



Nominating and Governance Committee Charter
Effective: August 16, 2023

Composition

The Committee shall consist of at least three directors, all of whom shall be “independent directors” under the Corporate Governance Guidelines of Beacon Roofing Supply, Inc. (the “Company”) and the rules of The Nasdaq Stock Market, Inc. (“Nasdaq”). All Committee members shall have, in the judgment of the Board, the experience, expertise and judgment necessary to evaluate candidates for directors or committee appointments and to advise the Board on matters of corporate governance. The Board shall appoint the Committee members annually based on the recommendations of the Committee. A majority of the Committee shall designate one of its members as its Chair. The Board may fill vacancies on the Committee at any time. Members may be removed by a majority of the independent directors (as determined in accordance with the Corporate Governance Guidelines of the Company) of the Board at any time with or without cause. No director shall serve as a member of the Committee if such director has been or is currently a part of an interlocking directorate in which the Chief Executive Officer (“CEO”) or another executive officer of the Company serves on the nominating and governance committee of another company that employs such director.

Purpose

The purpose of the Committee is (1) to identify and recommend to the Board candidates for nomination or appointment as directors, (2) to review the Board’s committee structure and recommend appointments to committees, (3) to develop and recommend governance practices to the Board, including the Corporate Governance Guidelines applicable to the Company and (4) to lead the Board in its annual review of the Board’s performance.

Meetings

The Committee shall meet in person or by telephone conference, videoconference or other means of communications permitted under applicable Delaware law at least twice per year. Additional meetings may be held, or actions may be taken by unanimous written consent, as deemed necessary or appropriate by the Committee Chair or by any other member of the Committee. Any director who is not a member of the Committee may attend meetings, provided that such director may not vote on any matter before the Committee. A quorum constitutes a majority of the Committee in attendance at meetings. The action of a majority of those in attendance at the meeting will be the act of the Committee. The Corporate Secretary will maintain one set of all Committee minutes as corporate records and final meeting materials and minutes of meetings shall be made available to members of the Committee. The Committee may meet with the Company’s Chief Executive Officer (the “CEO”), other members of management, consultants or advisors as it may deem necessary or appropriate.

Duties and Powers

The Committee shall perform the following functions for the Company:

- A. Review from time to time the size of the Board and recommend to the Board any changes to such size that the Committee deems appropriate, taking into account the considerations stated in the Company's Corporate Governance Guidelines, as from time to time in effect. The Committee's review of board size will consider (1) the number of independent directors needed to staff Board committees; (2) director independence requirements of Nasdaq; (3) management serving as Board members; and (4) effectiveness of Board decision making.
- B. Identify persons that the Committee believes are qualified to be directors of the Company and consider and evaluate other candidates for director brought to the attention of the Committee, including persons nominated by stockholders in accordance with the nomination procedures specified in the Company's By-laws or otherwise recommended by stockholders, in each case taking into account the factors specified for consideration in the Company's Corporate Governance Guidelines, as from time to time in effect. In connection therewith, the Committee is committed to actively seeking out highly qualified individuals, including women and individuals from diverse backgrounds (gender, race, ethnicity, nationality, national origin or other elements of one's identity) as well as candidates with diverse skills and experiences as part of the director selection process, and any search firm engaged by the Committee will be tasked with considering these characteristics. The Committee seeks to identify candidates for director, who are financially literate, have a reputation for, and a record of, integrity and good business judgment, have experience in positions with a high degree of responsibility, are leaders in the organizations with which they are affiliated, are free from conflicts of interest that could interfere with a director's duties to the Company and its stockholders, and are willing and able to make the necessary commitment of time and attention required for effective Board service.
- C. Assess the Board's collective experience, qualifications, attributes, skills and backgrounds to identify qualifications that would be useful to the Board in the future.
- D. Recommend to the Board (a) the nominees for election as directors at each annual meeting of stockholders or at any special meeting of stockholders at which directors are to be elected, (b) the persons to be appointed by the Board to fill any vacancy on the Board (including any vacancy resulting from an increase in the size of the Board), and (c) the person to be appointed by the Board to fill the position of Lead Independent Director of the Board (if such position is required).
- E. Recommend to the Board, from time to time, guidelines to be used by the Board to assist it in determining the independence of directors and otherwise assist the Board in making such determinations.
- F. Consider, in accordance with the Company's Corporate Governance Guidelines, any notice tendered to the Board by an incumbent director who resigns or is terminated from the primary position that such director held when elected to the Board, and recommend action, if required, to the Board.

- G. Review, at least annually, the committee structure of the Board (including an evaluation of whether the Board should create any additional committees that may be required) and the membership of the Board committees, including the Committee, and recommend to the Board nominees for appointment to each of the committees, including the potential rotation of directors among committees, taking into account the qualifications for membership, if any, specified in the applicable committee charter and the factors specified for consideration in making such appointments in the Company's Corporate Governance Guidelines, as from time to time in effect.
- H. Review and reassess, periodically, the adequacy of the Company's Corporate Governance Guidelines and recommend to the Board for approval any changes that the Committee deems necessary or appropriate.
- I. Periodically review the Company's By-laws, including the procedures specified in the Company's By-laws for stockholder nominations of directors, and recommend to the Board for approval any changes that the Committee deems necessary or appropriate.
- J. Oversee the procedures adopted by the independent directors relating to stockholder communications with the Board, Board committees and individual directors and recommend to the independent directors for approval any changes that the Committee deems necessary or appropriate.
- K. Review any proposals properly submitted by stockholders for inclusion in the Company's proxy statement and recommend to the Board any action to be taken in response to such proposals.
- L. Oversee the Company's corporate governance practices, including governance of corporate social responsibility, safety, Company culture, talent strategy, diversity, equity and inclusion, environmental and sustainability practices, and related risk management, and reporting of the same.
- M. Oversee the annual evaluation of the Board.
- N. Review and reassess the adequacy of this Committee Charter on an annual basis and submit any recommended changes to the Board for approval.
- O. The Committee shall annually perform a self-assessment to review its own performance.
- P. Review the Company's political activity policy, corporate political contributions, and trade association obligations.
- Q. Encourage continuous director education and oversee the orientation program for new directors.
- R. Make regular reports to the Board.
- S. Discharge any other duty or responsibility assigned to it by the Board.

Delegation to Subcommittee

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee.

Resources and Authority

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities. In particular, the Committee shall have direct and unrestricted access to the Company's management and nonmanagement personnel and all corporate records. The Committee shall have the authority to retain and terminate any search firm to be used to identify director candidates, including authority to approve the search firm's fees and other retention terms, and it shall have the authority to obtain advice and assistance from internal or external legal, accounting or other advisors. The Company will provide for appropriate funding, as determined by the Committee, for payment of compensation to any consulting firm, legal counsel or other advisor retained by the Committee.