

**IBEX LIMITED  
CHARTER OF  
THE NOMINATING COMMITTEE  
OF THE BOARD OF DIRECTORS**

**I. STATEMENT OF POLICY**

This Charter specifies the scope of the responsibilities of the Nominating Committee (the “Committee”) of the Board of Directors (the “Board”) of IBEX Limited (the “Company”) and the manner in which those responsibilities shall be performed, including the Committee’s structure, processes and membership requirements.

The primary responsibilities of the Committee are to (i) identify individuals qualified to become Board members; (ii) select, or recommend to the Board, director nominees for each election of directors; (iii) develop and recommend to the Board criteria for selecting qualified director candidates; and (iv) consider committee member qualifications, appointment and removal.

**II. ORGANIZATION AND MEMBERSHIP REQUIREMENTS**

The Committee shall be comprised of at least two (2) directors selected by the Board, each of whom shall satisfy the independence requirement of the Nasdaq Listing Rules. Committee members shall serve until their successors are duly elected and qualified or until their earlier resignation, removal or death. Any member of the Committee may be removed or replaced by the Board. Unless a Committee Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote of the full Committee. The Chair shall preside at all regular meetings of the Committee and set the agenda for each Committee meeting.

The Committee may, from time to time, delegate duties or responsibilities to one or more subcommittees or to one member of the Committee as it determines appropriate.

**III. MEETINGS AND COMMITTEE ACTION**

The Committee shall meet as often as it deems necessary or appropriate to fulfill its responsibilities hereunder, and at least once during each fiscal year. The Committee may meet with management or individual directors at such time as it deems appropriate to discuss any matters before the Committee.

A majority of the members shall represent a quorum of the Committee and, if a quorum is present, any action approved by at least a majority of the members present (in person or by telephonic or electronic means) shall represent the valid action of the Committee. The Committee may also take action by unanimous written consent without a meeting. Any actions taken by the Committee during any period in which one or more of the members fail for any reason to meet the membership requirements set forth above shall still constitute duly authorized actions of the Committee for all corporate purposes. The Committee shall maintain written minutes of its meetings as appropriate, which minutes will be filed with the minutes of the meetings of the Board.

The Committee shall have the authority to obtain reasonable advice or assistance from consultants, legal counsel, or other advisors as appropriate to perform its duties hereunder. Without limiting the generality of the foregoing, the Committee shall have the sole authority to retain or terminate

any search firm to be used to identify director candidates and to determine and approve the terms, costs and fees for such engagements. The fees and costs of any consultant or advisor engaged by the Committee to assist the Committee in performing its duties hereunder shall be borne by the Company.

#### **IV. AUTHORITY AND RESPONSIBILITIES**

To fulfill its responsibilities and duties hereunder, the Committee shall:

1. Periodically review and determine criteria for selecting new directors, including desired board skills, experience and attributes, and identify and actively seek individuals qualified to become directors.

2. Annually evaluate the composition of the Board and incumbent directors to assess whether the skills, experience, characteristics and other criteria established by the Board are currently represented on the Board as a whole and in individual directors, and to assess the criteria that may be needed in the future.

3. Evaluate and select, or recommend to the Board, nominees for each election of directors or to fill vacancies and newly created directorships, except that if the Company is at any time legally required by the Company's Bye-laws, contract or otherwise to provide any third party with the ability to nominate a director, the Committee need not evaluate or propose such nomination, unless required by such Bye-laws provisions, contract or requested by the Board.

4. Consider any nominations of director candidates validly made by the Company's shareholders and establish procedures for considering director candidates recommended for the Committee's consideration by shareholders.

5. Review and make recommendations to the Board concerning qualifications, appointment and removal of committee members and the size, structure, composition, and functioning of the Board and its committees.

6. Annually review and make recommendations to the Board concerning the form and amount of director and committee compensation.

7. At least annually, assess whether the work of compensation consultants involved in determining or recommending director compensation has raised any conflict of interest that is required to be disclosed in the Company's annual report and proxy statement.

8. Assist the Board in its evaluation of the performance of the Board and each committee of the Board.

9. Discuss succession planning for the Board and key leadership roles on the Board and its committees.

10. Oversee the orientation process for new directors and ongoing education for directors.

11. Oversee the Company's shareholder engagement program and make recommendations to the Board regarding its involvement in shareholder engagement.

12. Oversee and make recommendations to the Board regarding sustainability matters relevant to the Company's business, including Company policies, activities and opportunities.

13. Review and approve directorships at other for-profit organizations offered to directors and senior officers of the Company.

14. Make reports to the Board regarding the foregoing as appropriate.

15. Review and reassess the adequacy of this Charter as appropriate and recommend any proposed changes to the Board for approval.

16. Perform any other activities consistent with this Charter, the Company's By-laws and governing law, as the Committee or the Board deems necessary or appropriate.

#### **V. PERIODIC REVIEW**

The Committee shall periodically review the scope of responsibilities of the Committee and the Committee's performance of its duties. Any proposed changes to this Charter or the scope of responsibilities of the Committee, where indicated, shall be referred to the Board for appropriate action.

*November 20, 2025*