

AGL ENERGY LIMITED (AGL)

NOMINATIONS COMMITTEE CHARTER

1. Purpose

- 1.1 The primary function of the Nominations Committee (the **Committee**) is to assist the Board in fulfilling its responsibilities to Shareholders through making recommendations to the Board in relation to the optimal composition of the Board.
- 1.2 The Committee is responsible for reviewing the following matters:
- Director independence;
 - Composition of the Board, including assessing and recommending to the Board the appropriate mix of skills, competencies, knowledge, experience, independence and diversity to enable the Board to discharge its responsibilities effectively having regard to the execution of AGL's strategic objectives, legal requirements and to the highest standards of corporate governance;
 - The processes in place to review the performance of the Board, its Committees and the non-executive Directors;
 - Succession planning for the Board including the CEO so that an appropriate balance of skills, competencies, knowledge, experience, independence and diversity is maintained; and
 - the proposed appointment, election, re-election and retirement of Directors, and making recommendations to the Board in relation to these matters.

The Committee will primarily fulfil these responsibilities by carrying out the activities in Section 6 of this Charter.

2. Membership

- 2.1 Unless the Board determines otherwise, the Committee shall comprise all independent non-executive Directors of AGL.
- 2.2 Subject to paragraph 2.1, the members of the Committee shall be appointed by the Board from amongst the non-executive Directors of AGL and shall consist of a minimum of three members.
- 2.3 The Chair of the Committee (**Committee Chair**) shall be the Chair of the Board, except where the Committee is addressing the appointment of a successor to the Chair of the Board. Should the Committee Chair be absent from any meeting of the Committee, the members of the Committee present at that meeting shall appoint one of their number to be Chair of that meeting.
- 2.4 The Secretary of the Committee is the Company Secretary or their delegate.

3. Meetings

- 3.1 The Committee will meet a minimum of two times annually and more frequently if required, as determined by the Committee Chairperson.
- 3.2 A quorum of any meeting shall be two members. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.
- 3.3 No one outside the Committee and the Board is entitled to be present at a meeting of the Committee however, unless the Committee determines otherwise, the Managing Director and the Company Secretary shall attend Committee meetings.
- 3.4 The Secretary of the Committee shall be responsible for scheduling meetings and co-ordinating the preparation of the agenda, minutes and other supporting documentation for the meeting. The Company Secretary (or their delegate) will circulate minutes of meetings to members of the Committee.
- 3.5 Subject to any provision to the contrary as set out in this Section 3, Committee meetings shall otherwise be conducted in accordance with the Board Charter.

4. Authority

- 4.1 The Committee is a Committee of the Board and shall have no authority independent of the functions delegated to it by the Board.
- 4.2 The Committee is authorised by the Board to investigate any activity it deems appropriate consistent with its responsibilities and duties. It is authorised to seek any information from any officer or employee of AGL all of whom must co-operate with any request made by the Committee.
- 4.3 The Committee is authorised to engage any firm of professional advisers as it sees fit to provide independent counsel and advice and to assist in any consideration of such matters as the Committee deems appropriate, at AGL's expense.
- 4.4 The findings of the Committee shall not relieve the Board of any of its responsibilities.

5. Reporting

- 5.1 The minutes of each meeting of the Committee will be tabled at the next Committee meeting.
- 5.2 The Company Secretary shall distribute copies of the minutes of a meeting of the Committee to the Board as soon as practicable after the meeting.
- 5.3 The Committee shall regularly inform the Board about Committee activities and make recommendations to the Board on matters relevant to the Committee's responsibilities.

6. Responsibilities

- 6.1 The Committee will undertake the following activities to fulfil its responsibilities:

Director Independence

- Review the independence of each Director, including undertaking an annual assessment of and making a recommendation to the Board as to the independence of each Director.
- When assessing Director independence, the Committee will consider whether the Director is free of any interest, position, association or relationship that might influence, or reasonably be perceived to influence, in a material respect their capacity to bring an independent judgment to bear on issues before the Board and to act in

the best interests of AGL. This assessment will be made in reference to Box 2.3 of the ASX Corporate Governance Principles and Recommendations.

Board composition

- Periodically assess the Board Skills Matrix, which sets out the mix of skills, competencies, knowledge, experience and diversity that the Board currently has or is looking to achieve in its membership (having regard to AGL's strategic objectives, legal requirements and to the highest standards of corporate governance) and make recommendations to the Board on any changes that should be made to the Board Skills Matrix.
- Periodically compare the measures included in the Board Skills Matrix with the skills, competencies, knowledge and experience represented on the Board from time to time to identify any potential gaps in the skills, competencies, knowledge, experience and diversity of the Board.
- Review the structure, size and composition of the Board and each Board Committee having regard to the Board Skills Matrix, AGL's Constitution and to the Board and each Board Committee charter.
- Make recommendations to the Board arising from any review of the structure, size and composition of the Board and from any evaluation of the effectiveness of the Board.

Performance

- Develop and implement a process for evaluating the performance of the Board, each Board Committee and each individual Director. The Committee shall also be responsible for reporting the results of that evaluation to the Board.
- Review the time commitment required by Directors and whether these time commitments are being met.

Board succession planning

- Overseeing and reviewing the succession plan for the role of CEO.
- Develop succession plans for non-executive Directors, taking into account the risks and opportunities facing AGL, and the skills, competencies knowledge and experience likely to be required in the future.
- Make recommendations to the Board about succession plans for non-executive Directors and the CEO.

Appointment, Election, Re-election and Retirement of Directors

- Review and make recommendations to the Board on the process for recruiting any new Directors.
- Prepare a description of the skills, competencies, knowledge and experience required when considering the suitability of potential candidates for appointment to the Board.
- Oversee a professional and objective search process to identify suitable candidates to fill Board vacancies as and when they arise.
- Oversee arrangements for the effective appointment and induction of new Directors.
- Make recommendations to the Board:
 - on candidates it considers appropriate for appointment to the Board. Such recommendations should have appropriate regard to how the skills, competencies, knowledge, experience and other qualities of a recommended appointee will balance and complement the mix of skills, competencies, knowledge, experience and other qualities of existing

Directors having regard to the Board Skills Matrix;

- concerning the re-election by Shareholders of any Director in accordance with AGL's Constitution; and
- concerning the suspension or removal from office of any Director in accordance with AGL's Constitution.

Training and development

- The Committee will regularly assess whether the Directors as a group have the skills, knowledge and experience to effectively lead and govern the Company, engage in strategy and respond to new and emerging business and governance issues (including sustainability-related risks and opportunities). Where the Committee identifies potential gaps in skills, competencies, knowledge and experience which are not expected to be addressed in the short term by new Director appointments (or the expertise of management), the Committee will oversee the provision of relevant professional development or engagement of external subject matter experts and advisers to appropriately brief Directors.

7. Other Matters

- 7.1 This charter will be reviewed by the Committee at least every two years. Any changes to the charter must be approved by the Board.
- 7.2 The Committee will annually review its own performance.

Approved by the Board - 24 June 2025