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## **CHAIR'S AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

Approved by the Board of Directors  
Vevey, 16 April 2025

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### *Abbreviations*

CCGC	Chair's and Corporate Governance Committee
Board	Board of Directors
EB	Executive Board

## THE CHAIR'S AND CORPORATE GOVERNANCE COMMITTEE CHARTER

### 1. MISSION

The CCGC liaises between the Chair and the full Board, in line with the powers and duties as set out hereafter, in order to expedite whenever necessary the handling of the Company's business. It acts as a consultant body for the Chair.

### 2. COMPOSITION

The CCGC consists of the Chair, any Vice Chair, the Lead Independent Director, the CEO and any other members elected by the Board. The Committee Chairs shall generally be members of the CCGC.

### 3. POWERS AND DUTIES

#### 3.1 *General Tasks*

The CCGC liaises between the Chair and the full Board, in line with the powers and duties as set out hereafter, in order to expedite whenever necessary the handling of the Company's business.

The CCGC acts as a consultant body for the Chair.

In exceptional and urgent cases and upon proposal by the Chair, it deals with business matters which fall within the authority of the Board and which might arise in between meetings of the Board. It promptly informs the Board. This provision is not applicable to the non-transferrable duties of the Board.

In particular, the CCGC has the following powers and duties:

- a) It follows the main elements of the management carried out by the Chair and the CEO and acts as their counsellor;
- b) Upon proposal by the Chair and the CEO, it approves participations, acquisitions or divestitures above CHF 400 million and up to CHF 1 billion per case;
- c) In exceptional and urgent cases and upon proposal by the Chair and the CEO, it approves participations, acquisitions or divestitures by the Group in excess of CHF 1 billion per case which are in line with the Group's strategy; it promptly informs the Board of such cases;
- d) In exceptional and urgent cases and upon proposal by the Chair and the CEO, it approves capital investments in excess of CHF 200 million per case; it informs the Board of such cases at its next meeting;
- e) At the request of the Chair, the CCGC acts as a consultant body;
- f) It prepares the following Board decisions upon the Chair's proposal:
  - it advises on decisions relating to the Company's or the Group's general structure;

- it gives its view on any significant issue of the Group's financial, commercial and industrial policy;
  - it gives its view on the constitution of new companies in countries where the Group is not yet present;
  - it gives its view on major financial operations;
  - it examines proposals regarding all nominations, removals and granting of signatory powers on behalf of the Company as per its Articles of Association and oversees the Company's long-term succession planning;
- g) The CCGC further performs the following tasks:
- it reviews reports and performs such other tasks as are delegated by the full Board;
  - it advises on any request to take a decision proposed to the Board, and submits its recommendations to the latter, in particular regarding the dividend policy and proposals to be submitted to the shareholders;
- h) The CCGC suggests to the Chair any proposal or initiative which it considers to be in the interest of the Company's efficient management and development.

### **3.2 Corporate Governance Tasks**

The CCGC acts as Corporate Governance Committee.

It assists the Chair in fulfilling his responsibilities with respect to the Company's corporate governance.

It advises on corporate governance issues, periodically reviews principles of corporate governance and prepares recommendations to the Board.

It shall review, at least annually, the membership and structure of the Board's committees, and present its proposal to the Board for final determination.

It conducts an annual self-evaluation of its own performance.

### **3.3 Financial Strategy Related Tasks**

The Group's financial strategy is set by the Board and reviewed at least once per year. The CCGC is kept regularly informed of the strategic management of the Group's short- and long-term financial assets and liabilities, and financial policies. It reviews and analyses proposals submitted by management.

To perform its financial strategy related tasks, the CCGC will meet when there is a proposed change to the financial strategy or policy. These reviews may be delegated to a subcommittee of the CCGC or may include additional members of the Board. The Committee Chair shall provide a report to the Board at its next meeting.

The operational responsibility for the assets and liabilities management shall remain with management and its designated bodies, including the Asset and Liability Management Committee and the Corporate Pension Boards.

#### **4. ORGANISATION, MEETINGS, MINUTES**

The Chair presides over the meetings of this Committee.

The CCGC meets as often as is necessary for the Company's business and at the request of any of its members.

The CCGC shall establish its own terms of reference.

It shall regularly report to the Board on its activities and findings.

The Secretary to the Board is responsible for the Minutes, which are made available to the Board members by being incorporated into the Board documentation.

The CCGC is entitled to engage outside counsel if it thinks this to be appropriate.

