



# Nominating and Corporate Governance Committee Charter

## 1. Charter

- 1.1 This charter governs the operations of the Nominating and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of Somnigroup International Inc. (the “Company”). The Committee shall review the adequacy of this charter at least annually and recommend any proposed changes to the Board for its approval, although the Board shall have sole authority to amend this charter.

## 2. Membership

- 2.1 The Committee shall be composed of at least three directors appointed by the Board, each of whom satisfies the applicable independence requirements of the New York Stock Exchange, Inc. (the “NYSE”) and the rules and regulations of the Securities and Exchange Commission (the “Commission”) at such time as the Company is subject to these requirements. Notwithstanding the foregoing, a non-independent director may serve on the Committee to the extent allowed pursuant to any and all transitional rules or exemptions specified by the NYSE and the Commission.
- 2.2 The Committee shall be appointed by the Board in its sole discretion. The Chair of the Committee shall be appointed by the Board. Committee members shall serve until their successors are duly appointed and qualified or until their earlier removal by the Board at any time.
- 2.3 The Committee may form and delegate any of its responsibility to subcommittees, as it deems necessary or appropriate in its sole discretion.

## 3. Meetings

- 3.1 The Committee shall meet as often as it shall determine, but no less frequently than three times per year. In addition, the Committee shall meet as often as it deems necessary to carry out its duties as they may relate to the filling of vacancies on the Board or other Committees of the Board at times other than the time of the annual meeting of shareholders of the Company.

Except as otherwise provided by the Amended and Restated Certificate of Incorporation or Amended and Restated By-Laws of the Company (each as amended from time to time), the location and operation of meetings and similar procedural matters relating to the Committee shall, to the extent applicable, be the same as

those that relate to meetings of, and procedural matters concerning, the Board. The Committee shall adopt procedures regarding the recording, distribution and approval of minutes of meetings of the Committee.

#### **4. Purpose and Responsibilities**

4.1 The Committee shall have the following primary responsibilities:

- 4.1.1 Identify individuals qualified to become members of the Board, consistent with criteria approved by the Board, and recommend to the Board the director nominees for each annual shareholders' meeting, and to take a leadership role in shaping the corporate governance of the Company.
- 4.1.2 The Committee, as requested by management, will participate in appropriate communications with stockholders. However, the Company's primary investor relations function will remain vested in its management, specifically in the Company's senior officers and investor relations professionals. Company management will continue to lead engagement with stockholders with respect to operating performance, financial matters, strategic execution and other operational and performance matters for which management is directly responsible.
- 4.1.3 The Committee is also responsible for oversight of the evaluation of the Board and management of the Company.

4.2 The Committee shall have the following authority and additional responsibilities:

- 4.2.1 The Committee shall develop, or determine that there have been developed, appropriate criteria for identifying properly qualified director candidates. All such criteria must be approved by the Board. The Committee shall review these criteria on an annual basis and make recommendations to the Board regarding approval or modification of these criteria.
- 4.2.2 The Committee shall identify individuals believed to be qualified to become members of the Board. The Committee shall recommend to the Board the nominees to stand for election as directors at each annual meeting of stockholders, or, if applicable, at each special meeting of stockholders. In the case of a vacancy in the office of a director, including a vacancy created by an increase in the size of the Board, the Committee shall recommend to the Board an individual to fill such vacancy either through appointment by the Board or through election by stockholders. In nominating candidates, the Committee shall take into consideration such factors as it deems appropriate, but in all cases the recommendations of the Committee must be

consistent with the criteria for identifying qualified candidates approved by the Board.

- 4.2.3 The Committee shall review each director's continuation on the Board annually.
- 4.2.4 The Committee shall evaluate director candidates recommended by stockholders of the Company in accordance with the Company's Amended and Restated By-Laws.
- 4.2.5 In connection with its development of criteria for identifying new director candidates and making recommendations to the Board regarding director nominees, the Committee shall review at least annually the composition of the Board and the skill sets and tenure of the existing directors and discuss longer term transition issues.
- 4.2.6 The Committee shall identify individuals believed qualified to serve on each standing committee of the Board and an individual to serve as Chair of each standing committee, and recommend to the Board the nominees for service on each standing committee. The Board shall approve all appointments, including the Chair, to the standing committees of the Board of Directors.
- 4.2.7 The Committee shall monitor and participate in the Company's overall stockholder communications effort so that all of the communications elements are unified and consistent. In furtherance of these responsibilities, members of the Committee, individually or collectively, may attend, with management, meetings with stockholders of the Company when requested by the Board or management.
- 4.2.8 The Committee shall establish procedures to assist the Board in developing and evaluating potential candidates and successors for executive positions, including the chief executive officer.
- 4.2.9 The Committee shall develop and recommend to the Board a set of corporate governance guidelines by which the Company shall operate. These corporate governance guidelines shall comply in all respects with all requirements of the NYSE and shall be posted on the Company's website. The Committee shall review these guidelines on an annual basis.
- 4.2.10 The Committee shall review the Company's practices and positions relating to sustainability, technology (including artificial intelligence) and social issues that may impact the Company's business and key stakeholders and exercise oversight on such matters.

- 4.2.11 The Committee shall establish procedures to exercise oversight of (i) the Company's adherence to its corporate governance guidelines and (ii) the performance evaluation processes of the Board.
- 4.2.12 The Committee shall review, evaluate and approve related party transactions in accordance with the Company's Related Party Transactions Policy.
- 4.2.13 The Committee shall periodically review the Company's Code of Business Conduct and Ethics for Employees, Executive Officers and Directors and recommend any proposed changes to the Board of Directors for approval.
- 4.2.14 The Committee shall periodically review the Company's Policy on Insider Trading and Confidentiality and recommend any proposed changes to the Board of Directors for approval.
- 4.2.15 The Committee shall review at least annually the reports on the Company prepared by the major proxy advisory firms and provide a report to the Board.
- 4.2.16 The Committee shall develop and oversee, when necessary, a Company orientation program for new directors and offer continuing education opportunities for current directors, and periodically review these programs and offerings and update them as necessary.
- 4.2.17 The Committee shall make recommendations to the Board in connection with any director resignation tendered pursuant to the Company's Amended and Restated By-Laws.
- 4.2.18 The Committee shall report regularly to the Board concerning the actions and recommendations of the Committee. The Committee shall prepare on an annual basis an internal performance evaluation of the Committee and report such performance evaluation to the Board. This evaluation should discuss the goals and objectives of the Committee, the performance of the Committee in light of the requirements of this charter, and any Committee recommendations concerning changes to this charter, the Company's criteria for identifying director candidates or the Company's corporate governance guidelines.
- 4.2.19 The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities. This shall include the sole authority to engage, retain and terminate independent search agencies to assist the Committee in identifying qualified director candidates if the use of such independent search agencies is necessary or useful in the Committee's sole discretion. The Committee shall have the sole authority to review and approve the search agency's compensation and other retention terms. The

Company shall provide appropriate funding, as determined by the Committee, for payment of compensation to any such independent search agencies or other advisors.