



TREACE MEDICAL CONCEPTS, INC.

**POLICY REGARDING STOCKHOLDER COMMUNICATIONS
WITH THE BOARD OF DIRECTORS**

I. Purpose

The Board of Directors (the “*Board*”) of Treace Medical Concepts, Inc. (the “*Company*”) values the input and insights of the Company’s stockholders and believes that effective communication between the Board and stockholders strengthens the Board’s ability to effectively carry out its oversight function. The purpose of this policy is to further the Board’s commitment to transparency and to facilitate communication with stockholders of the Company.

II. Statement of Policy

1. *General.* Stockholders of the Company may communicate directly with the independent members of the Board, the Chairperson of the Board, and any chairperson of a Board committee, about corporate governance, corporate strategy, Board-related matters or other substantive matters that our corporate secretary and Chairperson of the Board consider to be important for the director(s) to know, by addressing any communications to the intended recipient by name or position in care of: Corporate Secretary, Scot Elder, 100 Palmetto Park Place, Ponte Vedra, Florida 32081 or legal@treace.net.

2. *Stockholder Recommendations of Director Candidates.* Stockholders who wish to recommend individuals to the Nominating, Compliance and ESG Committee for consideration as potential director candidates may submit the names of the recommended individuals, together with appropriate biographical information and background materials, to the Nominating, Compliance and ESG Committee, c/o Corporate Secretary, Scot Elder, 100 Palmetto Park Place, Ponte Vedra, Florida 32081. In the event there is a vacancy, and assuming that appropriate biographical and background material has been provided on a timely basis, the Nominating, Compliance and ESG Committee will evaluate stockholder-recommended candidates by following substantially the same process, and applying substantially the same criteria, as it follows for candidates submitted by others.

3. *Inappropriate Communications.* The following types of communications are considered inappropriate for delivery to directors, and will not be forwarded to them:

- Communications regarding individual grievances or other interests that are personal to the party submitting the communication;
- Communications regarding ordinary business operations; and
- Communications that contain offensive, obscene or abusive content.

4. *Content and Treatment of Stockholder Communications.* All communications, including stockholder recommendations of director candidates, must be accompanied by the following information regarding the person submitting the communication:

- If the person is a stockholder, a statement of the type and amount of the securities of the Company that the person holds; and
- The address, telephone number and e-mail address, if any, of the person.

The Corporate Secretary will initially receive all stockholder communications and will review the communications for compliance with this policy. Communications that are deemed to comply with the policy and to be appropriate for delivery will be forwarded to the Board or the relevant director(s). The Corporate Secretary may consult with the Chairperson of the Board when determining whether a communication is appropriate for delivery.

The Corporate Secretary or his or her designee will send an acknowledgment of receipt to each stockholder that submits a communication. The acknowledgement will indicate that communications deemed to comply with this policy and to be appropriate for delivery to directors under this policy will be so delivered, but that it is not the practice of the directors to respond individually to the communications.

Communications deemed to comply with this policy and to be appropriate for delivery will be delivered to the directors on a periodic basis, generally in advance of each regularly scheduled meeting of the Board. Concerns relating to accounting, internal accounting controls, auditing matters or questionable financial practices will be handled in accordance with the procedures established by the Audit Committee with respect to such matters.

5. *Board Responses.* The Board reserves the right to respond to or otherwise communicate with stockholders, and determine the means of such communication, in its absolute discretion. The Board will conduct all communications and interactions with stockholders in accordance with its Regulation FD policy.