

NOMINATION COMMITTEE REPORT

I chair the Nomination Committee and, given the size of the Board, all Directors are members.

PATRICK O'DONNELL BOURKE
Nomination Committee Chair



The role of the Committee

The principal duties of the Committee, as set out in its terms of reference, are to:

- review the balance, effectiveness and diversity of the Board;
- consider and formulate succession plans, in the context of PINT's strategy and consistent with the Board's policy on diversity;
- identify the skills and expertise needed to meet the Company's strategic goals, future challenges and opportunities, and in doing so, identify, evaluate and recommend individuals for new Board appointments;
- consider and review the membership of the Board's Committees;
- consider and review the performance and external commitments of Board members;
- assess the time commitment required for each Board appointment and ensure that the current Directors have sufficient time to fulfil their duties;
- make recommendations on appointments and re-appointments of Directors to our shareholders;
- lead the Directors' performance appraisal process and consider the results thereof every year; details of the last review are included on page 73; and
- develop and review the Board's policy on diversity, and consider, when appropriate, developing a formal policy on Directors' tenure.

Committee's membership

All Directors are members of the Committee. During the year under review, Vagn Sørensen retired from the Board and the Committee following the conclusion of the Company's AGM in June 2025. Ms Sapna Shah joined the Board and the Committee on the same day.

Main activities during the year

Appointments process

All Board appointments are subject to a formal, rigorous and transparent process. Any Board roles are filled by the most qualified candidates, based on objective criteria and merit in the context of the skills, knowledge and experience needed to support the Board's longer-term strategy and goals and in line with the Board's Diversity Policy.

Changes to the Board

Changes to the chairmanship of the Board and the Audit and Risk Committee

As first announced in 2024, Vagn Sørensen stepped down from the Board at PINT's AGM in June 2025. Upon Vagn's departure, I became Chair of the Board, following a search process led by Anne Baldock, our SID. That process was described in last year's annual report. In 2024, the Committee also began a search for a new ARC Chair to replace me as the head of that Committee.

NOMINATION COMMITTEE REPORT CONTINUED

Main activities during the year

CONTINUED

Changes to the Board CONTINUED

Changes to the chairmanship of the Board and the Audit and Risk Committee CONTINUED

This culminated in Mr Anthony Bickerstaff's appointment, announced on 11 February 2025. Mr Bickerstaff joined the Board in February 2025 as a non-executive Director. He subsequently became Chair of the ARC from PINT's AGM in June 2025.

New Board appointment

As part of our succession planning process, which includes a review of the skills and experience the Board needs now and as the Company evolves, the Committee decided that the Board could benefit from a different, additional set of skills and decided to appoint a fifth Board member.

Ms Baldock initiated the search in March 2025, once again using Nurole as the search agency. Nurole has supported PINT with two previous searches, but otherwise, has no other connection to PINT. The Committee considers working with other agencies every time it initiates a new search. After agreeing a description of the role, Nurole was asked to consider a wide pool of candidates, each of whom, if appointed, would add to the diversity of the Board. A long list of candidates was reviewed by Ms Baldock and other Directors, and following careful deliberations, Ms Baldock and the other Board members agreed a shortlist.

Following interviews, the Nomination Committee discussed the shortlist of candidates, and ultimately, in June 2025 unanimously recommended that Ms Sapna Shah would be invited to join the Board. Sapna has over 20 years of investment banking experience advising international companies, including listed REITs and investment companies, on mergers and acquisitions, IPOs and equity capital market transactions. Through her career, she has advised a number of infrastructure and renewable investment companies, including the first LSE-listed externally managed investment fund. Previously, she also served on an advisory committee for a private solar energy company. Sapna also brings valuable experience and insights as Chair of The Association of Investment Companies. Sapna was appointed as a non-executive Director in June 2025 and will stand for election at PINT's AGM in 2026.

The Board's Diversity Policy

The Board fully supports diversity and inclusion at Board level and recognises the benefits of diversity, including that of gender, socio-economic and ethnic background, cognitive and personal strengths. The Board reviews its Diversity Policy every year and remains committed to ensuring that the Directors bring a wide range of skills, knowledge, experience, backgrounds and perspectives to the Board.

The Policy, among others, includes measurable objectives that specify that:

- any recruitment agency used is instructed to include diverse candidates who have appropriate transferable skills, identified through a search of a wide pool of potential appointees; and
- any shortlist includes candidates who, if appointed, would add to the diversity of the Board.

Board diversity

In line with the UK Listing Rules requirements, PINT reports against diversity targets, namely having a least 40% female representation on the Board, having at least one Director from an ethnic background, and having at least one senior Board role held by a woman. As at 31 December 2025, PINT met all three targets. More detail on this is included on page 71.

Board's performance review

The process we followed, actions from last year and the outcomes from this year's Board performance review can be found on page 73.

Succession planning

During the year, the Committee carefully considered succession planning – PINT is still a relatively young company; however, the Directors agree that having a longer-term view of possible future Board changes is important, especially given that three of our Board members, including myself, were appointed at the same time, at the IPO in November 2021. Therefore, the Committee is taking a longer-term view and intends to plan for future departures from the Board on a staggered basis. This means that, assuming there are no other changes, from 2028 or 2029, one of the longer-serving Directors will likely step down from the Board. The Committee will aim for one departure from the Board a year to minimise any disruptions to the working of the Board and will similarly aim to recruit one new Director a year.

Looking ahead

In line with our Diversity Policy, we remain committed to ensuring that all Directors bring a wide range of skills, knowledge, experience, backgrounds and perspectives to the Board, and we will continue to report to our shareholders as we further develop a long-term view of future Board changes.

Patrick O'Donnell Bourke

Nomination Committee Chair

30 March 2026