As adopted by the Board on February 28, 2023
As amended by the Board on January 26, 2025

LINDE PLC

CHARTER OF THE SUSTAINABILITY COMMITTEE OF THE BOARD OF DIRECTORS

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

Composition

The Sustainability Committee shall be comprised of directors appointed by the Board from time to time. The members of the Sustainability Committee shall serve until such member's successor is duly appointed and qualified or until such member's resignation or removal.

Procedures

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

All meetings of the Sustainability 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 Sustainability Committee is not able to attend any Sustainability Committee meeting in person, then the Sustainability Committee may designate another Sustainability Committee member who is able to attend such Sustainability Committee meeting in person to chair such Sustainability Committee meeting. The Chairman of the Board, the Chief Executive Officer ("**CEO**") and other members of management may attend meetings of the Sustainability Committee at the invitation of the Sustainability Committee.

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

Except as required pursuant to the Constitution of the Company or any other policy of the Board, (i) a majority of the members of the Sustainability Committee shall constitute a quorum for the transaction of business; and (ii) the vote of a majority of the Sustainability Committee members present at any meeting at which a quorum is present shall be the act of the Sustainability Committee.

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

The Sustainability 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 and applicable laws and rules.

Responsibilities

The Sustainability Committee shall have the responsibility for advice and counsel to management regarding environmental matters of the Company and its subsidiaries. In discharging these responsibilities, the Sustainability Committee shall:

1. Review and provide oversight over the Company's programs, policies, and practices related to environmental matters generally and as specified below;

2. Provide oversight with respect to the policies, risks and opportunities related to climate change including:
   a) the Company's decarbonization efforts, including those related to the reduction of greenhouse gas emissions from operations;
   b) the Company's clean energy efforts, including regulatory developments related to clean hydrogen as well as technology and innovation for decarbonization solutions;

3. Provide oversight with respect to other environmental matters including:
   a) sustainable productivity;
   b) water conservation and management;
   c) energy consumption;
   d) product stewardship; and
   e) waste disposal and zero waste sites;

4. Review periodically the Company's sustainability goals, including those related to climate change and greenhouse gas emissions, and periodically review the Company's Sustainability Report;

5. Periodically review regulatory, governance, market or other trends pertaining to the above, including with respect to available subsidies for capital investment.

6. Perform other functions within the scope of the foregoing, which the Sustainability Committee deems appropriate to undertake from time to time;

7. Conduct an evaluation of the Sustainability Committee's performance and charter at least annually, and recommend to the Board such Sustainability Committee Charter changes as the Sustainability Committee deems appropriate; and

8. Perform any other duties and responsibilities as may be assigned to the Sustainability Committee, from time to time, by the Board.

Resources and Authority

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