



NOMINATING COMMITTEE CHARTER

*(as initially adopted July 14, 2010 and amended and restated on August 5, 2019,
November 11, 2024 and June 8, 2026)*

I. Purpose of Nominating Committee

The Nominating Committee (the “**Nominating Committee**” or the “**Committee**”) shall identify and recommend to the Board of Directors (the “**Board**”) of Big Sky Industrial Inc. (the “**Company**”) nominees for election to the Board to be included in the Company’s Proxy Statement for the annual shareholders meeting, and when required for election by the Board, to fill vacancies in the Board occurring between annual shareholder meetings.

II. Nominating Committee Membership

Nasdaq Rule 5605(e) requires that director nominees must either be selected, or recommended for the Board’s selection, either by: (i) independent directors constituting a majority of the Board’s independent directors, or (ii) a nomination committee comprised solely of independent directors. The Board has determined that the Nominating Committee will recommend director nominees for its selection.

The membership of the Nominating Committee shall consist of at least two (2) directors appointed by the Board, each of whom shall be independent as determined by the rules of the Nasdaq Stock Market or other stock exchange or market upon which the Company’s securities are traded (the “**Exchange**”), subject to any exceptions set forth in the rules of the Exchange. The members of the Nominating Committee shall serve for such term or terms as the Board may determine or until earlier resignation or death. The Board may remove any member from the Nominating Committee at any time with or without cause. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee.

III. Nominating Committee Structure and Operations

The Board shall designate one member of the Nominating Committee to act as its chairperson (the “**Chair**”). The Nominating Committee will meet or take action via written consent, a minimum of once a year. Additional meetings may occur as the Committee or its Chair deems advisable. The Nominating Committee may also meet periodically in executive session without Company management present. The Nominating Committee will cause to be kept adequate minutes of its proceedings, and will report on its actions and activities at the next quarterly meeting of the Board. Nominating Committee members will be furnished with copies of the minutes of each meeting and any action taken by unanimous consent. The Nominating Committee is governed by the same rules regarding meetings (including meetings by conference telephone, video conferencing or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board. The Nominating

Committee is authorized to adopt its own rules of procedure not inconsistent with (a) any provision of the Company's Certificate of Incorporation, (b) any provision of the Bylaws of the Company, or (c) the laws of the State of Delaware.

IV. Nominating Committee Responsibilities

The responsibilities of the Nominating Committee are as follows:

- Determine the qualifications, qualities, skills, and other expertise required to be a director of the Company and to develop, and recommend to the Board for its approval, criteria to be considered in selecting nominees for director;
- Periodically assess the Board's needs and, in consultation with the Chair and Chief Executive Officer, identify potential candidates to serve as a director on the Board;
- Search for, screen and recruit potential candidates to serve as a director on the Board;
- Independent Directors are to have expertise in one of the business areas of the Company. These areas of expertise may change as the direction of the Company changes as determined by the Board. At the time of the adoption of this policy the following areas of expertise are required: (i) Financial Expert - as required by Nasdaq, the United States Securities and Exchange Commission (the "SEC"), and the Sarbanes Oxley Act of 2002, as amended, (ii) oil and gas, (iii) mining/geology, and/or (iv) investment banking;
- Review the qualifications, including capability, availability to serve, conflicts of interest, and other relevant factors of any identified potential director candidate and where necessary, assist in interviewing the director candidates for the Board. In identifying candidates, the Nominating Committee shall consider whether each candidate would qualify as independent, and where appropriate, his or her skills, experience, perspective, background and financial expertise and any other qualifications the Nominating Committee deems relevant for the effective functioning of the Board. In considering individual director candidates, the Nominating Committee also shall take into account diversity of gender, age, race, culture, viewpoints, skill, training, background, and other individual qualifications and attributes in order to achieve the optimal mix of talent, experience and perspective of the members on the Board, taken as a whole;
- Make recommendations to the Board of individuals: (a) for election as directors of the Board to be presented by the Company in the annual proxy statement to be voted on at the annual shareholders meeting or (b) to fill vacancies in the Board occurring between annual shareholder meetings;
- Review and make recommendations regarding the composition and size of the Board, including directors' terms and tenure;
- Consider matters relating to the resignation and retirement of the directors;
- Consult with the Chair and Chief Executive Officer to provide comments and suggestions to the Board concerning committee structure, operations, member qualifications, and committee appointments; and

- On an annual basis, review and recommend to the Board any proposed changes to the Charter of the Nominating Committee.

The Nominating Committee shall review this Charter at least annually and recommend any proposed changes to the Board for approval.

The Nominating Committee shall, if deemed necessary by the Nominating Committee, provide appropriate orientation programs for new directors.

The Nominating Committee shall develop and periodically review and recommend to the Board appropriate revisions to the Company's corporate governance framework, including its Certificate of Incorporation and Bylaws relating to the nomination of members to the Board.

V. Selection Criteria

Pursuant to its Charter, the Nominating Committee has adopted a policy for consideration of any director candidates recommended by shareholders, and may (or may not) recommend to the Board that candidate(s) be put on an annual shareholders meeting election slate and identified in the Company's proxy statement, if:

1. The security holder, by the required date or dates set forth in the Company's Bylaws, requests in writing that the Nominating Committee consider an individual for inclusion as a director nominee in the next proxy statement for an Annual Meeting. The security holder must identify the individual and provide background information about the individual sufficient for the Nominating Committee to evaluate the suggested nominee's credentials, and comply with all applicable laws and the Company's Bylaws. Such requests should be addressed to the Chief Executive Officer or President, who will forward the requests to the Nominating Committee; and
2. The candidate meets certain specific minimum qualifications: (a) substantial experience in top or mid-level management (or serving as a director) of public oil and gas or mineral exploration/development companies, with particular emphasis on understanding and evaluating oil and gas or mineral properties for either financing, exploration and development, or joint venturing with industry partners; contacts with oil and gas or mining industry companies to develop strategic partnerships or investments with the Company, and (b) the ability to understand and analyze complex financial statements. A security holder-recommended candidate also will have to possess a good business and personal background, which the Nominating Committee will independently verify. These same categories of qualifications will be used by the Nominating Committee in considering any nominee candidate, whether recommended by a security holder, an officer, or another director; and

3. The candidate or security holder, as applicable, follows the requirements set forth in and provides the Company all information required by, the Company's Bylaws.

Director nominees must either be selected, or recommended for the Board's selection, either by: (i) independent directors constituting a majority of the Board's independent directors, or (ii) a nominations committee comprised solely of independent directors. The approved director nominees will be included in the Company's annual proxy statement.

VI. Guidelines for Filling Vacancies on the Board of Directors

In the event of a vacancy on the Board and following a determination by the Board that such vacancy shall be filled, the Nominating Committee shall identify individuals qualified to fill such vacancy, consistent with any qualifications, expertise and characteristics which have been approved by the Board. The Nominating Committee should consider current members of the Board to insure that the Board consists of all disciplines necessary to oversee and guide the Company in its chosen businesses. Recommendations to serve on the Board may come from executive officers of the Company, other directors, industry connections, professional search groups, outside legal counsel, volunteers, shareholders or personal acquaintances. The Chief Executive Officer may at all times make recommendations as to potential candidates to fill vacancies of both the Board and among executive officers; provided, however, that the Nominating Committee shall not be bound by any such recommendations.

In determining the best candidates to fill any vacancies of the Board, the Nominating Committee may also consider or engage in the following:

- The candidate's qualifications, availability and willingness to serve;
- Interview the candidate to determine qualifications;
- Discuss the candidates with the executive officers of the Company;
- Require candidates to provide a personal resume with industry experience as well as character references; and
- The Nominating Committee may elect to verify qualifications through reference checks or industry contacts.

The Nominating Committee shall make a formal recommendation to the Board of its first choice candidate. After discussion by the Board, if the nominated candidate is confirmed by a majority vote of the Board, the candidate will serve as a member of the Board, until the next regularly scheduled annual meeting at which the term of the candidate's class of directors expires, at which time the replacement director will face election by the shareholders. In the event that the first choice candidate of the Nominating Committee is not approved by the Board, the Nominating Committee will continue to present additional candidates until such time as one is approved by a majority vote of the Board.

VII. Nominating Committee Resources and Authority

The Nominating Committee shall have the authority, in its sole discretion, to select, retain and obtain the advice of a director search firm as necessary to assist with the execution of its duties and responsibilities as set forth in this Charter. The Nominating Committee shall set the compensation and oversee the work of the director search firm. The Nominating Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of outside counsel, an executive search firm, a compensation consultant and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter. The Nominating Committee shall set the compensation and oversee the work of its outside counsel, the executive search firm, the compensation consultant and any other advisors. The Board shall provide reasonable and adequate resources and funding for payment of fees and expenses for any advisors, outside counsel experts or consultants retained by the Nominating Committee that are necessary for the Nominating Committee to discharge its duties and responsibilities.

VIII. Nominating Committee Reports

The Chair of the Nominating Committee shall report regularly to the Board on the Nominating Committee's activities, findings, and recommendations. Copies of all minutes and recommendations approved by the Nominating Committee shall be made available to the Board.

IX. Nominating Committee Evaluation

The Nominating Committee shall complete an annual self-evaluation of the Nominating Committee's own performance and effectiveness, and will also consider whether any changes to the Nominating Committee's Charter are appropriate. The Nominating Committee shall recommend any proposed changes to the Board for approval.

X. Guidelines for filling Vacancies in Executive Officer Positions

The definition of executive officers shall include but not be limited to:

- Chief Executive Officer,
- President/Chief Operating Officer,
- Chief Financial Officer,
- Treasurer,
- Vice Presidents - Senior Vice President, Vice President of Finance,
- General Counsel, and
- Secretary.

The executive officers serve at the will of the Board; provided, however, the removal of an executive officer shall be without prejudice to the contract rights, if any, of the person so removed.

In the event of a vacancy in one of the executive officer positions, the Chief Executive Officer in consultation with the Nominating Committee or the Nominating Committee in case of

a vacancy of the Chief Executive Officer, will first look within the current employees of the Company to determine if there is an employee who can assume and carry out the responsibilities of the executive office position which is vacant. The Chief Executive Officer or the Board may also look outside the current Company employee base for potential candidates to fill the vacancy. The Chief Executive Officer, or in the case of a vacancy of the Chief Executive Officer, the Nominating Committee, shall have full authority to engage outside employment search firms, legal counsel or other assistance as deemed appropriate by the Board to locate such qualified candidates to fill vacant executive officer positions. Recommendations for candidates to fill vacancies in executive officers may be made by other executive officers of the Company as well as industry connections, outside counsel, volunteers, shareholders or personal acquaintances.

In assessing the qualifications of each executive officer candidate, the Board will consider input from each of the following officers and persons, along with the following abilities and skills:

- Chief Executive Officer, President, Chief Operating Officer, all other executive officers of the Company, industry leaders and partners with whom the potential candidate has interfaced. The ability to negotiate transactions should be ascertained as well as the ability to carry out established plans. Leadership skills and support of the management team need to be explored prior to nomination.

Chief Financial Officer/Treasurer/V.P. Finance, all other executive officers of the Company, industry partners, and if deemed necessary, the account partner of the independent registered public accounting firm for the Company, as well as internal audit and tax accountant partners.

- Senior Vice President and all other executive officers of the Company as well as industry partners and representatives who can evaluate the technical skills of the potential candidate.
- General Counsel/Secretary and all other executive officers of the Company. Partner level representatives of all outside counsel and partner of outside SEC counsel.

Once the list of candidates has been narrowed to the top candidates, the Chief Executive Officer, or in the case of a vacancy of the Chief Executive Officer, the Nominating Committee, will make a formal recommendation to the Board of his, her or its first choice candidate. After discussion, the candidate will be either confirmed by a majority vote of the Board to serve at the will of the Board, or will be rejected. In the event that the first choice candidate is not approved by a majority of the Board, additional candidates will be presented until such time as one is approved by the Board.

When a candidate is confirmed by the Board by majority vote, the proposed compensation, as well as participation in any of the Company's executive compensation and retirement plans, to the extent such plans may be in effect from time to time, shall be referred to the Compensation Committee. The Compensation Committee will recommend the compensation to be paid to the executive officer as well as his or her participation in any executive officer benefit and retirement plans.

XI. Delegation of Authority

The Nominating Committee shall have the authority to delegate any of its responsibilities, along with the authority to take action in relation to such responsibilities, to the Chair or one or more subcommittees as the Nominating Committee may deem appropriate in its sole discretion. By delegating an issue to the Chair or a subcommittee, the Committee does not surrender any authority over that issue. Although the Nominating Committee may act on any issue that has been delegated to the Chair or a subcommittee, doing so will not limit or restrict future action by the Chair or subcommittee on any matters delegated to it. By approving this Charter, the Board delegates authority to the Nominating Committee with respect to these responsibilities.