



Corporate Governance and Nominating Committee Charter

December 2022

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Purpose of the Committee

The purposes of the Corporate Governance and Nominating Committee (the “Committee”) of the Board of Directors (the “Board”) of CF Industries Holdings, Inc. (the “Corporation”) shall be to identify and to recommend to the Board individuals qualified to serve as directors of the Corporation and on committees of the Board; to advise the Board with respect to the Board composition, procedures, and committees; to develop and recommend to the Board a set of corporate governance principles applicable to the Corporation; to oversee the evaluation of the Board; and to coordinate the Board’s evaluation of the Corporation’s Chief Executive Officer as set forth in the corporate governance guidelines.

Composition of the Committee

The Committee shall consist of three or more directors, as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of the New York Stock Exchange (the “NYSE”), and any additional requirements that the Board deems appropriate.

The chair of the Committee shall be designated by the Board, *provided* that if the Board does not so designate a chair, the members of the Committee, by a majority vote, may designate a chair.

Any vacancy on the Committee shall be filled by majority vote of the Board. No member of the Committee shall be removed except by majority vote of the Board.

Meetings and Procedures of the Committee

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities, but no less frequently than two times annually. The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate; *provided, however*, that no subcommittee shall consist of fewer than two members; and *provided further* that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

A majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other shall constitute a quorum.

The Committee shall maintain minutes of its meetings and records relating to those meetings and shall report regularly to the Board on its activities, as appropriate.

Duties and Responsibilities of the Committee

Board Candidates and Nominees

The Committee shall have the following duties and responsibilities with respect to Board candidates and nominees:

- a) to assist in identifying, recruiting, and, if appropriate, interviewing candidates to fill positions on the Board, including persons suggested by stockholders or others;

The Committee may, if it deems appropriate, establish procedures to be followed by stockholders in submitting recommendations for Board candidates.

- b) to review the background and qualifications of individuals being considered as director candidates;

Among the qualifications considered in the selection of candidates, the Committee shall look at the following attributes and criteria of candidates: experience; skills; expertise; personal and professional integrity; character; business judgment; time availability in light of other commitments; dedication; conflicts of interest; diversity of background, including personal characteristics such as race, gender and age; and such other relevant factors that the Committee considers appropriate in the context of the needs of the Board.

- c) to recommend to the Board the director nominees for election by the stockholders or appointment by the Board, as the case may be, pursuant to the Bylaws of the Corporation, which recommendations shall be consistent with the criteria for selecting directors established by the Board from time to time; and
- d) to review the suitability for continued service as a director of each Board member when his or her term expires and when he or she has a change in status, including but not limited to an employment change, and to recommend whether or not the director should be re-nominated.

Board Composition and Procedures

The Committee shall have the following duties and responsibilities with respect to the composition and procedures of the Board as a whole:

- a) to review annually with the Board the composition of the Board as a whole and to recommend, if necessary, measures to be taken so that the Board reflects the appropriate balance of knowledge, experience, skills, expertise, and diversity required for the Board as a whole and contains at least the minimum number of independent directors required by the NYSE;
- b) to review periodically the size of the Board and to recommend to the Board any appropriate changes;
- c) to make recommendations on the frequency and structure of Board meetings; and
- d) to make recommendations concerning any other aspect of the procedures of the Board that the Committee considers warranted, including but not limited to procedures with respect to the waiver by the Board of any rule, guideline, procedure, or corporate governance principle.

Board Committees

The Committee shall have the following duties and responsibilities with respect to the committee structure of the Board:

- a) to make recommendations to the Board regarding the size and composition of each standing committee of the Board, including the identification of individuals qualified to serve as members of a committee, including the Committee, and to recommend individual directors to fill any vacancy that might occur on a committee, including the Committee;
- b) to monitor the functioning of the committees of the Board and to make recommendations for any changes, including the creation and elimination of committees;
- c) to review annually committee assignments and the policy with respect to the rotation of committee memberships and/or chairs, and to report any recommendations to the Board; and
- d) to recommend that the Board establish such special committees as may be desirable or necessary from time to time in order to address ethical, legal, or other matters that may arise.

The Committee's power to make such a recommendation under this Charter shall be without prejudice to the right of any other committee of the Board, or any individual director, to make such a recommendation at any time.

Corporate Governance

The Committee shall have the following duties and responsibilities with respect to corporate governance:

- a) to develop and review periodically, and at least annually, the corporate governance guidelines adopted by the Board to assure that they are appropriate for the Corporation and comply with the requirements of the NYSE and any other applicable laws and regulations, and to recommend any desirable changes to the Board;
- b) to consider any other corporate governance issues that arise from time to time, and to develop appropriate recommendations for the Board; and
- c) if requested by the Chair of the Board or the Lead Independent Director, to address any actual or potential conflict of interest between the Corporation and a director or senior officer of the Corporation.

Evaluation of the Board and Director Peer Evaluations

The Committee will sponsor an annual self-assessment of the Board's performance as well as the performance of each committee of the Board, the results of which will be discussed with the full Board and each committee. The Committee will also sponsor annual director peer evaluations. The Committee shall establish procedures to allow it to exercise this oversight function.

Evaluation of the Committee

The Committee shall, on an annual basis, evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness, and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

The Committee shall deliver to the Board a report, which may be oral, setting forth the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Corporation's or the Board's policies or procedures.

Investigations and Studies; Outside Advisers

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain, at the Corporation's expense, such independent counsel or other consultants or advisers as it deems necessary. The

Committee shall have the sole authority to retain or terminate any search firm to be used to identify director candidates, including sole authority to approve the search firm's fees and other retention terms, such fees to be borne by the Corporation.