

## **GAMBLING.COM GROUP LIMITED**

### **Nominating and Corporate Governance Committee Charter**

The Board of Directors (the “**Board**”) of Gambling.com Group Limited (the “**Company**”) has constituted and established a Nominating and Corporate Governance Committee (the “**Committee**”) with the authority, responsibility and specific duties as described in this Nominating and Corporate Governance Committee Charter (this “**Charter**”).

#### **1. Purpose**

The purpose of the Committee is to:

- 1.1. Support and advise the Board in selecting individuals who are best able to fulfill the responsibilities of a director of the Company; and
- 1.2. Develop and recommend to the Board corporate governance principles applicable to the Company, which may include requirements applicable to all members of the Board and criteria for the selection of new members of the Board.

The purpose, responsibilities and other provisions specified in this Charter are meant to serve as guidelines, and the Committee is delegated the authority to adopt such additional procedures and standards as it deems necessary or advisable from time to time to fulfill its responsibilities. Unless otherwise prescribed in this Charter, the rules and procedures applicable to the operation of the Board shall apply to the operation of the Committee with any necessary or appropriate changes.

#### **2. Membership**

The Committee’s membership shall satisfy the following requirements, subject applicable law:

- 2.1. The Committee shall have three or more members of the Board.
- 2.2. The members of the Committee shall be “independent” (or be subject to an applicable exception) as determined in accordance with The Nasdaq Stock Market Listing Rules (the “**Nasdaq Rules**”).

Subject to applicable law and the Nasdaq Rules, (i) the Committee’s members shall be appointed by and serve at the discretion of the Board, (ii) the Committee’s members shall serve until their successors are duly designated and qualified, (iii) any member of the Committee may be removed at any time, with or without cause, by a resolution of the Board, and (iv) any vacancy on the Committee occurring for any reason whatsoever may be filled by a resolution of the Board.

The Committee’s Chairperson shall be a member of the Committee and designated by the Board.

#### **3. Meetings and Authority**

The Committee shall meet as circumstances require. The Chairperson of the Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee then present, shall determine the length of such meeting and the agenda of items to be addressed at such meeting, taking into account matters proposed to be added to the agenda by other members of the Committee and the Company’s management.

The presence (in person or via telephone or other means of remote communication) of a

majority of the members of the Committee shall constitute a quorum for the transaction of business at a meeting of the Committee, and the act of a majority of those present at any meeting at which there is a quorum and who are entitled to vote on the matter shall be the act of the Committee. In the event that the number of members of the Committee voting in favor of a proposal and the number of Committee members voting against such proposal are equal, the vote of the Chairperson of the Committee shall resolve the tie.

The Committee may also act by unanimous written consent in lieu of a meeting.

A special meeting of the Committee may be called on not less than 24 hours' notice at any time by the Chairperson of the Committee.

The Committee may ask members of management or others to attend meetings and provide pertinent information, as necessary.

Subject to applicable law, the Committee may delegate its authority to subcommittees established from time to time by the Committee. Such subcommittees shall consist of one or more members of the Committee and shall report to the Committee.

#### **4. Retention of Outside Advisers**

The Committee shall have the power, without Board approval and at the Company's expense (which shall be funded appropriately by the Company), to retain, oversee the work of, and subsequently terminate outside legal counsel, search firms to be used to identify director candidates and other experts and consultants to assist the Committee in connection with its responsibilities, and shall have the sole and direct authority to approve such advisers' compensation and other retention terms.

#### **5. Duties and Responsibilities**

The Committee shall have the power and authority of the Board to perform the duties and to fulfill the responsibilities detailed below. The Committee's approval of any matter below shall not derogate from the requirements of the Companies (Jersey) Law 1991, as amended (the "**Companies Law**"), as applicable.

##### ***Nominating Matters***

- 5.1. Develop and make recommendations to the Board regarding criteria for selecting new directors, with a focus, among other things, on the following areas of Board composition: (i) diversity, age, background, skills and experience; (ii) personal qualities and characteristics, accomplishments and reputation in the business community; (iii) knowledge and contacts in the communities in which the Company conducts business; (iv) ability and willingness to devote time to serve on the Board and its committees; (v) knowledge and expertise in various activities deemed relevant by the Board; and (vi) fit of the individual's skills, experience and personality with those of other directors in maintain an effective and responsive Board.
- 5.2. Oversee and assist the Board in reviewing and recommending nominees for election as directors.
- 5.3. Review and evaluate the size and composition of the Board.
- 5.4. Review with the Board, on an annual basis, whether directors satisfy the independence requirements of applicable rules and regulations, including the Nasdaq Rules.

- 5.5. Conduct the appropriate and necessary inquiries into the backgrounds and qualifications of possible candidates for director.
- 5.6. Review and recommend to the Board nominees for election as directors of the Company including nominees recommended by shareholders of the Company, and consider the performance of incumbent directors whose terms are expiring to determine whether to nominate them to stand for reelection.
- 5.7. Identify, evaluate and recommend to the Board nominees to fill any vacancies or newly created directorships.
- 5.8. Recommend to the Board nominees who shall be appointed to serve on the committees of the Board subject to applicable law.
- 5.9. Establish procedures for, and administer annual performance evaluations of the Board, and its committees by their members.
- 5.10. Evaluate and recommend to the Board the termination of membership of individual directors for cause or other appropriate reasons (including, without limitation, as a result of changes in directors' employment or employment status).
- 5.11. Periodically review, evaluate and make recommendations regarding management succession and development.

#### ***Corporate Governance***

- 5.12. Establish and maintain effective corporate governance principles and practices, including, but not limited to, developing and recommending to the Board any corporate governance guidelines for the Company satisfying any requirements of applicable law and any other applicable requirements.
- 5.13. Review and make recommendations to the Board regarding:
  - a) Board member qualifications, composition and structure, including without limitation: the term of office for directors; retirement policies for non-employee directors (subject to the Company's compensation policy); the ratio of employee and non-employee directors; the size of the Board; and the format and frequency of Board meetings;
  - b) the nature and duties of Board committees and qualifications of committee members, including without limitation: evaluating the different duties and powers of Board committees; and the size and composition of the Board committees;
  - c) the need for and the role of the lead independent director; and
  - d) other corporate governance matters as the Committee shall see fit.

#### ***Additional Activities and Functions***

- 5.14. Perform such other activities and functions as are required by applicable law, stock exchange rules or provisions in the Company's Amended and Restated Articles of Association and this Charter, or as are otherwise necessary and advisable, in its or the Board's discretion, for the efficient discharge of its duties.

#### **6. Reporting to Board**

The Committee will apprise the Board of its decisions and recommendations and of significant developments in the course of performing the above responsibilities and duties.

**7. Review of Charter**

The Committee shall from time to time review and assess the adequacy of this Charter and recommend any proposed changes to the Board for approval. In addition, the Committee shall periodically review its own performance.

**8. Minutes**

The Committee will maintain, or designate the General Counsel of the Company to maintain, written minutes of its meetings.

**9. Interpretation; Definitions**

To the extent (a) any of the provisions included herein is a description or summary of any applicable law or is intended to recite the provisions of any applicable law or (b) the Company becomes subject to any additional provisions of the Companies Law or any other law that are applicable to the Committee, then in the event of any inconsistency, contradiction or any other conflict between the provisions herein and the provisions of such applicable law, then the provisions of such applicable law shall prevail, supersede and be deemed to constitute an integral part of this Charter. In the event that any such provision of applicable law is amended to include any relief or exclusion, then such relief and exclusions shall be deemed to constitute an integral part of this Charter, which shall be deemed to be modified or superseded for such purpose.

Any references to any law, statute or regulation are to it as amended, supplemented or restated, from time to time (and, in the case of any law, to any successor provisions or re-enactment or modification thereof being in force at the time); any reference to “law” shall include any supranational, national, federal, state, local, or foreign statute or law and all rules and regulations promulgated thereunder (including, any rules, regulations or forms prescribed by any governmental authority or securities exchange commission or authority); and any reference to “law” shall be read subject to the Company’s Amended and Restated Articles of Association, as amended from time to time.

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Adopted: June 22, 2021, and amended on September 18, 2023