

**TELA BIO, INC.**  
**NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

*Effective December 15, 2023*

**I. PURPOSE**

The Nominating and Corporate Governance Committee (the “Committee”) shall report to and assist the Board of Directors (the “Board”) of TELA Bio, Inc. (the “Company”). The purpose of the Committee is to identify qualified individuals for membership on the Board and each committee of the Board, recommend to the Board the director nominees to fill vacancies on the board and to stand for election at the annual meetings of stockholders, develop and recommend to the Board a set of corporate governance guidelines for the Board, and provide oversight of the corporate governance affairs of the Board, as well as such other matters as directed by the Board or this Charter.

**II. MEMBERSHIP**

The Committee shall be comprised of at least three members of the Board. Members shall be appointed and may be removed by the Board. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Committee. All members of the Committee shall be independent directors, as independence is defined in accordance with the rules, regulations, and standards of The Nasdaq Stock Market LLC (“Nasdaq”) and all other legal requirements, as determined in the business judgment of the Board. The Board shall designate one member to act as the Chairperson of the Committee. The Chairperson shall chair all meetings of the Committee and perform such other activities as from time to time are requested by the other Committee members or as circumstances dictate. The Committee may form and delegate authority to subcommittees, when appropriate, and shall periodically review such delegations.

**III. MEETINGS**

The Committee shall meet in person or telephonically as often as it determines is necessary to carry out its responsibilities under this Charter, and in no event less than once each year. The Committee shall report regularly to the Board with respect to its activities and make recommendations to the Board as appropriate. The Committee shall maintain written minutes of its meetings. The Committee may, in its discretion, invite to any meeting other directors of the Company, members of the Company’s management or any other person, including, without limitation, outside counsel or consultants, whose presence the Committee believes to be desirable and appropriate. The Committee may exclude anyone with a personal interest in the matters under discussion.

**IV. COMMITTEE AUTHORITY AND RESPONSIBILITIES**

The Committee shall have the following authority and responsibilities:

**Recruitment and Nomination of Directors and Committee Members**

1. Develop and submit to the Board for its adoption a list of selection criteria, consistent with the Company’s Corporate Governance Guidelines or governance

policies, to be used by the Committee for the selection of new directors to serve on the Board.

2. Identify, review and evaluate candidates utilizing the selection criteria and/or skills matrix, including candidates submitted by stockholders (provided such candidates are submitted in accordance with the Company's procedures for the nomination of directors by stockholders as provided in the Company's bylaws), for election to the Board and recommend to the Board (i) nominees to fill vacancies or new positions on the Board, and (ii) the slate of nominees to stand for election by the Company's stockholders at each annual meeting of stockholders, after considering any applicable legal or Nasdaq requirements.
3. Annually review and recommend to the Board director independence determinations made with respect to continuing and prospective directors and, as needed, consider questions of independence and possible conflicts of interest of members of the Board and executive officers.
4. Annually recommend to the Board (i) the assignment of directors to serve on each Board committee, (ii) the chairperson of each committee, (iii) the chairperson of the Board or lead independent director, as appropriate, and (iv) recommend additional committee members to fill vacancies or as otherwise needed.
5. Consider the Board's leadership structure, including the separation of the chairperson and chief executive officer roles and/or appointment of a lead independent director of the Board, either permanently or for specific purposes, and make such recommendations to the Board with respect thereto as the Committee deems appropriate.
6. Evaluate the re-nomination and continuing service of incumbent directors, as impacted by factors including retirement, changes in principal employment or primary occupation, conflicts of interest and attendance.

### **Corporate Governance**

1. Develop, recommend, oversee the implementation of, and monitor compliance with, the Company's Corporate Governance Guidelines; periodically review and recommend any necessary or appropriate changes to the Company's Corporate Governance Guidelines.
2. Periodically review the adequacy of the articles of incorporation and bylaws of the Company and recommend to the Board any necessary or appropriate amendments for approval, and, as required, submission for consideration by the stockholders.
3. Conduct a periodic review of the Company's succession planning process for the chief executive officer and any other members of the Company's executive management team and report its findings and recommendations to the Board.
4. Oversee compliance with the Company's Corporate Governance Guidelines and Code of Business Conduct and Ethics and report on such compliance to the Board.

The Committee shall also review and consider any requests for waivers of the Company's Corporate Governance Guidelines or Code of Business Conduct and Ethics for the Company's directors, executive officers, and other senior financial officers, and shall make a recommendation to the Board with respect to such request for a waiver.

5. Review important issues and developments in corporate governance and develop appropriate recommendations for the Board.

#### **Other Areas of Responsibility and Authority**

1. Develop and oversee the annual self-evaluation process for the Board and its committees.
2. Conduct an annual self-evaluation of its performance in fulfilling its duties and responsibilities under this Charter.
3. At least annually, review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval.
4. Consider and implement policies with respect to oversight, assessment and management of risks associated with the independence of the Board, potential conflicts of interest, and the effectiveness of the Board.
5. Review and recommend director orientation and continuing education programs for members of the Board on topics that will assist them in discharging their duties.

#### **V. ADVISORS**

The Committee has sole authority to retain and terminate any consultants, independent legal counsel, or other advisors, including the sole authority to approve their fees and other retention terms.

#### **VI. RESOURCES AND AUTHORITY OF THE COMMITTEE**

The Committee shall be authorized to access such internal and external resources as the Committee deems necessary or appropriate to fulfill its defined responsibilities, including engagement of independent counsel, consultants, and other professional advisors, in each case at the expense of the Company. The Committee shall have sole authority to approve fees, costs, compensation, and other terms of engagement of such outside resources and advisors, all of which will be promptly paid by the Company. The Committee shall also have the authority to pay, at the expense of the Company, ordinary administrative expenses that, as determined by the Committee, are necessary or appropriate in carrying out its duties. The Committee shall have full access to all books, records, facilities, and personnel of the Company as deemed necessary or appropriate by any member of the Committee to discharge their responsibilities hereunder. The Committee shall have the authority to require that any of the Company's personnel, counsel or any other consultant or advisor to the Company attend any meeting of the Committee or meet with any member of the Committee or any of its special legal, accounting, or other advisors and consultants. The Committee is empowered to investigate any matter brought to its attention and to retain counsel, consultants, and other professional advisors as required and to recommend to the Board resolution of any matter brought to its attention.

The Chairperson shall have the delegated authority to act on behalf of the Committee in connection with (i) approval of the retention of director search firms (including negotiation and execution of their engagement letters), and (ii) as may otherwise be determined by the Committee.