



**FARO TECHNOLOGIES, INC.**  
**Nominating, Governance and Sustainability Committee Charter**  
**(as amended on November 1, 2024)**

This Nominating, Governance and Sustainability Committee Charter (this “Charter”) is intended to assist the Nominating, Governance and Sustainability Committee (formerly known as the Governance and Nominating Committee) (the “Committee”) of the Board of Directors (the “Board”) of FARO Technologies, Inc. (the “Company”) in carrying out its duties and responsibilities. This Charter is in addition to, and is not intended to change or interpret, any federal or state law or regulation, the rules of the Securities and Exchange Commission (the “SEC”), the listing standards of the NASDAQ Stock Market (“Nasdaq”), the Florida Business Corporation Act, or the Company’s Articles of Incorporation or Bylaws. This Charter is not intended to, and does not, create any legal or fiduciary duties or responsibilities or form the basis for a breach of fiduciary duty or potential liability. This Charter is subject to modification and interpretation by the Board.

**A. General Role.**

The Committee is responsible for selecting and recommending for approval by the Board and the Company’s shareholders a slate of director nominees for election at each of the Company’s annual meetings of shareholders, as well as recommending to the Board director nominees to fill vacancies or new positions on the Board that may occur or be created from time to time. The Committee is also responsible for selecting and recommending for approval by the Board the members and chairperson of the various committees of the Board and evaluating the performance of the Board and the committees of the Board. The Committee is further responsible for developing, implementing and evaluating the Company’s corporate governance guidelines and policies, as well as assisting the Board in its oversight responsibilities relating to the Company’s sustainability strategy.

**B. Members.**

The Committee shall consist of two or more directors, all of whom shall meet the independence and other requirements of the SEC, Nasdaq, other applicable laws, rules and regulations and the Company’s Bylaws, except as otherwise determined by the Board in accordance with the requirements of the SEC, Nasdaq, other applicable laws, rules and regulations and the Company’s Bylaws. Members of the Committee shall be appointed by the Board, upon the recommendation of the Committee. The members of the Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. Committee members may be removed in accordance with the Company’s Bylaws. Unless appointed by the Board, the Committee shall elect a Chairperson by majority vote.

**C. Meetings.**

Absent unusual circumstances, the Committee shall meet at least twice annually in accordance with the Company’s Corporate Governance Guidelines. In addition, special meetings shall be held as circumstances require, in accordance with the Company’s Bylaws. The Committee is governed by the same rules regarding meetings, action without meeting, notice, waiver of notice and quorum and voting requirements as are applicable to the Board.

The Committee may invite to its meetings such other directors, members of Company management and such other persons or advisors as the Committee or its Chairperson deems necessary or appropriate in order to carry out the Committee's duties and responsibilities. The Committee shall keep minutes of its meetings as it shall deem appropriate. The Chairperson will chair all regular sessions of the Committee and set the agenda for Committee meetings; *provided that* in the Chairperson's absence, the Chairperson's responsibilities may be undertaken by another member of the Committee.

The Committee, through its Chairperson, shall report its activities to the Board as and when appropriate so that the Board is kept fully informed of the Committee's activities on a current basis. Minutes of each Committee meeting shall also be distributed to the Board as and when appropriate.

**D. Responsibilities.**

The Committee's responsibilities shall include the following:

1. To annually assess the experience, tenure, skills (including mix of skills), qualifications and attributes of the Board (including the number of directors), in the context of the perceived needs of the Board at that time, and to add or replace directors as the Committee deems advisable.
2. To establish written criteria for evaluating prospective director nominees, which shall include consideration of background, experience, qualifications, attributes, skills, reputation, judgment, character and contribution to the diversity of the Board.
3. To establish procedures for shareholders to recommend director nominees for the Committee's consideration in accordance with the Company's Bylaws.
4. To evaluate all prospective director nominees, including those nominated by shareholders, in accordance with the written criteria for prospective director nominees established by the Committee, which shall apply the same criteria for director nominees proposed by shareholders as for other director nominees.
5. To conduct appropriate inquiries into the background, experience, qualifications, attributes and skills of prospective director nominees, including review of any current or previous directorships held by prospective director nominees at public companies.
6. To conduct appropriate inquiries regarding the reputation, judgment, and character of prospective director nominees, including review of any legal proceedings involving the nominee and professional or financial relationships that might pose a conflict of interest.
7. Except to the extent the Company is required by contract, its Articles of Incorporation, Bylaws or otherwise, to provide third parties with the right to nominate directors, to annually select and recommend for approval by the Board and the Company's shareholders a slate of director nominees for election at the annual meeting of shareholders, and to otherwise recommend for approval by the Board director nominees to fill vacancies or new positions on the Board as they may

occur or be created from time to time, all in accordance with the Company's Bylaws.

8. To review and recommend to the Board an appropriate course of action with respect to or upon the resignation, retirement or removal of any then currently serving director, including whether a new director should be appointed by the Board prior to the Company's next shareholder meeting, all in accordance with the Company's Bylaws.
9. To review any offer of resignation tendered by a director upon receiving a greater number of votes "withheld" from his or her election than votes "for" such election in accordance with the Company's Corporate Governance Guidelines, and evaluated and recommend to the Board whether such resignation should be accepted.
10. To, on an annual basis, select and recommend for approval by the Board which directors shall serve as members and as chair of the Board's committees. In making its determinations, the Committee shall take into consideration (a) subject matter expertise (both individually and collectively); (b) applicable SEC, IRS or Nasdaq requirements; (c) tenure; and (d) the desires of individual Board members.
11. To plan in advance for continuity on the Board as current directors are expected to retire from the Board.
12. If a current director retires or otherwise undergoes a change in employment, to review the continued appropriateness of such director's Board membership and to take such action as the Committee deems necessary or appropriate, including the acceptance or rejection of any offer of resignation by such director, subject to compliance with the Company's Bylaws.
13. To annually review the Company's Corporate Governance Guidelines and other corporate governance policies and, if necessary or appropriate, develop additional policies or recommend proposed changes to existing policies to the Board for approval.
14. To review and discuss with management disclosure of the Company's corporate governance practices, including information regarding the operations of the Committee and other Board committees, director independence and the director nominations process, and to recommend that this disclosure be included in the Company's proxy statement or annual report on Form 10-K, as applicable.
15. To review the direct and indirect relationships of directors with the Company or its management and assist the Board with its determination of the independence of its members.
16. To recommend to the Board the Company's sustainability policy and goals and periodically review such policy and recommend to the Board any changes.
17. To periodically review the Company's overall sustainability strategy, including initiatives, policies and risks relating to environmental stewardship, corporate social responsibility and corporate culture and report to the Board on the Company's

progress against its sustainability goals.

18. To establish stock ownership requirements for the members of the Board and the Company's executive officers.
19. To, from time to time, if the Committee determines it to be necessary or appropriate, conduct such reviews, investigations and surveys as the Committee may consider necessary or appropriate in the exercise of its duties and responsibilities.
20. To identify and provide access to orientation programs, sessions or materials for new directors and a continuing education program for current directors.
21. To coordinate training, at least annually, for Board members with respect to the Foreign Corrupt Practices Act, foreign business practices and regulations, business ethics, and legal and regulatory changes affecting the Company.
22. To plan, in consultation with the Company's Chief Executive Officer, for succession of the Company's Chief Executive Officer and senior management, including transitional leadership in the event of an unplanned vacancy.
23. To oversee an annual self-evaluation of the Board and each standing committee of the Board, including the Committee, to determine whether they are functioning effectively and report the results of such self-evaluation to the Board.
24. To review with the Board trends or changes in corporate governance laws, regulations and practices that may be applicable to the Company.
25. To perform such other duties as the Board may from time to time delegate to the Committee.

**E. Unrestricted Committee Communications; Resources.**

The Committee shall have unrestricted lines of communication with the Company's Chief Executive Officer, Chief Financial Officer, General Counsel, independent auditors, and outside legal counsel at all times. The Committee may also, as it deems necessary or appropriate, obtain advice and assistance from independent legal, accounting or other advisors, including director search firms, with respect to the Company's director nominees and nominating policies, practices and procedures and otherwise with respect to the Committee's duties and responsibilities, which advisors shall be paid for by the Company. The Committee shall set the compensation and oversee the work of such advisors, and shall retain the sole authority to terminate such advisors at its sole discretion. The Company shall also provide appropriate funding, as determined by the Committee, for ordinary administrative expenses incurred by the Committee in carrying out its duties.

**F. Subcommittees.**

The Committee may form and delegate authority to one or more subcommittees (including a subcommittee consisting of a single member) as it deems necessary or appropriate from time to time.

**G. Annual Review of Charter.**

The Committee shall, at such times as it deems appropriate, review and reassess the adequacy of this Charter and, if determined necessary or appropriate, make recommendations to the Board. During this review process, the Committee may seek the input of the Company's Chief Executive Officer, General Counsel, outside legal counsel and/or other experts or advisors with regard to the adequacy of this Charter and the necessity or desirability of any amendments.