Governance, Corporate Sustainability and Nominating Committee Charter

(Amended and Restated November 8, 2021)

Purpose

The Governance, Corporate Sustainability and Nominating Committee (formerly the Nominating and Corporate Governance Committee) (the “Committee”) is created by the Board of Directors of the Company (the “Board”) to:

• review and evaluate the size, composition, function and duties of the Board consistent with its needs

• recommend criteria for the selection of candidates to the Board and identify individuals qualified to become Board members consistent with such criteria, including the consideration of nominees submitted by shareholders

• recommend to the Board director nominees for election at the next annual or special meeting of shareholders at which directors are to be elected or to fill any vacancies or newly created directorships that may occur between such meetings

• establish standards of independence and make recommendations to the Board as to determinations of director independence

• oversee the evaluation of the Board

• develop and recommend to the Board the Corporate Governance Guidelines and Code of Business Conduct and Ethics for the Company and oversee compliance with such Corporate Governance Guidelines and Code of Business Conduct and Ethics

• recommend to the Board whether to accept or reject a tendered resignation, or take other action, in circumstances where a director fails to receive a majority vote in circumstances set forth in the Company’s Bylaws and Corporate Governance Guidelines

• assist the Board in overseeing the Company’s corporate sustainability program

• evaluate the Company’s key Environmental, Social and Governance (ESG) risks and opportunities

• provide oversight of the Company’s ESG public disclosures and shareholder engagement with respect to ESG matters

• perform such other duties as may be specified from time-to-time in the Company’s Corporate Governance Guidelines
Membership

The Committee shall consist of at least three members, comprised solely of directors deemed by the Board to be independent and who meet independence requirements of Nasdaq. The Committee, in consultation with the Chair, shall recommend nominees for appointment to the Committee annually and as vacancies or newly created positions occur. Committee members shall be appointed by the Board and may be removed by the Board at any time. The Board shall designate the Chair of the Committee.

Responsibilities

In addition to any other responsibilities that may be assigned from time to time by the Board, the Committee is responsible for the following matters.

Board/Committee Nominees

- The Committee shall oversee searches for and identify qualified individuals for membership on the Company's Board.

- The Committee shall recommend to the Board criteria for Board and Board committee membership and shall recommend individuals for membership on the Company's Board and its committees. In making its recommendations for Board and committee membership, the Committee shall:
  - review candidates’ qualifications for membership on the Board or a committee of the Board (including making a specific determination as to the independence of each candidate) based on the criteria approved by the Board (and taking into account the enhanced independence, financial literacy and financial expertise standards that may be required under law or Nasdaq rules for Audit Committee membership purposes)
  - in evaluating current directors for re-nomination to the Board or re-appointment to any Board committees, assess the performance of such directors
  - periodically review the composition of the Board and its committees in light of the current challenges and needs of the Board, the Company and each committee, and determine whether it may be appropriate to add or remove individuals after considering issues of judgment, diversity, age, skills, background, and experience
  - consider rotation of committee members and committee Chairs, as appropriate
  - consider any other factors that are set forth in the Company’s Corporate Governance Guidelines or are deemed appropriate by the Committee or the Board

Evaluating the Board and Its Committees

- At least annually, the Committee shall lead the Board in a self-evaluation to determine whether it and its committees are functioning effectively. The Committee shall oversee the evaluation process and report on such process and the results of the evaluations, including any recommendations for proposed changes, to the Board.
Corporate Governance Matters

- The Committee shall develop and recommend to the Board the Corporate Governance Guidelines and Code of Business Conduct and Ethics for the Company. At least annually, the Committee shall review and reassess the adequacy of such Corporate Governance Guidelines and Code of Business Conduct and Ethics and recommend any proposed changes to the Board.

- The Committee shall be responsible for any tasks assigned to it in the Company’s Corporate Governance Guidelines.

- The Committee shall oversee compliance with the Company’s Corporate Governance Guidelines and Code of Business Conduct and Ethics and report on such compliance to the Board. The Committee shall also review and consider any requests for waivers of the Company’s Corporate Governance Guidelines or Code of Business Conduct and Ethics for the Company’s directors, executive officers, and other senior financial officers, and shall make a recommendation to the Board with respect to such request for a waiver.

- The Committee shall review potential conflicts of interest involving directors, including whether such director or directors may vote on any issue as to which there may be a conflict.

- The Committee shall review, and if appropriate, approve related party transactions in accordance with the Company’s Related Person Transaction Policy.

ESG Matters

- The Committee shall assist the Board in its oversight of the Company’s corporate sustainability program.

- The Committee shall evaluate the Company’s key ESG risks and opportunities and report to the Board periodically.

- The Committee shall coordinate oversight of ESG matters and public disclosures with the other committees and delegate responsibility as appropriate (for example, delegate audit oversight of sustainability reports and carbon emission disclosures to the Audit Committee).

- The Committee shall engage, or identify appropriate Board members to engage, with key shareholders and other Company stakeholders on ESG issues.

Reporting to the Board

- The Committee shall report to the Board periodically.

- At least annually, the Committee shall evaluate its own performance and report to the Board on such evaluation.

- The Committee shall annually review and assess the adequacy of this charter and recommend any proposed changes to the Board for approval.
Authority

The Committee has the sole authority to retain and terminate any advisors, including search firms to identify director candidates, and legal counsel, including sole authority to approve all such advisors’ fees and other retention terms.

The Committee may delegate its authority to subcommittees or the Chair of the Committee when it deems appropriate and in the best interests of the Company.

Procedures

The Committee shall meet as often as it determines is appropriate to carry out its responsibilities under this charter. The Chair of the Committee, in consultation with the other Committee members, shall determine the frequency and length of the Committee meetings and shall set meeting agendas consistent with this charter.