

ANIKA THERAPEUTICS, INC.

Majority Voting in Uncontested Director Elections Policy

The Board of Directors (the “Board”) of Anika Therapeutics, Inc. has approved this Majority Voting in Uncontested Director Elections Policy to help ensure that stockholders have an input in uncontested director elections.

Any nominee for director in an uncontested election who receives a greater number of votes “against” from his or her election than votes “for” such election shall submit his or her offer of resignation for consideration by the Governance and Nominating Committee of the Board. In such an event, the Governance and Nominating Committee shall consider all of the relevant facts and circumstances and shall recommend to the Board whether or not to accept such offer of resignation. The Board then shall act on the Governance and Nominating Committee’s recommendation and, if required or determined by the Board to be desirable, Anika Therapeutics, Inc. shall disclose that decision, together with the reasons therefor, in a filing with the Securities and Exchange Commission or in a press release.

ADOPTED: December 8, 2015

LAST REVISED: December 7, 2023