

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you are in any doubt as to any aspect of the proposals referred to in this document or as to the action you should take, you should seek your own personal financial advice from your stockbroker, bank, solicitor, accountant or other appropriate independent professional adviser.

If you have sold or otherwise transferred all of your shares in Pennant International Group plc (the "**Company**"), please pass this document, together with the accompanying documents, as soon as possible to the purchaser or transferee, or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee.

PENNANT INTERNATIONAL GROUP PLC

*(Incorporated in England and Wales with registered number 03187528;
Registered office: Unit D1, Staverton Connection, Staverton, Cheltenham, Gloucestershire GL51 0TF)*

NOTICE OF ANNUAL GENERAL MEETING

This year's ANNUAL GENERAL MEETING ("**AGM**") will be held at the Leonardo Hotel, Gloucester Road, Cheltenham GL51 0TS on 6th June 2025 at 10.00 a.m.

You will be asked to consider and pass the resolutions below. Resolutions 1 to 12 will be proposed as ordinary resolutions. Resolutions 13 to 15 will be proposed as special resolutions.

Ordinary resolutions

1. That the Company's financial statements and the reports of the Directors and auditors for the year ended 31st December 2024 be received and adopted.
2. To receive and approve the Directors' Remuneration Report contained in the Annual Report.
3. That Jonathan Kempster, who retires pursuant to the Company's Articles of Association (the "**Articles**"), having been appointed a Director since the Company's 2024 AGM, be appointed as a Director of the Company.
4. That Klaas van der Leest, who retires pursuant to the Articles, having been appointed a Director since the Company's 2024 AGM, be appointed as a Director of the Company.
5. That Darren Wiggins, who retires pursuant to the Articles, having been appointed a Director since the Company's 2024 AGM, be appointed as a Director of the Company.
6. That Ian Dighé be re-elected as a Director of the Company.
7. That Philip Walker be re-elected as a Director of the Company.
8. That David Clements be re-elected as a Director of the Company.
9. That S&W Partners Audit Limited be appointed as auditors of the Company to hold office until the conclusion of the next general meeting at which the accounts are laid before the members.
10. That the Directors be authorised to fix the auditors' remuneration.
11. That the general unconditional authority conferred upon the Directors by the Articles to allot relevant securities (as defined in the Articles) under section 551 of the Companies Act 2006 be renewed for the period ending on the date of the AGM of the Company held in 2026 or 6th December 2026, whichever is earlier, and that the maximum aggregate nominal value of relevant securities which can be allotted is £720,568.
12. That the amended and restated enterprise management incentive scheme produced to the meeting and initialled by the Chairman for identification be approved and adopted by the Company.

Special resolutions

13. That in substitution for all previous authorities, which are hereby revoked, the Company be and is hereby generally and unconditionally authorised for the purposes of section 701 of the Companies Act 2006 to make one or more market purchases (within the meaning of section 693 of the said Act) of ordinary shares of 5p each in the capital of the Company ("**Ordinary Shares**") provided that:
- a. the maximum aggregate number of Ordinary Shares hereby authorised to be purchased is up to 15% of the Ordinary Shares in issue at the date of this meeting, being 6,485,119 Ordinary Shares if no more Ordinary Shares are purchased by the Company between the date of the notice convening this meeting and the date of this meeting;
 - b. the maximum price (exclusive of expenses) which may be paid for an Ordinary Share is an amount equal to 105 per cent. of the average of the middle market quotations for an Ordinary Share taken from the Daily Official List of the London Stock Exchange Plc for the five business days immediately preceding the day on which the Ordinary Share is purchased;
 - c. the minimum price (exclusive of expenses) which may be paid for an Ordinary Share is 5p;
 - d. unless previously renewed, varied or revoked, the authority hereby conferred shall expire at the conclusion of the AGM of the Company to be held in 2026 or 6th December 2026, whichever is earlier;
 - e. the Company may make a contract or contracts to purchase Ordinary Shares under the authority hereby conferred prior to the expiry of such authority which will or may be executed wholly or partly after the expiry of such authority and may make a purchase of Ordinary Shares in pursuance of any such contract or contracts; and
 - f. the foregoing authority may not be exercised if the result thereof would be to require any person to make a mandatory offer for the whole of the ordinary share capital of the Company not already owned by that person or persons acting in concert with that person pursuant to Rule 9 of the City Code on Takeovers and Mergers.
14. That the period during which the power conferred upon the Directors by the Articles to allot equity securities (as defined in section 560 of the Companies Act 2006) entirely paid for in cash free of the restriction in section 561(1) of the Companies Act 2006 be fixed as the period ending on the date of the AGM of the Company to be held in 2026 or 6th December 2026, whichever is the earlier, and that the limit on the maximum amount of equity securities that can be allotted under that power be and is fixed as the number which has an aggregate nominal value of £216,170.
15. That in addition (and separate) to the authority granted under Resolution 14, the period during which the power conferred upon the Directors by the Articles to allot equity securities (as defined in section 560 of the Companies Act 2006) entirely paid for in cash free of the restriction in section 561(1) of the Companies Act 2006 be fixed as the period ending on the date of the AGM of the Company to be held in 2026 or 6th December 2026, whichever is the earlier, and that the limit on the maximum amount of equity securities that can be allotted under that power in addition to the amount under Resolution 14, to be used only for the purposes of financing (or refinancing, if the authority is to be used within six months of the original transaction) a transaction which the Directors determine is an acquisition or other capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this Notice, be and is fixed as the number which has an aggregate nominal value of £216,170.

8th May 2025

By order of the Board

D J Clements

Company Secretary

General Notes

In these notes: “**Reference Date**” means the latest practicable date before publication of this document, being 7th May 2025; “**Longstop Date**” means the date on which the resolution in question will lapse (if it has not already done so), being 6th December 2026, the date 18 months from the date of the 2025 AGM.

- 1 Members are entitled to appoint a proxy to exercise all or any of their rights to attend and to speak and vote on their behalf at the meeting. A shareholder may appoint more than one proxy in relation to the AGM provided that each proxy is appointed to exercise the rights attached to a different share or shares held by that shareholder. A proxy need not be a shareholder of the Company. A proxy form which may be used to make such appointment and give proxy instructions accompanies this Notice.
- 2 To be valid any proxy form or other instrument appointing a proxy must be received by post or (during normal business hours only) by hand at Neville Registrars Limited, Neville House, Steelpark Road, Halesowen, B62 8HD not later than 48 hours before the time of the meeting.
- 3 The return of a completed proxy form, other such instrument or any CREST Proxy Instruction (as described in paragraph 6 below) will not prevent a shareholder attending the AGM and voting in person if he/she wishes to do so.
- 4 To be entitled to attend and vote at the AGM (and for the purpose of the determination by the Company of the votes they may cast), shareholders must be registered in the Register of Members of the Company 48 hours before the time of the meeting (or, in the event of any adjournment, 48 hours before the time of the adjourned meeting). Changes to the Register of Members after the relevant deadline shall be disregarded in determining the rights of any person to attend and vote at the meeting.
- 5 As at the Reference Date, the Company’s issued share capital comprised 43,234,133 ordinary shares, carrying one vote each so the total voting rights in the Company as at the Reference Date is 43,234,133.
- 6 To appoint a proxy or to give or amend an instruction to a previously appointed proxy via the CREST system, the CREST message must be received by the Company’s agent 7RA11 no later than 48 hours before the time of the meeting. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Applications Host) from which the issuer’s agent is able to retrieve the message. After this time any change of instructions to a proxy appointed through CREST should be communicated to the proxy by other means. CREST Personal Members or other CREST sponsored members, and those CREST members who have appointed voting service providers should contact their CREST sponsor or voting service providers for assistance with appointing proxies via CREST. For further information on CREST procedures, limitations and system timings please refer to the CREST manual. The Company may treat as invalid a proxy appointment sent through CREST in the circumstances set out in Regulation 35(5) (a) of the Uncertificated Securities Regulations 2001.
- 7 In order to facilitate voting by corporate representatives at the meeting, arrangements will be put in place at the meeting so that (i) if a corporate shareholder has appointed the chairman of the meeting as its corporate representative to vote on a poll in accordance with the directions of all the other corporate representatives for that shareholder at the meeting, then on a poll those corporate representatives will give voting directions to the chairman and the chairman will vote (or withhold a vote) as corporate representative in accordance with those directions; and (ii) if more than one corporate representative for the same corporate shareholder attends the meeting but the corporate shareholder has not appointed the chairman of the meeting as its corporate representative, a designated corporate representative will be nominated, from those corporate representatives who attend, who will vote on a poll and the other corporate representatives will give voting directions to that designated corporate representative.

Explanatory notes to the Resolutions

Resolution 1: Annual report and accounts

The Directors must present the Company's annual accounts and Directors' and auditors' reports to shareholders at a general meeting. Those to be presented at the AGM are in respect of the year ended 31st December 2024. The annual accounts (which contain the Directors' and auditors' reports) are available on the Company's website www.pennantplc.com.

Resolution 2: Advisory vote on Remuneration Report

Shareholders have an opportunity to cast an advisory vote on the Directors' Remuneration Report for the financial year ended 31 December 2024.

Resolutions 3 to 8: (Re)election of Directors

Jon Kempster, Klaas van der Leest and Darren Wiggins are required to stand for election pursuant to the Articles. In accordance with Principle 6 of the QCA Corporate Governance Code, all other directors intending to continue in office are standing for re-election as well.

Resolutions 9 and 10: Appointment and remuneration of auditors

The Company is required to appoint auditors at each general meeting at which its annual accounts and reports are presented to shareholders.

Resolution 9 proposes the appointment of S&W Partners Audit (formerly Evelyn Partners) as auditors (to hold office until the next such meeting). Resolution 10 authorises the Directors to determine the auditors' remuneration.

Resolution 11: Authority to allot shares

Generally, the Directors may only allot shares in the Company (or grant rights to subscribe for, or to convert any security into, shares in the Company) if they have been authorised to do so by shareholders in general meeting.

Resolution 11 renews a similar authority given at last year's AGM which, if passed, will authorise the Directors to allot shares in the Company (and to grant such rights) up to an aggregate nominal amount of £720,568 (which represents approximately one-third of the issued ordinary share capital of the Company as at the Reference Date. If given, this authority will expire at the conclusion of the Company's 2026 AGM or on the Longstop Date (whichever is the earlier). It is the Directors' intention to renew this authority each year.

Resolution 12: Amend and re-state EMI scheme

The Company's enterprise management incentive scheme was established in 2009 and was amended in 2019.

The Company proposes to amend the scheme such that, in common with similar schemes operated by other public companies, the scheme will no longer include lapsed options in the calculation of the total shares that have been, remain to be, or are capable of being issued under the scheme for the purposes of applying the dilution limit. The amended scheme will maintain the existing dilution limit of 12.5% of the issued ordinary share capital of the Company over a 10-year period.

The Company also proposes additional minor amendments consequential to the above amendment, as well as to update and/or clarify the application of various existing administrative provisions of the scheme.

The amended scheme document can be viewed online on the Company's website, www.pennantplc.com/agm-documents/ or at the Company's registered office.

Resolution 12 seeks the members' approval to the amendments to the scheme.

Resolution 13: Buyback authority

Resolution 13, proposed as a special resolution, renews a similar authority given at last year's AGM.

If passed, it will allow the Company to purchase up to 6,485,119 ordinary shares in the market (which represents approximately 15 per cent of the issued ordinary share capital of the Company as at the Reference Date. The minimum and maximum prices for such a purchase are set out in the resolution. If given, this authority will expire (unless renewed, varied or revoked) at the conclusion of the Company's 2026 AGM or the Longstop Date, which is earlier.

It is the Directors' intention to renew this authority each year. The Directors are not permitted to use the authority if its use would result in a shareholder being required to undertake a mandatory offer for the Company under the provisions of Rule 9 of the City Code on Takeovers and Mergers.

Resolution 14: Disapplication of pre-emption rights (unrestricted basis)

If the Directors wish to allot new shares or other equity securities (within the meaning of section 560 of the Companies Act 2006 (the "**Act**")) for cash then under the Act they must first offer such shares or securities to shareholders in proportion to their existing holdings. These statutory pre-emption rights may be disapplied by shareholders.

Resolution 14, which will be proposed as a special resolution, renews a similar power given at previous years' AGMs and, if passed, will enable the Directors to allot equity securities for cash without having to comply with statutory pre-emption rights.

This power will be limited to allotments up to an aggregate nominal amount of £216,170, representing approximately 10% of the issued ordinary share capital of the Company.

If given, this authority will expire at the end of the Company's 2026 AGM or on the Longstop Date (whichever is the earlier). It is the Directors' intention to renew this authority each year.

Resolution 15: Disapplication of pre-emption rights (acquisition basis)

In addition to the authority for disapplication of pre-emption rights set out at Resolution 14 above, in accordance with the guidance of the Pre-Emption Group, the Directors seek an additional authority to allot ordinary shares for cash without first being required to offer such shares to existing shareholders pursuant to section 561 of the Companies Act 2006 and the Articles for a further £216,170 nominal amount of ordinary shares representing approximately 10% of the issued share capital of the Company as at the Reference Date.

This allotment authority is only to be used for an acquisition or other capital investment of a kind contemplated by the Pre-Emption Group. It is proposed by special resolution that this authority be given for the same period as the authority under Resolution 8. The maximum aggregate amount of equity securities capable of allotment free of pre-emption rights further to this Resolution and Resolution 14 together would therefore be approximately 20% of the issued ordinary share capital of the Company. All numbers and percentages stated above have been calculated by reference to the issued ordinary share capital of the Company as at the Reference Date.

All numbers and percentages stated above have been calculated by reference to the issued ordinary share capital of the Company as at the Reference Date.

Recommendation

The Directors believe that the proposals set out in this Notice are in the best interests of the shareholders as a whole. Accordingly, they unanimously recommend that you vote in favour of these resolutions, as they intend to do in respect of their own beneficial shareholdings.