

## Governing Documents of Recreational Equipment, Inc.

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### Charter of the Nominating and Governance Committee

May 7, 2024

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1. Statement of Policy.

This Charter specifies the scope of the responsibilities of the Nominating and Governance Committee (the "Committee") of the Board of Directors (the "Board") of Recreational Equipment, Inc. (the "Company") and the manner in which the Committee will perform those responsibilities.

2. Purpose.

The primary purposes of the Committee are to (i) assist the Board in identifying individuals qualified to become members of the Board; (ii) recommend nominees for election to the Board at each annual meeting; (iii) recommend candidates for the appointed director positions authorized in the Bylaws; (iv) recommend candidates to fill any Board vacancies that may occur; (v) oversee the annual election of directors; (vi) recommend to the Board Chair nominees for Board officers and Board member committee assignments; (vii) oversee Board member orientation and continuing education, and the annual review and evaluation of the performance of the Board; (viii) recommend to the Board corporate governance policies and guidelines and periodically evaluate Board size and structure; (ix) assist the Board in a periodic review of the Company's "Directors and Officers" liability insurance coverage and indemnification protection; (x) to assure that the Board has a process for CEO performance appraisal; and (xi) to assure that the Board has a process for CEO succession.

3. Organization and Membership Requirements.

The Committee shall be composed of three or more independent directors appointed by the Board and Committee members shall serve until their successors are duly appointed by the Board or their earlier resignation or removal. Committee members who are not standing for re-election to the Board at the Company's next annual meeting must comprise a majority of the Committee. Any member of the Committee may be replaced or removed with or without cause by the Board at its discretion. The Board will designate a chairperson of the Committee, which will be responsible for setting the agenda for Committee meetings, in consultation with other members of the Committee as appropriate.

4. Meetings.

The Committee shall meet as often as it determines advisable, but not less frequently than quarterly. Committee meetings are to be called by the chairperson. The Committee may form and delegate authority to subcommittees when appropriate or to one or more members of the Committee. The Committee shall maintain written minutes or other records of its meetings and activities. A majority of the members then on the Committee will constitute a quorum. Any or all Committee members may participate in any meeting of the

Committee through the use of any means of communication by which all Committee members participating may simultaneously hear each other during the meeting, and a Committee member participating in this manner is deemed to be present at that meeting. If a quorum is present when a vote is taken, the affirmative vote of a majority of the Committee members present is the act of the Committee. The Committee may take action by unanimous written consent in lieu of a meeting. The Committee may hold executive sessions at which no members of management of the Company are present.

5. Committee Authority and Responsibilities.

In carrying out its responsibilities, the Committee shall:

(a) create an equitable recruitment and selection process for new board members and manage that process; establish procedures and criteria for selecting and nominating new directors in compliance with criteria included in the Company's charter documents, including desired skills, experience, attributes and commitment to the interests of the Company and its members, with a view toward maintaining depth of experience and diversity on the Board as a whole and enabling reasonable participation by non-director members in the process of identifying potential candidates; ensure equity-related competencies are sought and questions are asked during the process;

(b) consider and recruit candidates to fill positions on the Board, including as a result of the removal, resignation or retirement of any director, an increase in the size of the Board or otherwise, including assessing the contributions of those directors eligible for re-election as directors;

(c) create and manages a robust, substantive orientation process for new board members and solicit and integrate feedback to continually improve onboarding;

(d) recommend to the Board a slate of nominees consistent with the equitable recruitment and selection process that reflect the diversity of our current and future members, and the communities we serve and impact for submission to the members for election as directors at each annual meeting of members;

(e) consider the need for appointed directors and, when appropriate, recommend individuals for appointment by the Board;

(f) recommend candidates to fill any vacancies on the Board or any committee of the Board consistent with the equitable recruitment and selection process;

(g) prescribe standards for director independence and determining whether Board members are independent;

(h) recommend to the Board Chair, candidates to fill positions on Board committees and any changes to the composition, organization or structure of any Board committees consistent with the Governance Principles and an equitable recruitment and selection process with considerations of experience and diversity factors, among others;

(i) establish and recommend to the Board, and review on an ongoing basis the adequacy of, corporate governance policies, practices and guidelines addressing the responsibilities of the Board and its committees and the Board's oversight of management;

(j) establish and recommend to the Board, and review on an ongoing basis the adequacy of, the Company's policies, practices and guidelines relating to member recruitment, retention and relations;

(k) oversee all meetings of members, including all member notification and voting processes (including the process and deadlines for submission of ballots);

(l) oversee the development of materials and the implementation of programs for the orientation of new directors and the continuing education of directors; and lead work to clarify the equity-related knowledge and competencies Board members should cultivate and embody and plan ongoing education and learning focused on that knowledge and those competencies;

(m) lead an explicit focus on clarifying and sustaining practices and behaviors that create an inclusive and equitable Board culture—including consistently practicing and giving and receiving feedback on norms and behaviors;

(n) oversee periodic evaluations of the effectiveness of the Board as a whole (including its composition and organizations) and the performance each director individually;

(o) collect, track and report on board demographics guided by the board demographics matrix from year to year and by board cohorts, including assessing trends;

(p) oversee and assure that the Board has a process for CEO Performance appraisal;

(q) oversee and assure that the Board has a process for CEO Succession;

(r) make regular reports to the Board concerning the activities of the Committee;

(s) perform a regular assessment of the Committee's effectiveness, which may be done in conjunction with the periodic evaluation of the effectiveness of the Board as a whole;

(t) review and assess the adequacy of this Charter at least annually and recommend any proposed changes to the Board for approval; and

(u) carry out such other actions or duties as may be delegated to the Committee by the Board from time to time.

## 6. Access to Records and Resources

The Committee will have the resources and authority necessary to discharge its duties and responsibilities. In carrying out its duties and responsibilities, the Committee will have full access to any relevant records of the Company and may retain experts and outside consultants or other advisors to advise the Committee. The Committee will also have authority to obtain advice and assistance from internal or external legal, accounting or other advisors. The Committee will have sole authority to engage, terminate and determine the independence, compensation and terms of engagement of any experts, outside consultants, external legal counsel, accounting or other advisors. The Committee may also request that any officer or other employee of the Company, the Company's outside counsel or any other person meet with any members of, or consultants to, the Committee. The fees, expenses or

compensation owed to any person retained by the Committee and any ordinary administrative expenses of the Committee incurred in carrying out its duties and responsibilities will be borne by the Company. Any communications between the Committee and legal counsel in the course of obtaining legal advice will be considered privileged communications of the Company and the Committee will take all necessary steps to preserve the privileged nature of those communications.

REI Nominating and Governance Committee Charter

(Revised & Approved May 7, 2024)