

# **THE HAIN CELESTIAL GROUP, INC.**

## **CORPORATE GOVERNANCE AND NOMINATING COMMITTEE CHARTER**

### **Organization**

The Board of Directors (the “*Board of Directors*”) of The Hain Celestial Group, Inc. (the “*Company*”) shall designate annually a Corporate Governance and Nominating Committee (the “*Committee*”) comprised of three or more Directors, who may be appointed and removed by the Board of Directors in its discretion. The members of the Committee shall be “independent” directors as determined in accordance with the rules and regulations of the Nasdaq Stock Market and shall also comply with and satisfy all other applicable laws, rules, regulations, and requirements. The Committee shall report regularly to the Board of Directors.

A Chair of the Committee shall be elected annually by the Board of Directors, based upon the recommendation of the Committee.

### **Purpose**

The purpose of the Committee is to (1) identify individuals qualified to serve on the Board of Directors and to recommend that the Board of Directors select director nominees to be considered for election at the Company’s next annual meeting of shareholders or to be appointed by the Board of Directors to fill an existing or newly created vacancy on the Board of Directors, (2) identify and recommend a Director to serve as Chair of the Board of Directors, (3) identify members of the Board of Directors to serve on each board committee and to serve as chair thereof and recommend each such member and chair to the Board of Directors, (4) develop and revise, as appropriate, Corporate Governance Guidelines applicable to the Company and recommend such guidelines or the revision of such guidelines to the Board of Directors, (5) oversee the evaluation by the Board of Directors of itself and its committees and (6) otherwise take a leadership role in shaping the corporate governance of the Company and overseeing the Company’s strategy as it relates to environmental and social matters.

### **Meetings**

The Committee shall meet as often as it deems necessary or appropriate to carry out its responsibilities and may, in its sole discretion, form and delegate authority to subcommittees (comprised only of Committee members) in furtherance of such responsibilities. Meetings of the Committee shall be called by the Chair of the Committee, the Chair of the Board of Directors, the Chief Executive Officer (the “*CEO*”) of the Company or a majority of the members of the Committee. All such meetings shall be held pursuant to the By-Laws of the Company with regard to notice and waiver thereof, and

written minutes of each such meeting or unanimous consents of the Committee shall be regularly reported to the Board of Directors and duly filed in the Company's records.

### **Authorities and Responsibilities**

The Committee shall:

- 1) Review and periodically reassess the Board Membership Criteria set forth in the Company's Corporate Governance Guidelines.
- 2) Identify individuals qualified to serve on the Board of Directors and, with the input of the CEO, recommend to the Board of Directors select director nominees to be considered for election at the Company's next annual meeting of shareholders or to be appointed by the Board of Directors to fill an existing or newly created vacancy on the Board of Directors in accordance with the Board Membership Criteria set forth in the Company's Corporate Governance Guidelines; provided, if the Company is legally required by contract or otherwise to permit a third party to designate one or more of the directors to be elected or appointed then the nomination or appointment of such directors shall be governed by such requirements.
- 3) Review written proposals for director nominees received from shareholders of the Company in accordance with the Company's Corporate Governance Guidelines and By-Laws.
- 4) Review and make recommendations to the Board of Directors regarding the Company's response to shareholder proposals for inclusion in the Company's annual proxy statement.
- 5) Identify qualified members of the Board of Directors to serve on each board committee and to serve as chair thereof and recommend each such member and chair to the Board of Directors. In addition, the Committee may designate a member of the Committee to participate in meetings of any other Board committee with the concurrence of the chair of such other committee.
- 6) Review Corporate Governance Guidelines applicable to the Company and recommend such guidelines to the Board of Directors. The Committee shall review such guidelines at least annually and, when necessary or appropriate, recommend changes to such guidelines to the Board of Directors.
- 7) Review at least annually the charters of the committees of the Board of Directors and, when necessary or appropriate, recommend changes in such charters to the Board of Directors.

- 8) Oversee the annual self-evaluation by the Board of Directors of itself and its committees.
- 9) Periodically evaluate succession planning for the Board of Directors, including for leadership positions.
- 10) Review and assess the management succession plan for the CEO in close coordination with the Compensation Committee and annually review such assessment with the Board of Directors.
- 11) Oversee and monitor compliance with the Company's Code of Conduct (the "*Code of Conduct*"). Review the Code of Conduct periodically and, where necessary or appropriate, recommend changes to the Board of Directors.
- 12) To the extent authorized by the Board of Directors, approve any proposed waivers for directors or executive officers and review any material waivers for non-executive officers or employees granted under the Company's Code of Conduct, and the Company shall make disclosure of such waivers as required by applicable law, regulations or applicable listing requirements.
- 13) Monitor the development of best practices regarding corporate governance and take a leadership role in shaping the corporate governance of the Company.
- 14) Review and approve the requests of Directors and Management seeking to accept invitations to serve on the boards of directors of other public companies and committees thereof.
- 15) On an annual basis, provide the Board of Directors with its assessment of which directors or director nominees should be considered independent.
- 16) Oversee the Company's strategy on global sustainability and corporate citizenship, including its programs, policies and practices relating to environmental, social and governance ("ESG") matters. The Committee will evaluate the impact of Company practices on communities and individuals, and will review and recommend to the Board of Directors for approval, policies and procedures relating to the Company's corporate global sustainability, ESG and corporate citizenship activities including, but not limited to, initiatives on climate change, waste, and water usage. Once adopted, and at least annually, the Committee will review these matters with management and make recommendations to the Board of Directors for updates as appropriate.
- 17) Review and provide input regarding the Company's position and response to significant public policy issues that may affect the Company's public

image and reputation, including the evaluation of issues, trends, regulations, and internal and external implications.

- 18) On an annual basis, review and reassess the adequacy of the charter of each other Board committee.

### **Additional Authorities and Responsibilities**

The Committee shall have the authority to engage and obtain advice and assistance from advisors, including independent or outside counsel, shall have sole authority to retain and/or terminate any search firm, including those used to identify individuals qualified to serve on the Board of Directors, and shall have the sole authority to approve the fees and other retention terms of any such engagement, as it determines is necessary or appropriate to carry out its duties.

The Committee shall, on an annual basis, review and reassess the adequacy of this Charter and conduct an evaluation of the Committee's own performance during such past year.

The Committee shall perform such other activities as the Committee or the Board of Directors may from time to time deem necessary or appropriate.

### **Effectiveness**

This Corporate Governance and Nominating Committee Charter amends and restates the Committee's existing charter and becomes effective as of October 26, 2023.