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**PMS INTERNATIONAL GROUP PLC**

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**STRATEGIC REPORT (CONTINUED)  
FOR THE PERIOD ENDED 30 NOVEMBER 2024**

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**Section 172**

The Board of Directors consider, individually and collectively, that they have acted in a way they consider, in good faith, to be most likely to promote the success of the group for the benefit of its members as a whole having regard to the stakeholders and matters set out in S172 of the Companies Act 2006 namely:


- (a) the likely consequences of any decision in the long term;
- (b) the interests of the Company's employees;
- (c) the need to foster the Company's business relationships with suppliers, customers and others;
- (d) the impact of the Company's operations on the community and the environment;
- (e) the desirability of the Company maintaining a reputation for high standards of business conduct; and
- (f) the need to act fairly between members of the Company.

Considering these broad range of interests is an important part of the way the Board makes decisions, however, in the balancing of those different perspectives it won't always be possible to deliver everyone's desired outcome.

The Board considers and discusses information from across the organisation to help it understand the impact of our operations, and the interests and views of our key stakeholders. It also reviews strategy, financial and operational performance, as well as information covering areas such as key risks and legal and regulatory compliance. This information is provided to the Board through in-person presentations.

As a result of these activities, the Board has an overview of engagement with stakeholders, and other relevant factors, which enables to Directors to comply with their legal duty under section 172 of the Companies Act 2006.

This report was approved by the Board and signed on its behalf.

  
M J Benson (May 28, 2025 08:33 GMT+1)

**M J Benson**  
Director

Date: **28/05/2025**