

## **THE DESCARTES SYSTEMS GROUP INC.**

### **CHARTER FOR THE NOMINATING COMMITTEE OF THE BOARD OF DIRECTORS**

#### **1. PURPOSE**

The primary function of the Nominating Committee is to assist the Board of Directors (the “**Board**”) in identifying, recruiting and nominating suitable candidates to serve on the Board and in Chair of the Board and Lead Director succession planning.

#### **2. MEMBERSHIP AND ORGANIZATION**

1. **Composition** - The Nominating Committee shall consist of not less than three members of the Board. At the invitation of the Nominating Committee, members of senior management of The Descartes Systems Group Inc. (the “**Company**”) and others may attend Nominating Committee meetings as the Nominating Committee considers necessary or desirable.
2. **Appointment and Removal of Nominating Committee Members** - Each member of the Nominating Committee shall be appointed by the Board and shall serve at the pleasure of the Board, or until the earlier of (a) the close of the next meeting of the Company’s shareholders at which the Company’s directors are elected, (b) the death of the member and (c) the resignation, disqualification or removal of the member from the Nominating Committee or from the Board. The Board may fill a vacancy in the membership of the Nominating Committee.
3. **Chair** - At the time of the annual appointment of the members of the Nominating Committee, the Board shall appoint a Chair of the Nominating Committee. The Chair shall: be a member of the Nominating Committee, preside over all Nominating Committee meetings that they attend, coordinate the Nominating Committee’s compliance with this mandate, work with management to develop the Nominating Committee’s annual work-plan and provide reports of the Nominating Committee to the Board.
4. **Independence** - Each member of the Nominating Committee shall meet any requirements of applicable law and any applicable requirements promulgated by

any exchange upon which securities of the Company are traded, or any governmental or regulatory body exercising authority over the Company as are in effect from time to time (collectively, “**Applicable Requirements**”) related to independence.

### **3. MEETINGS**

1. **Meetings** - The members of the Nominating Committee shall hold meetings as are required to carry out this mandate. The Chair, any member of the Nominating Committee, the Chair of the Board, the Lead Director (if applicable) or the Chief Executive Officer may call meetings of the Nominating Committee by notifying the Corporate Secretary who will notify the members of the Nominating Committee. The Chair shall preside over all Nominating Committee meetings or, in the absence of the Chair, the members of the Nominating Committee present may appoint a chair from their number for a meeting.
2. **Secretary and Minutes** - The Corporate Secretary, their designate or any other person the Nominating Committee requests, shall act as secretary of Nominating Committee meetings. Minutes of Nominating Committee meetings shall be recorded and maintained by the Corporate Secretary and subsequently presented to the Nominating Committee for approval.
3. **Quorum** - A majority of the members of the Nominating Committee shall constitute a quorum.
4. **Meetings Without Management** - As part of each meeting, the Nominating Committee shall hold an *in camera* session, at which management and non-independent directors are not present, and the agenda for each Nominating Committee meeting shall afford an opportunity for such a session.
5. **Access to Management and Outside Advisors** - The Nominating Committee shall have unrestricted access to the Company’s management and employees. The Nominating Committee shall have the authority to conduct investigations into any matters within its scope of responsibilities, retain and terminate external legal counsel, consultants or other advisors to assist it in fulfilling its responsibilities and to set and pay the respective compensation for these advisors without consulting or obtaining the approval of the Board or any Company officer. The

Company shall provide appropriate funding, as determined by the Nominating Committee, for the services of these advisors.

#### **4. FUNCTIONS AND RESPONSIBILITIES**

The Nominating Committee shall have the functions and responsibilities set out below as well as any other functions that are specifically delegated to the Nominating Committee by the Board. In addition to these functions and responsibilities, the Nominating Committee shall perform the duties required of a nominating committee by Applicable Requirements.

##### **1. Composition of the Board and its Committees**

- a. **Nomination or Appointment of Directors** - The Nominating Committee shall, in a manner consistent with the Company's policy on diversity, recruit, consider and, if advisable, make recommendations to the Board on candidates for nomination or appointment to the Board. The Nominating Committee shall also develop and update a longer-term plan for the composition of the Board that takes into consideration the strengths, competencies, skills and experience of the current Board members, director tenure, the strategic direction and needs of the Company, the Company's policy on diversity, the independence criteria approved by the Board and Applicable Requirements, and report to the Board thereon at least annually.
- b. **Committee Appointments** - The Nominating Committee shall consider and recommend for Board approval, the appointment of directors to Board committees.
- c. **Removal of Director from Board or Board Committee** - The Nominating Committee may recommend for Board approval the removal of a director from the Board or a Board committee if they are no longer qualified to serve as a director under Applicable Requirements or for any other reason the Nominating Committee considers appropriate.
- d. **Size of the Board** - The Committee shall undertake, on an annual basis, an examination of the size of the Board, with a view to determining the impact of the number of directors on the effectiveness of the Board, and recommend to the Board, if determined advisable, a reduction or increase in the size of the Board.

- e. **Director Orientation** - The Committee shall oversee the development of the Company's director orientation program. At least annually, the Committee shall review this program and recommend changes it considers appropriate.
2. **Succession and Emergency Preparedness** - At least annually, the Nominating Committee shall review a (i) succession plan for each director on the Board and (ii) an emergency preparedness plan for the Chair of the Board and/or Lead Director, as applicable, and the Chair of each committee of the Board, and these plans for Board approval. The Nominating Committee may recommend for Board approval the removal of the Chair of the Board and/or Lead Director, as applicable, and the Chair of any committee of the Board, and the determination to not reappoint any director for election, in each case for any reason the Nominating Committee considers appropriate. Upon a vacancy of the Chair of the Board, the Lead Director or any Chair of any committee of the Board, the Nominating Committee may make a recommendation to the Board for a replacement based on the applicable succession plan.
3. **Risk** - The Nominating Committee shall be responsible for monitoring risks related to overall Board composition and director succession.
4. **Review of Shareholder Proposals** - The Nominating Committee shall review any and all shareholder proposals submitted to the Company relating to the nomination of a member of the Board and recommend to the Board appropriate action on any such proposal.
5. **Nomination Disclosure** - The Nominating Committee shall review and approve any director nomination disclosure of the Company before it is publicly disclosed.
6. **Delegation** - The Nominating Committee may, to the extent permissible by Applicable Requirements, designate a sub-committee to review any matter within this mandate as the Nominating Committee deems appropriate.

## **5. REPORTING TO THE BOARD**

1. The Chair shall report to the Board on material matters arising at Nominating Committee meetings and, where applicable, shall present the Nominating Committee's recommendations to the Board for its approval.

## **6. GENERAL**

1. The Nominating Committee shall, to the extent permissible by Applicable Requirements, have such additional authority as may be reasonably necessary or desirable, in the Nominating Committee's discretion, to exercise its powers and fulfill the duties under this mandate.

## **7. CURRENCY OF THE NOMINATING COMMITTEE CHARTER**

1. This charter was last approved by the Board on April 29, 2024.