

1. PURPOSE

The board of directors of Steel & Tube Holdings Limited has established a committee of directors known as the Nominations Committee (committee). The objectives, composition, terms of office, duties and responsibilities, and powers and authority are set out in this Charter.

2. COMPANY PURPOSE STATEMENT

Steel & Tube is one of New Zealand's leading distributor and processor of metal and related products. Our commitment to delivering exceptional service, quality and value to our customers and shareholders is maintained through our people who always act safe and are reliable, accountable and committed.

3. GOVERNANCE OBJECTIVES

The main objective of the committee is to assist the board in fulfilling its responsibilities to exercise due care, diligence and skill in relation to:

- Board performance
- Board composition
- Appointment of directors

4. COMMITTEE COMPOSITION

The committee members must be independent directors. The committee will be appointed by the board and will comprise at least two independent directors, and the company chair.

The board shall appoint the chair of the committee. The appointment and removal of committee members is the responsibility of the board.

Independence of directors is as defined in the NZX Listing Rules.

5. ROLES OF THE CHAIR

The committee chair carries out a leadership role in the conduct of the committee.

The chair must ensure that all members of the committee are encouraged to participate in the affairs of the committee and have an opportunity to express their views.

6. COMMITTEE AUTHORITY

The committee is authorised to investigate any activity covered by its areas of responsibility under the Charter.

The board has authorised the committee to have the authority to:

- Engage, retain, terminate and consult with independent external advisors as required at the company's expense;
- To fulfill the committee's requirements, request the attendance at meetings of external advisors with relevant experience;
- The committee has the powers to delegate to the chair to act in the capacity as the committee where deemed appropriate;
- The committee is able to rely on Steel & Tube executives for matters within their responsibility and external advisors on matters for which they have deemed expertise after reasonable due diligence and review; and

- The committee shall make recommendations to the board as it does not have the authority to make decisions on behalf of the board except as specifically noted in the Charter

7. ACCESS TO ADVISORS

The committee may communicate directly with, and is to have unrestricted access to advisors as it sees fit.

8. FREQUENCY AND DURATION OF MEETING

The committee shall meet as required, but at least annually.

The chair will call a meeting of the committee if requested to do so by any committee member, by the board chair or by the Chief Executive Officer.

A quorum shall be formed when the chair and one member of the committee is in attendance.

All directors have a standing invitation to attend any meetings of the committee, will be notified of all meetings and will receive the papers for each committee meeting.

The committee may invite senior managers or external advisors to attend Committee meetings.

If in attendance, the GM People & Culture is responsible for recording the minutes of the meeting, otherwise the chair is responsible for keeping the minutes, and after confirmation by the committee present to the board in the next circulation of board papers.

The GM People & Culture is to circulate appropriate papers to all committee members and other directors prior to each meeting.

9. AGENDA

The agenda is determined by the chair.

10. DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the committee include but are not limited to the matters outlined below:

- Regularly review the composition of the board to ensure that the company has access to the most appropriate balance of skills, qualifications, experience and background to effectively govern the company;
- Consider whether any changes to the board are necessary and/or desirable to enhance the performance of the board, and recommend any changes to the board;
- Review board succession plans and recommend any action to the board;
- In the event of any vacancies on the board, the board may conduct an appropriate search process including any casual vacancy, consider any person(s) nominated by directors or shareholders;
- Ensure that an effective induction plan is in place for new directors;
- Attend to any other matter put to the committee for consideration by the board and, as appropriate the management, of the company.
- The committee may commission any study, survey and/or advice that it sees fit to assist in its consideration of any matter.

11. OWNERSHIP AND REVIEW

Approver: Steel & Tube Board
Reviewer: Nominations Committee
Owner: GM People & Culture
Review: Three Yearly or as required
Date: 15 August 2024
