



Board Nomination Committee Charter

18 October 2023



1. Role

- 1.1. The role of the Board Nomination Committee ('**Committee**') is to assist the Board of Washington H Soul Pattinson and Company Limited ('**Soul Patts** or the **Company**') with respect to:
- a. the selection of new Directors ('Director' means a member of the Board of Soul Patts);
 - b. the nomination of Directors for re-election;
 - c. succession planning for the Board and CEO; and
 - d. the development of a process to evaluate the performance of the Board and the Directors.

2. Responsibilities

- 2.1. To accomplish its role, the Committee:
- a. reviews Board and CEO succession plans;
 - b. determines the necessary and desirable competencies of Directors and makes recommendations to the Board on the skills and diversity needed for the Board as a whole to effectively carry out its responsibilities;
 - c. reviews the process for the selection and renewal of non-executive Directors ('Non-executive Director' means a Director who is not employed in an executive capacity by Soul Patts);
 - d. undertakes appropriate checks before appointing a Director or putting someone forward for election or re-election as a Director;
 - e. recommends the appointment of Directors to the Board of Soul Patts and considers whether Directors should be nominated to stand for re-election;
 - f. recommends the appointment of non-executive Nominee Directors to the Board of a Subsidiary Company and considers whether Nominee Directors should be nominated to stand for reelection;
 - g. determines the protocol for Nominee Directors to share information;
 - h. reviews the program for inducting new Directors; and
 - i. develops a process for the evaluation of the performance of the Board and Directors, including the assessment of any professional development for Directors or the Board where there are potential gaps in skills, knowledge or experience of the Board as a whole to perform its role effectively.
- 2.2. The Committee annually reviews the Committee Charter and the performance of the Committee.

3. Composition and membership

- 3.1. The Committee will consist of at least three members, a majority of whom are Independent Directors. An Independent Director is a Director who has been assessed by the Board to be independent in accordance with the Board's definition of Independence.
- 3.2. The Committee members will elect the Committee Chair. The Committee Chair is to be an independent Director.
- 3.3. The Company Secretary or their nominee will act as the Secretary to the Committee.



4. Meetings

- 4.1. Members of the Board who are not members of the Committee and others may attend meetings at the invitation of the Committee Chair.
- 4.2. Committee members are to excuse themselves from meetings while their nomination for re-election is being considered.
- 4.3. The Committee is to meet as often as required and at least twice each year.
- 4.4. A quorum will comprise three members of the Committee, including at least two Independent Directors.

5. Board renewal

- 5.1. The following process will generally be applied by the Committee when seeking new Directors:
 - a. prospective Directors will be assessed based on their skills and experience irrespective of background or difference in accordance with Soul Patts' Diversity Policy;
 - b. the skills, expertise and experience of the existing Board will be compared to the current and expected future needs of the Company in order to establish the target skills and experience set to be sought from a new Director;
 - c. an initial list of candidates will be compiled based on the target profile established above;
 - d. any Committee member with a personal or professional association with a candidate will be required to disclose that relationship. The Committee member may be required to excuse themselves from the discussion of that candidate;
 - e. the Committee will screen the initial list of candidates to identify those candidates who best suit the target profile and conduct interviews with selected candidates;
 - f. the other commitments of candidates will be considered to ensure they are in a position to commit sufficient time to their Board duties; and
 - g. the results of the interviews will be presented to the Committee and the Committee will make a recommendation to the Board.
- 5.2. The same assessment of the skills required on the Board will be performed when considering a nomination by a shareholder.

6. Advice

- 6.1. The Committee may engage the services of recruitment consultants or other independent experts to undertake research, assessment and initial interviewing of candidates.



Policy governance

Policy approver:	Board
Policy owner:	Company Secretary
Review cycle:	Annually

Version	Approved	Date
1.0	Approved by the Board	14 April 2021
2.0	Revised and Approved by the Board	18 October 2023