

ATRICURE, INC.

CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

I. RESPONSIBILITIES AND AUTHORITY

The Compensation Committee (the “Committee”) shall assist the Board in overseeing the Company’s management compensation policies and practices. The scope of the Committee’s responsibilities and how it carries out those responsibilities, including structure, process and membership requirements shall be set forth in this Charter, which has been adopted and approved by the Board and may be amended by the Board at any time. In carrying out its responsibilities, the Committee believes its policies and procedures should adhere to this Charter and remain flexible, in order to best react to changing conditions and to ensure to the Board and shareholders that the corporate compensation practices of the Company are in accordance with all applicable requirements. The following responsibilities are set forth as a guide for fulfilling the Committee’s purpose, with the understanding that the Committee’s activities may diverge, as appropriate, given the circumstances. In its sole discretion, the Committee may form, and delegate any of its responsibilities to, a single subcommittee or several subcommittees which shall be solely comprised of one or more members of the Committee. To fulfill its purposes, the Committee shall:

1. determine and approve the compensation of the Company’s Chief Executive Officer (“CEO”);
2. determine and approve compensation levels for the Company’s other executive officers as the Committee determines appropriate;
3. review and approve corporate goals and objectives relevant to CEO compensation, including annual performance objectives, as well as management incentive compensation policies and programs;
4. review and approve incentive and equity-based compensation plans and programs for employees and any modifications of such plans, exercising discretion in the administration of such plans and programs and oversee compliance with the requirement under the applicable rules of the Nasdaq Stock Market, Inc. (“Nasdaq”) that, with limited exceptions, shareholders approve equity compensation plans;
5. approve grants of equity-based awards, pursuant to the Company’s incentive and equity-based compensation plans;
6. review and recommend to the Board any changes in employee retirement plans or programs, and other employee benefit plans and programs;
7. review and discuss with management the disclosures regarding executive compensation required to be included in the Company’s annual proxy statement

or annual report on Form 10-K, including, if so required, the Compensation Discussion and Analysis (the “CD&A”), and determine whether to recommend to the Board that the executive compensation disclosures and/or CD&A, if so required, be so included, and produce the compensation committee report on executive officer compensation as may be required to be included in the Company’s filings with the SEC;

8. review and recommend the frequency with which the Company will conduct Say on Pay votes, taking into account the results of the most recent advisory vote on frequency of Say on Pay votes required by the SEC’s proxy rules;
9. oversee the Company’s compliance with SEC rules and regulations regarding shareholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of such votes;
10. review and approve the proposals regarding advisory votes on executive compensation and the frequency of such votes to be included in the Company’s proxy statement;
11. recommend the amounts and form of compensation for non-management directors for their service on the Board and committees;
12. as required by law, regulation or listing standard or in the discretion of the Committee, conduct an annual performance self-evaluation of the Committee;
13. evaluate the results of any advisory votes on executive compensation and consider whether to make or recommend adjustments to the Company’s executive compensation policies and practices as a result of such votes;
14. oversee risks relating to the Company’s compensation policies, practices and procedures and considerations of pay equity and non-discrimination by gender or against protected groups;
15. review and oversee the administration of the Company’s Incentive Compensation Recoupment (“clawback”) Policy, and recommend any proposed changes to the Board for approval;
16. review and reassess the adequacy of this Charter annually, and recommend to the Board amendments as the Committee deems appropriate; and
17. report regularly to the Board on Committee findings and recommendations and any other matters the Committee deems appropriate or as the Board requests, and maintain minutes or other records of Committee meetings and activities.

In determining the long-term incentive component of the compensation of the Company’s CEO and other executive officers, the Committee may consider, without limitation: (i) the Company’s performance and relative shareholder return; (ii) the value of similar incentive

awards to chief executive officers and elected officers at comparable companies; and (iii) the value of similar incentive awards earned by the CEO and other executive officers in past years.

In discharging its role, the Committee is empowered to 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.

II. OUTSIDE ADVISORS

The Committee may retain or obtain the advice of a compensation consultant, outside legal counsel and any other advisers, as necessary to assist with the execution of its duties and responsibilities, but only after taking into consideration factors relevant to the adviser's independence from management specified in Nasdaq Listing Rule 5605(d)(3). The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any adviser retained by the Committee, and shall have sole authority to approve the adviser's fees and other terms and conditions of the adviser's retention.

The Committee may retain, or receive advice from, any compensation advisor they prefer, including ones that are not independent, after considering the specified factors. The Committee is not required to assess the independence of any compensation consultant or other advisor that 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 providing 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 shall set the compensation, and oversee the work, of such compensation consultant, outside legal counsel or other advisors. The Committee shall receive appropriate funding from the Company, as determined by the Committee, for the payment of reasonable compensation to any compensation consultants, outside legal counsel or any other advisors retained by the Committee. However, the Committee shall not be required to implement or act consistently with the advice or recommendations of its compensation consultant, outside legal counsel or other advisors, and the authority granted to the Committee shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties.

The Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

III. MEMBERSHIP AND QUALIFICATION

The Committee shall consist of three (3) or more members of the Board, or such number as may be designated by the Board, each of whom the Board has selected and determined to be "independent" in accordance with the provisions of Rule 10C-1(b)(1) under the Securities Act of 1934, as amended (the "Exchange Act") and applicable Nasdaq rules and any director independence standards adopted by the Company. In addition, no director may serve unless he or she is a "non-employee director" for purposes of Rule 16b-3 under the Exchange Act.

Members of the Committee shall continue to be members until their successors are elected and qualified or until their earlier resignation or removal. Any member may be removed by the Board, with or without cause, at any time. The Chair of the Committee shall be appointed from among the Committee members by, and serve at the pleasure of, the Board to convene and chair meetings of the Committee, set agendas for meetings, and determine the Committee's information needs. In the absence of the Chair at a duly convened meeting, the Committee shall select a temporary substitute from among its members.

IV. MEETINGS

The Committee shall meet on a regularly-scheduled basis at least two (2) times per year, or more frequently as circumstances dictate.

The Committee shall establish its own schedule and rules of procedure. Meetings of the Committee may be held in person, telephonically, or by videoconference or similar means of remote communication. A majority of the members of the Committee shall constitute a quorum sufficient for the taking of any action by the Committee.

The Committee shall meet at least annually with the CEO, and any other corporate officers the Board and Committee deem appropriate, to discuss and review the performance criteria and compensation levels of key executives. The CEO may not be present in meetings during voting or deliberations on the CEO's compensation.

Amended effective October 26, 2023

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