

**MSC INDUSTRIAL DIRECT CO., INC.**  
**Nominating and Corporate Governance**  
**Committee Charter**  
**(As amended)**

**I. PURPOSE**

The purpose of the Nominating and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of MSC Industrial Direct Co., Inc. (the “Company”) is to assist the Board in discharging its responsibilities with respect to issues of corporate governance and matters relating to service on the Board and its committees. The Committee is directly responsible for:

- identifying individuals qualified to become members of the Board, consistent with criteria approved by the Board;
- recommending to the Board nominees for election at the annual meetings of shareholders, subject to the nomination rights provided to certain persons pursuant to Section 5.6(A) of the Reclassification Agreement, dated as of June 20, 2023, by and among the Company and the Stockholders named therein (the “Reclassification Agreement”);
- developing and recommending to the Board corporate governance guidelines applicable to the Company;
- reviewing and approving any related party transaction proposed to be entered into and if appropriate, ratifying any such transaction previously commenced and ongoing; and
- overseeing the evaluation of the Board, Board committees and management.

The Committee annually will undertake an evaluation of its performance and report the results of such evaluation to the Board.

The Committee shall review this Charter on an annual basis and submit any recommended changes to the Board for approval.

**Authority to Retain Advisers.** In the course of its duties, the Committee has sole authority, at the Company’s expense, to engage and terminate consultants or search firms, as the Committee deems advisable, to identify director candidates, including the sole authority to approve the consultant’s or search firm’s fees and other retention terms. The Committee also has the authority, at the Company’s expense, to engage and terminate other advisers, including legal counsel, as the Committee deems appropriate to carry out its duties, including the sole authority to approve such other advisers’ fees and any other retention terms.

**II. COMPOSITION**

The Committee shall be composed of two or more directors. Each director on the Committee will have such qualifications as the Board determines and shall meet the independence requirements of the New York Stock Exchange and any other applicable laws, including rules promulgated by the Securities and Exchange Commission under the Securities Exchange Act of 1934.

The Board will appoint the members and the Chairperson of the Committee. Committee members shall serve at the pleasure of the Board and for such term or terms as the Board may determine.

### **III. RESPONSIBILITIES**

In addition to the purposes and responsibilities set forth elsewhere in this Charter, the Committee shall have the following responsibilities:

- to periodically review the size, composition and leadership structure of the Board, as well as criteria for membership on the Board, and make recommendations to the Board with respect thereto;
- to identify qualified individuals and review the qualifications of candidates for director, and recommend to the Board the nominees to be proposed by the Board for election as directors at the Company's annual meeting of shareholders as well as to fill open seats between annual meetings;
- to review and consider director candidates recommended by shareholders in compliance with procedures established by the Committee and the Reclassification Agreement;
- to periodically review the Board's policies regarding retirement and tenure in office of Directors and recommend any changes to the Board as the Committee may deem appropriate;
- to review and make recommendations to the Board with respect to the size, structure, composition, leadership, criteria for membership and functions of the committees of the Board and recommend to the Board the members of and Chairperson of each committee after taking into consideration the qualifications of individual directors and the requirements of the New York Stock Exchange and applicable law;
- to review and make recommendations to the Board with respect to the performance of the Board and its committees;
- to annually review the background and qualifications of each director, and conduct an assessment of the Board's composition, in the context of the Board's needs and objectives, including consideration of Board diversity and director tenure, age, skills, background and experience;

- to review and make recommendations to the Board with respect to the appointment of a lead director, and to review and make recommendations with respect to the responsibilities of the lead director, and any changes in such responsibilities as the Committee may deem appropriate;
- to develop and recommend to the Board for its approval corporate governance guidelines; to periodically review such corporate governance guidelines and recommend to the Board any changes to the guidelines as the Committee may deem appropriate; and to oversee the application of such guidelines;
- to periodically review and assist the Board in the succession planning for the Company's senior executive officers, including emergency CEO succession, CEO succession in the ordinary course of business and succession for key members of senior management;
- to periodically review and assess, and apprise and make recommendations to the Board with respect to, environmental, social, and governance ("ESG") matters, including risks relating thereto;
- to develop and recommend to the Board for its approval a related party transactions policy, which establishes policies and procedures for the review and approval of related party transactions; to periodically review such policy and recommend to the Board any changes to the policy as the Committee may deem appropriate; and to fulfill the responsibilities of the Committee under such policy, including reviewing and, if appropriate, approving any related party transaction proposed to be entered into and, if appropriate, ratifying any such transaction previously commenced and ongoing;
- to establish a policy for shareholder communications with the Board, and a policy for shareholders to make nominations to the Board;
- to periodically review the Company's Code of Business Conduct, including the Code of Ethics for the Company's Principal Executive Officer and Senior Financial Officers, make recommendations with respect thereto;
- to establish an orientation program for new directors; and
- to establish a continuing education program for all directors of the Company.

#### **IV. ADMINISTRATIVE**

The Committee shall meet at least four times per year and shall hold any additional meetings as may be called by the Chairperson of the Committee or a majority of the members of the Committee. Members of senior management or others may attend meetings of the Committee at the invitation of the Committee and shall provide pertinent information as necessary. The Chairperson of the Committee shall set the agenda of each meeting and arrange for the distribution of the agenda, together with supporting material, to the Committee members prior to each meeting. The Chairperson will also cause minutes of each meeting to be prepared and

circulated to the Committee members. The Committee may meet via telephone conference calls. A majority of the members of the Committee shall constitute a quorum for all purposes. When appropriate, the Committee may form, and delegate authority to, subcommittees.

The Committee shall report regularly to the Board as to its activities.