

Equal Employment Opportunity and Affirmative Action Policies

This is to reaffirm the AtriCure, Inc. policy of providing Equal Employment Opportunity (EEO) to all employees and applicants for employment in accordance with all applicable laws, directives and regulations of Federal, State, and local governing bodies or agencies thereof.

1. Through its responsible managers, AtriCure, Inc. recruits, hires, upgrades, trains, and promotes in all job titles without regard to race, color, creed, marital status, sexual orientation, gender identity, ancestry, status with regard to public assistance, membership or activity in a local human rights commission, religion, sex, national origin, age, disability, or protected veteran status, or any other legally-protected class, except where an individual's disability is a bona fide occupational qualification.

2. Managers shall ensure that all personnel actions such as compensation, benefits, personal or family leave, layoffs, returns from layoffs, AtriCure, Inc. sponsored training, educational tuition assistance, and social and recreational programs, shall be administered without regard to membership in any legally-protected class, except where an individual's disability is a bona fide occupational qualification.

3. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

4. AtriCure, Inc. invites any employee or any applicant for employment to review the veteran and disability AA Plan. Interested employees or applicants can make their request to their supervisor or Shanel Bucher, AtriCure, Inc., EEO Officer. The AA Plan will be made available for inspection during normal business hours at 7555 Innovation Way, Mason, OH 45040. Any questions should be directed to Shanel Bucher, EEO Officer; your supervisor; anyone in management; or me, Michael Carrel, President and CEO, AtriCure, Inc.

5. Any AtriCure, Inc. employee or subcontractor who fails to comply with this policy and related statutes, directives, and regulations will be subject to disciplinary sanctions up to and including termination of employment or contract.

AtriCure, Inc. has assigned Shanel Bucher the overall responsibility to implement the Company's legally required affirmative action programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Coordinator will implement and administer an audit and reporting system to ensure compliance with the Company's affirmative action obligations, periodically measure the effectiveness of the affirmative action programs, and identify any areas for potential remedial action, as appropriate. If any employee or applicant for employment believes he/she has been discriminated against, please contact Shanel Bucher, EEO Officer, AtriCure, Inc., 7555 Innovation Way, Mason, OH 45040, 513-709-7453.

I fully endorse this equal opportunity and affirmative action policy statement and ask for all personnel to assist and support equal employment opportunity for all.



Michael Carrel, President and CEO, AtriCure, Inc.

7/25/2025

Date