

VOLEX PLC (THE "COMPANY")

SAFETY, ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

TERMS OF REFERENCE

1. PURPOSE

- 1.1 The Safety, Environmental and Sustainability Committee (the "Committee") has been established by resolution of the Board of the Company (the "Board"). The Committee has delegated responsibility from the Board to monitor the management systems which are in place within the Group to control:
- (a) health, safety and environmental risks; and
 - (b) labour related risks relevant to the adherence of the Responsible Business Alliance standard ("Labour Relations"), and to challenge and scrutinise relevant management teams in this regard.
- 1.2 Of note, it remains the responsibility of each relevant member of the Group to oversee and implement the operational and site-level management and control of health, safety, environment and Labour Relations risks and issues as relevant to their given business, jurisdiction and specific circumstances. Neither the Committee nor the Company are responsible for or in a position to implement such operational control.

2. MEMBERSHIP

- 2.1 The members of the Committee for the time being shall be:
- Jeffrey Jackson, Chair of the Committee
 - Nat Rothschild, Chief Executive Officer
 - Alan Taylor (who shall also act as Secretary)
- 2.2 The Committee shall consist of a minimum of two members appointed by the Board, on the recommendation of the Nominations Committee and in consultation with the Chair of the Committee. At least one member shall be a Non-Executive Director.
- 2.3 Any person appointed to the Committee shall be appropriately qualified and/ or experienced (in the opinion of the Board).
- 2.4 In the absence of the Chair of the Committee and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

3. SECRETARY

- 3.1 The Group HR Director shall act as the Secretary of the Committee and shall keep a record of the membership of and the dates of any changes to the membership of the Committee.
- 3.2 The Secretary will ensure that the Committee receives information and papers (including a Committee Briefing Note) in a timely manner to enable full and proper consideration to be given to the issues.

4. QUORUM

- 4.1 The quorum for decisions of the Committee shall be any two members. A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.
- 4.2 All decisions of the committee to be made by a majority vote. Where any Committee decision is subject to dispute these shall be recorded as such and presented for final resolution at the next full Board meeting.
- 4.3 Formal meetings of the Committee may be held by telephone, audio, video conference or other communication equipment which permits attendance and participation in the meeting enabling all those participating to hear, and be heard, and to speak to each other throughout the meeting and the quorum in that event shall be any two Committee members so linked.

5. ATTENDANCE AT MEETINGS

- 5.1 Only members of the Committee have the right to attend Committee meetings.

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- 5.2 Other individuals such as the Company's Chief Financial Officer or any other directors may be invited to attend and speak at meetings (or parts thereof) of the Committee. Other persons may be called upon or shall be able to speak by prior arrangement with the Chair of the Committee.

6. FREQUENCY AND NOTICE OF MEETINGS

- 6.1 The Committee shall meet every 6 months and at such other times as may be required.
- 6.2 Meetings of the Committee shall be called by the Chair of the Committee or by the Secretary at the request of any member of the Committee.
- 6.1 At least five working days' notice of any meeting of the Committee shall be given, although such notice period may be waived or shortened with the consent of all the members of the Committee for the time being. Notice of the meeting should confirm the venue, time and date together with an agenda of items to be discussed. Notice shall be sent to each member of the Committee and any other person required to attend.
- 6.2 Supporting papers shall be sent to Committee members and to other attendees, as appropriate, at the same time. Late submission or circulation of supporting papers will be permitted at the discretion of the Chair of the Committee. Notices and supporting papers may be circulated electronically (if the recipient has agreed to receive them in this way) or in hard copy as circumstances permit. Any supporting papers sent electronically shall be password protected or sent via a secure portal.

7. MINUTES OF MEETINGS

- 7.1 The Secretary of the Committee shall minute the proceedings, decisions and discussions of all meetings of the Committee, including recording the names of those present and in attendance and the existence of any conflicts of interest. In the absence of the Secretary, the Chair of the Committee shall designate any Committee member or other meeting participant who is authorised to attend the meeting by the Chair of the Committee to minute the proceedings.
- 7.2 The draft minutes of the meetings of the Committee shall be circulated to all members of the Committee. Once approved, minutes should be circulated to all other members of the Board and the Company Secretary unless a conflict of interest exists or, exceptionally, it would be inappropriate to do so.

8. DUTIES

- 8.1 The Committee shall, on behalf of the Board and the shareholders of the Company, ensure that the Board is provided with information to facilitate their understanding and oversight of the following:
- 8.1.1 the materiality of sustainability-related risks to the business;
 - 8.1.2 the actual or potential impacts of climate-related risks to the business over the short, medium and long term;
 - 8.1.3 the extent, ambition and progress of the Company's response to the climate agenda in order to support the global objectives set out in the Paris Agreement;
 - 8.1.4 the monitoring of the Company's progress against its climate-related goals, targets and metrics;
 - 8.1.5 current performance and trend information for non-climate related sustainability performance indicators in the areas of health, safety, environment, human rights, modern slavery, diversity and inclusion and other labour-related areas across the Group; and
 - 8.1.6 the effectiveness of the Group's specific and tailored policies and systems to control health, safety, environmental and labour-related risks.
- in each case, to the extent that such information (including, as appropriate, obtained from third parties including technical or legal advisors) is available to the Committee.
- 8.2 The Committee will assist the Board in keeping up to date with emerging ESG / climate trends and relevant international standards and in particular will ensure that the Board can assess the likely impacts of developments in these areas on the strategy and short, medium and long term performance of the Company.

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- 8.3 The Committee shall ensure that the financial implications (including costs and benefits) of any decision made by the Committee are fully considered so as to balance the needs of all stakeholders including by taking appropriate account of the fiduciary duties of the directors.

9. REPORTING RESPONSIBILITIES

- 9.1 All decisions of the Committee shall be reported formally to the Board by the Chair of the Committee.
- 9.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit.
- 9.3 The Secretary of the Committee will be responsible for ensuring that the Management Team submit a Board Report in advance of each full Board meeting.
- 9.4 The Committee shall conduct an annual review of its work and these terms of reference to ensure it is operating at maximum effectiveness and shall make recommendations about any changes it considers necessary to the Board.
- 9.5 The Chair of the Committee shall review membership of the Committee annually as part of the annual performance review of the Committee.
- 9.6 All Committee expenses are subject to the same prior approval process in line with normal Board procedure.
- 9.7 The Committee shall:
- 9.7.1 have access to sufficient resources in order to carry out its duties; and
 - 9.7.2 oversee any investigation of activities which are within its terms of reference save where a conflict of interest would arise in it doing so.
- 9.8 References in these terms of reference to the "Group" mean the Company and its subsidiaries.

10. Authorisation

- 10.1 In order to achieve its Purpose (as set out in section 1) and meet its Duties (as set out in section 8) the Committee is authorised to:
- 10.1.1 seek any information it reasonably requires from any employees of the Company (insofar as it relates to matters relevant to its Purpose and/or its Duties;
 - 10.1.2 obtain, at the Company's expense (subject to usual approval processes as noted in 9.6 above), outside legal or other professional or technical advice on any matter within the scope of its Purpose and Duties; and
 - 10.1.3 to investigate any activity within the scope of its Duties.

Effective 24 July 2026.