

## **SUSTAINABILITY COMMITTEE CHARTER**

### **JANUS INTERNATIONAL GROUP, INC.**

#### **PURPOSE**

The purpose of the Sustainability Committee (the “***Sustainability Committee***” or “***Committee***”) as adopted by the Chief Executive Officer (“***CEO***”) and Chief Financial Officer (“***CFO***”) (collectively, the “***Senior Officers***”) of Janus International Group, Inc. with its subsidiaries (the “***Company***”) is to support the Company’s on-going commitment to health, safety, corporate responsibility, corporate governance, sustainability, and other public policy trends, issues, and concerns relevant to the Company (collectively, “***Sustainability Matters***”) by assisting senior management and the Board of Directors of the Company (the “***Board***”) in: (a) developing Company strategy relating to Sustainability Matters, including identifying, evaluating and monitoring Sustainability Matters at the Company that could affect the Company’s business activities, performance, and reputation; (b) improving the Company’s understanding of Sustainability Matters; (c) overseeing integration of strategically significant sustainability policies into the business operations and strategy; and (d) assist in shaping communications with employees, investors, and other stakeholders of the Company with respect to Sustainability Matters.

#### **1. Responsibilities.**

1.1 The duties and responsibilities of the Sustainability Committee shall be as follows:

(a) To oversee the Company’s reporting and disclosure with respect to Sustainability Matters made in compliance with securities laws;

(b) To determine which Sustainability Matters are of strategic significance to the Company and to monitor current and emerging Sustainability Matters that may affect the Company, its performance, public image, or operations;

(c) To advise the CEO on stockholder proposals and other significant stakeholder concerns relating to Sustainability Matters;

(d) To develop a framework to monitor regulatory compliance with Sustainability Matters; and

(e) To assist the CEO in: (i) setting the Company’s general strategy with respect to Sustainability Matters, and to consider and recommend policies, practices, and disclosures that conform with the strategy; and (ii) overseeing internal and external communications regarding the Company’s position or approach to Sustainability Matters.

#### **2. Organization.**

2.1 The Company's CEO or the Sustainability Committee chairperson (the "**Chair**") will approve the members of the Sustainability Committee from time to time. The CEO will approve of the Chair of the Sustainability Committee. The Sustainability Committee will include officers and employees the CEO or Chair deems appropriate, taking into account such employees' expertise in relevant and varied disciplines, including health and safety, operations, design and construction, legal, investor relations, corporate governance, finance, human resources, and communications.

2.2 The CEO and Chair shall have the power at any time to change the membership of the Sustainability Committee and to fill vacancies. If the Chair of the Sustainability Committee is not designated or present at a meeting, one of the other members of the Sustainability Committee present shall be chosen by the Sustainability Committee to preside at the meeting.

2.3 The Committee may solicit input from officers and employees throughout the Company as necessary to carry out its responsibilities as set forth in this Charter.

### 3. Meetings.

3.1 The Sustainability Committee shall meet as often as it determines necessary or appropriate to meet its objectives. Except as expressly provided in this Charter, the Sustainability Committee shall fix its own rules of procedure.

3.2 Minutes will be kept for each meeting of the Sustainability Committee, which will include a record of all actions taken by the Committee. A Sustainability Committee member shall be designated Secretary to keep minutes of the Sustainability Committee meetings. Minutes for all meetings of the Sustainability Committee shall be prepared and circulated in draft form to all Sustainability Committee members to ensure an accurate final record and shall be approved at a subsequent meeting of the Sustainability Committee.

3.3 The minutes and meeting materials shall be made available to the Board by the Chair and the Chair shall report to the Board (or a Board committee thereof) on behalf of the Committee on no less than an annual basis. Should the Sustainability Committee or the Board determine that a more frequent reporting basis should be established, the Sustainability Committee shall adopt an adjusted reporting framework.

3.4 The Chair of the Sustainability Committee, or his or her designee, is responsible for scheduling and setting the meeting agendas and determining the frequency and length of the same.

3.5 The quorum for meetings shall be a majority of the members of the Sustainability Committee, present in person or by telephone or other telecommunication devices as long as there is a clear communications connectivity. The Sustainability Committee may also act by unanimous written consent of its members.

3.6 The Sustainability Committee may ask other officers and employees of the Company to attend meetings, as requested.

4. Other Responsibilities. The Sustainability Committee shall have such additional responsibilities as the Senior Officers may assign to it from time to time. The Sustainability Committee shall review and assess this Charter annually and recommend any proposed changes to the CEO for approval. The Sustainability Committee may delegate all or a portion of its duties and responsibilities to one or more subcommittees of the Sustainability Committee and has authority to retain outside advisors as it deems necessary to carry out its responsibilities.