As adopted by the Board on February 28, 2023
As adopted by the Board on October 28, 2024

LINDE PLC CHARTER OF THE NOMINATION & GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS

The Nomination & Governance Committee (the "**Nomination & Governance Committee**") is appointed by the Board of Directors (the "**Board**") of Linde PLC (the "**Company**"). This charter of the Nomination & Governance Committee of the Board (the "**Nomination & Governance Charter**") sets forth the responsibilities, duties and authorities of the Nomination & Governance Committee.

Composition

The Nomination & Governance Committee shall be comprised solely of independent directors according to independence standards established by Board upon the recommendation of the Nomination & Governance Committee consistent with applicable statutes, regulations and the rules and listing standards of the Nasdaq Stock Market (**"Nasdaq**").

The members of the Nomination & Governance Committee shall serve until such member's successor is duly appointed and qualified or until such member's resignation or removal.

Notwithstanding the foregoing membership requirements, no action of the Nomination & Governance Committee will be invalid by reason of any such requirement not being met at the time such action is taken.

Procedures

The Nomination & Governance Committee shall meet from time to time during the year, as needed to carry out the Nomination & Governance Committee's responsibilities under this Nomination & Governance Committee Charter. The Chairman of the Nomination & Governance Committee shall have the authority to call a special meeting of the Nomination & Governance Committee whenever s/he deems such meeting necessary or desirable.

All meetings of the Nomination & Governance Committee will be held pursuant to the constitution of the Company (the "**Constitution**") with regard to notice and waiver thereof, and written minutes of each meeting will be duly filed in the Company records.

If the Chairman of the Nomination & Governance Committee is not able to

attend any Nomination & Governance Committee meeting in person, then the Nomination & Governance Committee shall designate another Nomination & Governance Committee member who is able to attend such Nomination & Governance Committee meeting in person to chair such Nomination & Governance Committee meeting. The Chairman of the Board, the Chief Executive Officer ("**CEO**") and other members of management may attend meetings of the Nomination & Governance Committee at the invitation of the Nomination & Governance Committee.

Reports of meetings of the Nomination & Governance Committee shall be made by the Chairman of the Nomination & Governance Committee to the Board at its next regularly scheduled Board meeting following the Nomination & Governance Committee meeting and shall be accompanied by any recommendations to the Board approved by the Nomination & Governance Committee.

Except as required pursuant to the Constitution of the Company or any other policy of the Board, a majority of the members of the Nomination & Governance Committee shall constitute a quorum for the transaction of business.

Except as required pursuant to the Constitution of the Company or any other policy of the Board, the vote of a majority of the Nomination & Governance Committee members present at any meeting at which a quorum is present shall be the act of the Nomination & Governance Committee.

Notwithstanding anything to the contrary in this Nomination & Governance Committee Charter, in the event of a tie vote with respect to any resolution of the Nomination & Governance Committee, the Chairman of the Nomination & Governance Committee shall not have a casting or deciding vote.

The Nomination & Governance Committee shall have the authority to designate, and delegate duties to, such standing and ad-hoc sub-committees as it deems necessary or desirable, subject to the Constitution of the Company, applicable laws and rules of the Nasdaq.

Responsibilities

The Nomination & Governance Committee shall have the responsibility for advice and counsel to management regarding, and oversight of, the governance of the Company and its subsidiaries (the "**Group**"), including the selection of directors and the Board's practices and effectiveness. In discharging these responsibilities, the Nomination & Governance Committee shall:

1. identify individuals qualified to become Board members;

2. select, or recommend that the Board select, the director nominees for the Company's next annual shareholders' meeting;

3. review, in accordance with the Company's Constitution, shareholder

recommendations for director candidates and review annually the Company's policy related to such recommendations;

4. establish and periodically reevaluate criteria for Board membership and selection of new directors, including independence standards, consistent with the applicable rules of the Nasdaq and the audit committee independence standards set forth in Section 10 of the Securities Exchange Act of 1934, as amended (the "**Exchange Act**"); and determine as necessary the portfolio of skills, experience, perspective and background required for the effective functioning of the Board considering the Group's strategy, and its regulatory, geographic and market environments;

5. develop and recommend to the Board a set of corporate governance guidelines;

6. oversee the evaluation of the performance of the Board;

7. evaluate the qualifications and performance of incumbent directors and determine whether to recommend them for re-election to the Board;

8. monitor non-Board services provided by directors to the Group;

9. recommend to the Board removal of a director where appropriate;

10. initiate and oversee a periodic evaluation of (a) the quality, sufficiency and currency of information furnished by management to the directors in connection with Board and Nomination & Governance Committee meetings and other activities of the directors, (b) the Board's effectiveness, (c) the composition, organization (including its committee structure, membership and leadership) and practices of the Board, (d) tenure and other policies related to the directors' service on the Board, and (e) corporate governance matters generally; and recommend action to the Board where appropriate;

11. review the Board's policy for director compensation and recommend to the Board compensation programs for directors;

12. review and make recommendations to the Board regarding directors' and executive officers' indemnification and insurance matters;

13. monitor the orientation and training needs of directors and recommend action to the Board, individual directors, and management where appropriate;

14. review periodically the Group's guidelines and policies governing the Group's response to important broad public policy issues in the areas of corporate social responsibility and corporate citizenship;

15. review periodically the charitable contributions policies and programs of the Group with respect to corporate charitable funds of the Group , approve charitable contributions budgets and individual contributions to organizations according to such standards as the Nomination and Governance Committee determines, and periodically review donees for potential conflicts of interest, or the appearance thereof, with directors of the Company;

16. review periodically the Group's activities with respect to legislative affairs and political action committee's activities;

17. review and approve the Group's policies on, and responses to, important stockholder issues and proposals, and recommend to the Board responses to stockholder proposals, including whether they should be included or excluded from the proxy statement;\

18. review and approve, prior to publication, the Company's proxy statement and form of proxy, subject to concurrent review by the applicable Committees of the Compensation, Audit and Auditor's sections thereof;

19. review and approve, prior to publication and filing, the non-financial portions of the annual report to stockholders and the Annual Report on Form 10-K;

20. review and approve, prior to acceptance, the CEO's service on any other public company board;

21. review, and investigate when appropriate, complaints and allegations of material malfeasance or inappropriate behavior by any of the Group's executive officers, and recommend to the Board actions, if any, to be taken in response thereto;

22. establish stock ownership guidelines for directors and monitor compliance therewith;

23. review periodically director transactions in the Company's stock and approve such transactions to the extent required by applicable rules for their exemption from short-swing profit liability under Section 16(b) of the Exchange Act;

24. perform other functions within the scope of the foregoing, which the Nomination & Governance Committee deems appropriate to undertake from time to time;

25. conduct an evaluation of the Nomination & Governance Committee's performance and charter at least annually, and recommend to the Board such Nomination & Governance Committee Charter changes as the Nomination & Governance Committee deems appropriate; and

26. perform any other duties and responsibilities as may be assigned to the Nomination & Governance Committee, from time to time, by the Board.

Resources and Authority

The Nomination & Governance Committee shall have the authority (1) to retain such outside advisors, including legal counsel, director search services and other advisors, as it deems necessary for the fulfillment of its responsibilities, and (2) to approve the fees and expenses of such advisors.