

MOBIA MEDICAL, INC.
COMPENSATION COMMITTEE CHARTER
(Effective as of May 7, 2026)

This Compensation Committee Charter (this “**Charter**”) has been adopted by the Board of Directors (the “**Board**”) of Mobia Medical, Inc. (“**Mobia**”).

I. Purpose

The purpose of the Compensation Committee (the “**Committee**”) is to oversee the discharge of the responsibilities of the Board relating to compensation of Mobia’s executive officers and directors.

II. Composition

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC (“**Nasdaq**”), subject to any available exception, and meet all other applicable independence standards for members of compensation committees, unless otherwise determined by the Board.

Committee members must be appointed and may be removed from the Committee, with or without cause, by the Board. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. Meetings, Procedures, and Authority

The Committee may establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of Mobia’s bylaws that are applicable to the Committee.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel, or other advisers (independent or otherwise), provided that, before any such retention or advice, the Committee must consider the applicable factors under Nasdaq rules. The Committee will be directly responsible for the appointment, compensation, and oversight of any adviser it retains. Mobia must provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, Mobia’s bylaws, and applicable Nasdaq rules.

The Committee may conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee, or adviser of Mobia to meet with the Committee or any advisers engaged by the Committee.

IV. Duties and Responsibilities

1. *CEO Evaluation and Compensation.* The Committee must review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer. The Committee must evaluate the Chief Executive Officer's performance in light of these goals and objectives and, based upon this evaluation (either alone or, if directed by the Board, in conjunction with a majority of the independent directors on the Board), must review and set, or make recommendations to the Board regarding, the Chief Executive Officer's compensation. The Chief Executive Officer may not be present during voting or deliberations on his or her compensation.

2. *Other Executive Officer Evaluation and Compensation.* The Committee must oversee an evaluation of the executive officers other than the Chief Executive Officer and, after considering that evaluation, must review and set, or make recommendations to the Board regarding, the compensation of those officers.

3. *Employment Agreements.* The Committee must review and approve any employment and severance agreements or arrangements for Mobia's officers and, in the Committee's discretion, other members of senior management.

4. *Director Compensation.* The Committee must review and make recommendations to the Board regarding non-employee director compensation, including equity awards.

5. *Overall Compensation Philosophy.* The Committee must review and approve Mobia's overall compensation philosophy and related compensation and benefit programs, policies, and practices, including selecting a peer group of companies that the Committee uses to benchmark executive compensation.

6. *Compensation Discussion and Analysis.* To the extent that Mobia is required to include a "Compensation Discussion and Analysis" ("**CD&A**") in Mobia's Annual Report on Form 10-K or annual proxy statement, the Committee must review and discuss the CD&A with management and consider whether to recommend to the Board that the CD&A be included in the appropriate filing.

7. *Clawback Policy.* The Committee must administer and oversee Mobia's compliance with the compensation recovery policy required by applicable U.S. Securities and Exchange Commission and Nasdaq rules.

8. *Succession Planning.* The Committee must oversee Mobia's succession planning for the Chief Executive Officer and other executive officer roles.

9. *Compensation Committee Report.* The Committee must prepare the annual Compensation Committee Report, to the extent required.

10. *Human Capital Management.* The Committee must oversee and periodically review with management Mobia's strategies, policies, and practices with respect to human capital management and talent development, including workplace

environment and culture, employee engagement and effectiveness, and talent recruitment, development, and retention.

11. *Reports to the Board.* The Committee must report regularly to the Board regarding the activities of the Committee.

12. *Committee Self-Evaluation.* The Committee must periodically evaluate the Committee's performance.

13. *Review of this Charter.* The Committee must annually review and reassess the adequacy of this Charter and submit any recommended changes to the Board for its consideration.

V. Delegation of Duties

In fulfilling its responsibilities, the Committee may delegate any responsibility to a subcommittee of the Committee. To the extent permitted by applicable law and Mobia's equity-based plans, the Committee may delegate to one or more executive officers of Mobia the authority to grant equity-based awards to employees of Mobia who are not executive officers.