



LCI INDUSTRIES

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**LCI Industries**  
**Corporate Governance, Nominating, and**  
**Sustainability Committee Charter**

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**CORPORATE GOVERNANCE, NOMINATING, AND  
SUSTAINABILITY COMMITTEE CHARTER**

**I. PURPOSE**

The purpose of the Corporate Governance, Nominating, and Sustainability Committee of the Board of Directors is to assist the Board in (i) identifying qualified individuals to become Board members, (ii) determining the composition of the Board of Directors and its Committees, (iii) monitoring a process to assess Board effectiveness, (iv) developing and implementing the Company's corporate governance principles and business guidelines, (v) evaluating potential candidates for the chief executive officer position, and (vi) oversight of governance, sustainability, and social responsibility matters.

**II. ORGANIZATION**

The Committee shall consist of a minimum of three independent directors. Members of the Committee shall be appointed and may be removed by the Board of Directors.

**III. STRUCTURE AND MEETINGS**

The Committee shall meet at least twice annually, and more frequently as circumstances dictate in order to accomplish the purposes and goals set forth in this Charter. Committee meetings shall be either in person or by telephone and/or video conference.

The chairperson of the Corporate Governance, Nominating, and Sustainability Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The chairperson will ensure that the agenda and supporting materials for each meeting is circulated in advance of the meeting.

Minutes shall be prepared for each meeting of the Committee, which minutes shall be submitted to the Committee for approval at a later meeting. The minutes of all meetings of the Committee shall be made available to all independent Board members and delivered to the Secretary of the Company for filing.

**IV. GOALS AND RESPONSIBILITY**

The Committee shall have the following authority and responsibilities:

1. To lead the search for individuals qualified to become Directors, consistent with criteria approved by the Board, and to select nominees to be presented for stockholder approval at each Annual Meeting of Stockholders and to fill vacancies on the Board of Directors. The Committee shall select individuals as nominees who shall have the highest

- personal and professional integrity, who shall have demonstrated exceptional ability and judgment, and who shall be most effective, in conjunction with the other nominees to the Board, in collectively serving the long-term interests of the stockholders.
2. To consider nominees proposed by Stockholders for election as Directors.
  3. To determine the reason for the resignation tendered by any Director.
  4. To review the Board's committee structure, and to recommend to the Board for its approval directors to serve as members and the chairperson of each committee. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies as needed.
  5. To assist the Board in developing and evaluating potential candidates for the Chief Executive Officer ("CEO") position of the Company.
  6. To oversee the development of the CEO succession plan for the Company.
  7. To develop and recommend to the Board for its approval a set of Corporate Governance Principles (the "Principles"). The Committee shall review the Principles on an annual basis, or more frequently if appropriate, and recommend changes as necessary.
  8. To review and, if necessary, recommend to the Board revisions to the Company's governance documents, including the Guidelines for Business Conduct (the "Guidelines"), Insider Trading Policy and Whistleblower Policy applicable to all employees of the Company, and the Code of Ethics for the Company's CEO, President, and CFO and other financial officers of the Company and its subsidiaries.
  9. To recommend changes to the Company's Certificate of Incorporation and Bylaws, as appropriate.
  10. To develop and recommend to the Board for its approval an annual self-evaluation process of the Board and its committees. The Committee shall oversee the annual self-evaluations.
  11. To review and recommend to the Board of Directors, on an annual basis, Director compensation and benefits. The primary responsibility for recommending Director compensation and benefits rests with this Committee, but should be reviewed in conjunction with the analysis and/or recommendations provided by the Compensation and Human Capital Committee. The Board of Directors will make the final determination on Director Compensation.
  12. To review and approve or ratify any transaction between the Company and a related person, which is required to be disclosed under the rules of the Securities and Exchange Commission. For purposes of this requirement, the terms "transaction" and "related person" have the meaning contained in Item 404 of Regulation S-K.

13. To resolve any conflicts of interest involving a director.
14. To oversee, review, and report to the Board on a periodic basis with regards to governance, sustainability, and social responsibility matters, including impacts to the Company's business and strategy, the Company's public reporting on these topics, and any recommendations with respect to oversight and related policies.

## **V. COMMITTEE RESOURCES**

The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate in its sole discretion.

The Committee shall have the authority to retain any search firm to assist in identifying Director candidates, and to retain outside counsel and any other advisors as the Committee may deem appropriate in its sole discretion. The Committee shall have sole authority to approve related fees and retention terms.

## **VI. PERFORMANCE EVALUATION**

The Committee shall report its actions and recommendations to the Board after each Committee meeting and shall conduct and present to the Board an annual performance evaluation of the Committee. The Committee shall review at least annually the adequacy of this Charter and the Committee's Key Practices and recommend any proposed changes to the Board for approval.

## **VII. DISCLOSURE OF CHARTER**

The Committee will cause the Company to (i) maintain on its website copies of this Charter, the Key Practices and the Governance Principles, (ii) indicate in its annual report that such information is available on the Company's website or in printed form upon request, and (iii) include this Charter in public filings that may require such inclusion.