

INTERFACE, INC.
Compensation & Talent
Development Committee Charter
(Adopted November 14, 2024)

I. Purpose

The primary function of the Compensation & Talent Development Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of Interface, Inc. (the “Company”) in fulfilling its oversight responsibilities with respect to executive compensation and human capital development. The Committee is authorized to exercise the power and authority of the Board with respect to executive compensation and human capital development, including determining compensation arrangements for the Company’s executive officers and key employees, administering the Company’s stock and other incentive plans, reviewing the administration of the Company’s employee benefits plans, and overseeing the development and execution of the Company’s strategies for engaging with its employees, enhancing its corporate culture, and for recruitment, retention, assessment and succession of its personnel.

II. Committee Membership

The Committee shall be comprised of two or more directors as determined by the Board. All members of the Committee shall be “independent” within the meaning of the Nasdaq listing standards and any other standards prescribed by the Securities and Exchange Commission, the Committee or the Board from time to time and must qualify as “non-employee directors” as such term is defined under Rule 16b-3 promulgated under the Securities Exchange Act (“SEC”) of 1934, as amended (the “Exchange Act”). Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

III. Meetings and Governance

The Committee shall meet at least twice annually, or more frequently as circumstances dictate. The Committee shall report its findings and activities to the Board on a regular basis. The Committee shall from time to time (or during the course of a meeting) meet without management present as appropriate.

The Board may appoint a Chairperson of the Committee. The Chairperson shall preside, when present, at all meetings of the Committee. One-third of the members, but not less than two, will constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee. The Committee shall maintain written minutes of its meetings, which minutes shall be filed with the minutes of the meetings of the Board. The Committee may meet by telephone or video conference and may take action by written consent.

IV. Duties, Responsibilities and Activities

To fulfill its purpose, the Committee shall from time to time perform the following duties and responsibilities and shall engage in the following activities to the extent necessary or appropriate in the judgment of the Committee:

- Approve performance goals for the Company’s executive officers (as defined for purposes of Section 16 of the Exchange Act) in connection with the Company’s incentive compensation programs and evaluate the performance of the executive officers for compensation purposes.
- Determine, or recommend to the Board for determination, the compensation of the Company’s Chief Executive Officer, all other executive officers, and all other employees who report directly to the Chief Executive Officer (other than administrative assistants). The Chief Executive Officer shall not be present during deliberations or voting on his or her compensation.
- Approve, or recommend to the Board for approval, awards of stock-based compensation and incentives to the Company’s executive officers, key employees and directors.
- Approve the adoption, amendment or termination of, and oversee the administration of, executive compensation plans and other compensation plans in which executive officers may participate.

- Approve the adoption, amendment or termination of employment agreements, change-in-control agreements, severance agreements, and any similar or related agreements between the Company and the executive officers.
- Consider and recommend to the Board the Company's general executive compensation policies, including remuneration for directors.
- Consider and recommend to the Board the Company's policy with respect to deductibility of executive compensation pursuant to Section 162(m) of the Code.
- Review and approve the report of the Compensation & Talent Development Committee, and review and discuss with management (and recommend to the Board for inclusion in the Company's proxy statement for the annual meeting of shareholders and for incorporating by reference into the Company's annual report on Form 10-K) the Compensation Discussion and Analysis.
- Oversee the Company's compliance with SEC rules and regulations regarding shareholder approval of executive compensation and NASDAQ requirements regarding shareholder approval of equity compensation plans.
- Maintain and periodically review (i) a clawback policy that complies with the requirements of the SEC and Nasdaq listing standards, and (ii) stock ownership guidelines for the Company's directors and executive officers.
- Monitor the Company's compliance with the requirements under the Sarbanes-Oxley Act of 2002 relating to loans to officers and directors and all other applicable laws affecting employee compensation and benefits.
- Oversee human capital development strategies, including strategies for employee engagement, corporate culture enhancement, and talent recruitment, retention, assessment and succession.
- Develop and review succession plans for the Chief Executive Officer, other executive officers, and other key positions, ensuring readiness and alignment with the Company's strategic direction, as well as the acquisition and development of the skills and experiences necessary for potential future roles.
- Review and reassess this Charter on an annual basis and propose any changes to the Board for approval.
- Perform any other activities in its discretion that are consistent with the Committee's purpose, or as determined necessary or appropriate by the Board.

The Committee shall have authority to delegate any of its duties, responsibilities or activities to subcommittees as it may deem appropriate in its sole discretion. Any person or body to whom the Committee grants such authority shall regularly report to the Committee grants so made and the Committee may revoke any such delegation of authority at any time. The Committee also shall have authority, in its sole discretion, to retain or obtain the advice of compensation consultants, legal counsel or other advisors to assist with the execution of its duties and responsibilities. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant, counsel or advisor retained by the Committee. In selecting an advisor, the Committee shall take into account the factors set forth in applicable Nasdaq listing standards. The Company must provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any such consultant, counsel or advisor retained by the Committee.