if all members of the Committee consent thereto in writing or by electronic transmission, and such writing, writings, transmission or transmissions are filed with the minutes of the proceedings of the Committee in accordance with the Bylaws and applicable law.

- Following each of its meetings, the Committee shall deliver a report on the meeting to the Board, including a description of all actions taken by the Committee at the meeting.

- Counsel to the Company shall be notified of all meetings in advance and be required to attend and take minutes at each meeting.

- The Committee shall keep written minutes of its meetings, which minutes shall be maintained with the books and records of the Company.

D. Policies and Principles

The Committee shall apply the following principles in the performance of its duties:

- Compensate competitively in order to attract, retain and motivate a highly competent executive team dedicated to achieving the Company's goals and strategic plans, which are designed to result in long-term growth in stockholder value;

- Tie individual compensation to individual performance and the success of the Company; and

- Align officers' and selected eligible employees' interests with those of the Company and its stockholders by providing long-term compensation opportunities through participation

in the Company's equity-based compensatory incentive plan and/or any successor or other long-term incentive compensation plans as may be adopted from time to time.

E. Responsibilities and Duties

The Committee shall perform the following duties and responsibilities:

GENERAL

- Recommend to the Board, in consultation with senior management of the Company, and periodically review, (i) the corporate goals and objectives relevant to compensation of executive officers and (ii) the overall compensation and benefits philosophy and strategy for the Company, including a review of industry, size, stage, geographic and other market factors that the Committee deems relevant.

- Review and discuss annually the Company's incentive compensation arrangements to determine whether they encourage excessive risk-taking and the relationship between the Company's risk management policies and practices and compensation, and evaluate compensation policies and practices that could mitigate any such risk. In connection with this review, the Committee will compare the compensation practices of the Company with peer companies in the life sciences sector as well as ensure that the compensation packages of key executives are tied to the long-term success of the Company.

- At least every six years or more frequently as appropriate, review and recommend to the Board for approval the frequency with which the Company will conduct stockholder advisory votes on executive compensation ("Say-on-Pay Vote"), taking into account the results of any most recent stockholder advisory vote on frequency of Say-on-Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals, as applicable, regarding the Say-on-Pay Vote and the frequency of the Say-on- Pay Vote to be included in the Company's proxy statement.

- At such time as the relevant regulations shall apply to the Company, review the Compensation Discussion and Analysis ("CD&A") section of the Company's Annual Report on Form 10-K ("10-K") or proxy statement, as applicable, and other compensation-related information and recommend to the Board whether the CD&A should be included in the 10-K or proxy statement.

- Except as otherwise provided by this Charter, the Company's governing documents, and applicable rules, take any and all actions which may be taken by the Board with respect to fixing the compensation level of executive officers of the Company, including but not limited to the development of compensation policies and practices that will attract and retain the highest quality executives, that will clearly articulate the relationship of corporate performance to executive compensation and that will reward executives for the Company's progress.

- Review and discuss with the CEO compensation policies and practices that will attract and retain the highest quality executive officers and employees to ensure business continuity.

PERFORMANCE EVALUATION

- Recommend performance measures and, if applicable, goals for measuring performance in consultation with senior management of the Company.

- Assess the performance of the Chairperson of the Board, the CEO and other executive officers against corporate goals and objectives approved by the Board.

EVALUATION OF COMPETITIVE PAY

- Evaluate competitive pay levels for key executives of other life sciences companies based on industry analyses.

COMPENSATION DETERMINATIONS

- Recommend to the Board for approval compensation for the CEO, including, but not limited to, salary, bonus, restricted securities, stock options, and, if applicable, any supplemental compensation or benefit arrangements, and determine such compensation for all other executive officers.

- Unless otherwise requested by the Committee, in all cases the CEO and any other executive officers shall not have the right to be present at meetings at which their compensation or performance is deliberated or determined.

- Make recommendations to the Board regarding the establishment and terms of the Company's incentive compensation plans and equity compensation plans, and administer such plans.

- Make determinations with respect to the grant of equity-based securities under the Company's equity incentive plans to all executive officers of the Company, other than the CEO, and report to the Board on such determinations at the Board's subsequent meeting.

- Make determinations with respect to the grant of equity-based securities under the Company's equity incentive plans to all employees who are not executive officers of the Company or, at the Committee's sole discretion, delegate such responsibility to the CEO, subject to any limitations it shall impose from time to time (in which case it shall require the CEO to report to the Committee on such determinations at the Committee's subsequent meeting).

- To the extent not covered by the determinations above, review and approve compensation programs applicable to officers and other selected employees and, upon recommendation

of the Chairperson of the Board and the CEO, review and recommend the Board's approval of individual compensation awards for such officers and other selected employees.

- Recommend to the Board stock ownership guidelines for the Company's executive officers and non-employee directors if the Committee deems such guidelines appropriate, and periodically assess, and monitor and oversee compliance with, such guidelines and recommend revisions, as appropriate.

- Other than for the CEO, review and approve compensation-related matters outside the ordinary course, including but not limited to employment contracts, change-in-control provisions, severance arrangements and material amendments thereto.

- Review and make recommendations to the Board regarding stockholder proposals related to compensation matters.

- Recommend to the Board for approval the compensation for directors, including Board and committee retainers, chairman's fees for committees, the grant of equity-based securities and other similar items, as appropriate.

- Make determinations with respect to the grant of equity-based securities under the Company's equity incentive plans to consultants eligible to receive such grants under such plans or, at the Committee's sole discretion, delegate such responsibility to the CEO, subject to any limitations it shall impose from time to time (in which case it shall require the CEO to report to the Committee on such determinations at the Committee's subsequent meeting). The Committee shall report to the Board on any determinations made by it or the CEO (of which it has been informed) at the Board's subsequent meeting. Actions by the CEO in accordance with any such delegation of authority shall be deemed to be the actions of the Committee. Delegation by the Committee shall not limit or restrict the Committee on any matter so delegated, and, unless the Committee alters or terminates such delegation, any action by the Committee on any matter so delegated shall not limit or restrict future action by any subcommittee on such matters.

- Review and approve and oversee, monitor, and administer the ADMA Biologics, Inc. Compensation Recoupment Policy, as may be amended from time to time, and the clawback, recoupment and forfeiture provisions contained in the Company's equity and cash incentive compensation programs.

OTHER DUTIES

- Review and discuss with management the disclosures regarding executive compensation to be included in the Company's public filings or stockholder reports.

- Based upon its review and discussion with management, recommend to the Board whether disclosures regarding executive compensation should be included in the Company's proxy statement, Form 8-K, Form 10-K or information statement, as applicable.

- Perform any other activities consistent with this Charter, the Bylaws and governing law, as the Committee or the Board deems necessary or appropriate.

- Prepare an annual Compensation Committee Report to the Board.

- Review and reassess the adequacy of this Charter at least annually. The Committee shall also review on at least an annual basis the scope of responsibilities of the Committee and the Committee's performance of its duties, including its effectiveness and compliance with this Charter, and report the results of such evaluation to the Board. Any proposed changes to this Charter or the scope of the Committee's responsibilities, where indicated, shall be referred to the Board for appropriate action.

- Inquire into any matter that it considers appropriate to carry out its responsibilities, with access to all books, records, facilities, and personnel of the Company, and, subject to the direction of the Board, the Committee is authorized and delegated the authority to act on behalf of the Board with respect to any matter necessary or appropriate to the accomplishment of its purposes.

F. Committee Access to Management and Outside Advisors

- Members of the Committee shall have direct access to the Company's senior management, employees, and financial, legal and other business advisors, as requested and as may be necessary and appropriate to support Committee functions and may retain, at the Company's expense, such advisors as it deems necessary.

- The Committee shall have the sole authority (with prompt notice to the Board, which notice shall not condition or delay the exercise of such authority) to retain or terminate, and oversee the work of, any independent legal counsel, compensation and benefits consultants and other outside experts or advisors as the Committee believes to be necessary or appropriate (each, a "Compensation Advisor") to assist in the evaluation of a director's, the CEO's, or other executive officer's compensation; provided that subject to the rules of NASDAQ, the Committee shall undertake an analysis of the independence of each Compensation Advisor under the independence factors specified in the applicable requirements of the Exchange Act and the rules of NASDAQ, with such analysis to occur prior to selection of such Compensation Advisor and as appropriate thereafter. The Committee shall not be required to implement or act consistently with the advice or recommendations of any Compensation Advisor, and the Committee may select or receive advice from a Compensation Advisor that is not independent, provided that the Committee has considered the applicable independence factors required by the rules of NASDAQ and

the Exchange Act. The Committee may also utilize the services of the Company's regular legal counsel or other advisors to the Company as Compensation Advisors.

- The Committee shall have the sole authority to approve a Compensation Advisor's fees and the Company shall provide for appropriate funding, as determined by the Committee in its sole discretion, for payment of reasonable compensation to any such Compensation Advisors retained by the Committee and for ordinary administrative expenses that are necessary and appropriate in carrying out the Committee's duties.

G. Performance Evaluation

- The Committee shall, at least annually and with input from the Governance and Nominations Committee if deemed appropriate, perform an evaluation of the performance of the Committee and its members, including a review of the Committee's compliance with this Charter, and provide any written material with respect to such evaluation to the Board or the Governance and Nominations Committee, as appropriate, including any recommendations for changes in procedures or policies governing the Committee.

- In conducting this review, the Committee shall address all matters that it considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.