

## REED'S, INC.

### CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS

(Adopted December 5, 2025)

#### PURPOSE

The Nominating and Corporate Governance Committee (the “*Committee*”) of the Board of Directors (the “*Board*”) of Reed’s, Inc. (the “*Company*”) shall provide assistance to the Board by fulfilling the Committee's responsibilities and duties outlined in this charter, including, among other things:

- identifying individuals qualified to become members of the Board (consistent with criteria approved by the Board), reviewing the qualifications of, and considering stockholders’ recommendations for, director candidates and recommending to the Board qualified director nominees for appointment, election or reelection to the Board at each annual stockholders' meeting and as necessary to fill vacancies and newly created directorships;
- overseeing evaluations of the Board, its committees, and Board members and members of the senior management team;
- identifying directors qualified to serve on the various committees of the Board and recommending to the Board qualified nominees for membership on each such committee; and
- otherwise taking a leadership role in shaping the corporate governance of the Company.

#### COMPOSITION

1. **Membership; Qualifications.** The Committee will be composed of not less than two Board members. Each member of the Committee will satisfy (i) the independence and other requirements imposed by applicable law and stock exchange listing requirements and (ii) any other qualifications determined by the Board.

2. **Appointment and Removal.** The members of the Committee shall be appointed by the Board or, when appropriate, by the Board upon the recommendation of the Committee. Members shall serve until their successors are duly elected and qualified or their earlier resignation, removal, retirement, disqualification or death. The Board may remove or replace any member of the Committee, with or without cause.

3. **Committee Chairperson.** The Board may designate a chair of the Committee (the “*Chairperson*”). In the absence of that designation, the Committee may designate the Chairperson by majority vote of the Committee members, provided that the Board may replace any Chairperson designated by the Committee at any time. The Chairperson will chair all regular sessions of the Committee. In the absence of the Chairperson, the Committee shall select another member to preside.

The Chairperson shall have the delegated authority to act on behalf of the Committee in connection with (a) the negotiation and execution of engagement letters for outside consultants, legal counsel or other advisers to be retained by the Committee and (b) as may otherwise be determined by the Committee.

4. **Subcommittees; Delegation Authority.** The Committee may form subcommittees composed of one or more of its members for any purpose that the Committee deems appropriate and may delegate to such subcommittees such power and authority as the Committee deems appropriate.

#### **MEETING OPERATIONS AND PROCEDURES; ATTENDANCE**

The Committee shall meet as often as it deems appropriate to perform its duties and responsibilities under this charter. The same procedural rules concerning notice of meetings, actions by unanimous consent or telephonic meetings and meetings held by other means of remote communication, and other procedural matters, shall apply to Committee meetings as apply to meetings of the Board under the Company's bylaws and other governing documents.

A majority of the Committee membership will be a quorum for the transaction of business unless the Committee shall consist of two members, in which event one member shall constitute a quorum. The action of a majority of those present at a meeting at which a quorum is present will be the act of the Committee. The Committee will maintain written minutes of its meetings, which shall be filed with the minutes of Board meetings. From time to time, or when requested by the Board, the Chairperson of the Committee will report to the Board.

The Chairperson, in consultation with the Committee members and members of management, will determine the frequency and length of Committee meetings and develop the Committee's agenda. All non-management directors that are not members of the Committee may attend meetings of the Committee but may not vote. Additionally, the Committee may request any officer or employee of the Company, the Company's outside counsel or other advisors and such other persons as it deems appropriate in order to carry out its responsibilities, to attend a Committee meeting. The Committee may also exclude from its meetings any persons it deems appropriate in order to carry out its responsibilities.

#### **AUTHORITY TO RETAIN ADVISERS AND OTHER RESOURCES**

1. **Authority to Retain Search Firms and Other Advisers.** The Committee, in discharging its role, is empowered to study or investigate any matter of interest or concern that the Committee deems appropriate. The Committee will have the authority, to the extent it deems necessary or appropriate in its sole discretion, to retain and terminate outside counsel or other experts for this purpose, including the authority to approve the fees payable to such counsel or experts and any other terms of retention. The Company shall provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any consultant, legal counsel or other adviser retained by the Committee, as well as funding for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties. The Committee also shall have sole authority to retain and to terminate any search firm to be used to assist it in identifying candidates to serve as directors of the Company, including sole authority to approve the fees payable to such search firm and any other terms of retention.

2. **Access to Company Resources.** Committee members shall have full access to all books, records, facilities and personnel of the Company as the Committee deems appropriate in order to carry out its responsibilities.

#### **RESPONSIBILITIES**

The following functions are expected to be the common recurring activities of the Committee in carrying out its responsibilities. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be

required or appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee may also carry out any other responsibilities and duties delegated to it by the Board from time to time.

1. **Director Nominations.** Subject to paragraph 9 below, seek and identify individuals believed to be qualified to become members of the Board (consistent with criteria approved by the Board and taking into consideration individuals identified by stockholders on the same basis as other nominees), review, screen and evaluate the qualifications of, and recommend to the Board qualified director nominees for appointment, election or reelection to the Board at each annual stockholders' meeting and as necessary to fill vacancies and newly created directorships. The Committee may establish such procedures for the submission of Board candidates recommended for the Committee's consideration as it deems appropriate.

2. **Assessment of Incumbent Directors.** Oversee evaluations of the Board, its committees, and Board members, including assessing the contribution and independence of incumbent directors to determine whether to recommend them for reelection to the Board.

3. **Independence and Conflicts.** Consider questions of independence and possible conflicts of interest of members of the Board and executive officers, including as they relate to directorships at other public companies. Review any outside directorships in other public companies held by any executive officer of the Company.

4. **Board and Committee Structure and Composition.** Review and make recommendations to the Board, as the Committee sees fit, concerning the size, structure, composition and functioning of the Board and its committees. Recommend to the Board, if applicable, the class of directors in which the director should serve in accordance with any applicable provisions of the Company's certificate of incorporation, bylaws or any stockholders agreement to which the Company is a party. Periodically review the charter of each committee of the Board and make recommendations to the Board for the creation of additional committees or the elimination of committees of the Board. Review and recommend to the Board retirement and other tenure policies and other service restrictions for directors.

5. **Committee Membership and Chairperson.** Identify directors qualified to serve on the various committees of the Board and recommend to the Board qualified nominees for membership in each such committee. When appropriate, make recommendations regarding the removal of any member of any committee. Recommend members of the Board to serve as the chairperson of each committee.

6. **Lead Independent Director.** If applicable, nominate, as necessary and appropriate, an independent director to serve as lead independent director of the Board, as described in the Company's Corporate Governance Guidelines.

7. **Director Orientation and Continuing Education.** Oversee the orientation of newly appointed or elected members of the Board and any continuing education requirements for the Board as set forth in the Company's Corporate Governance Guidelines.

8. **Management Succession.** Review and discuss with the Board and the Company's executive officers plans for executive officer development and succession strategy and plans for the CEO and other executive officers.

9. **Stockholder Proposals.** To the extent applicable, (i) review any stockholder proposals submitted for inclusion in the Company's proxy statement and recommend to the Board any statements

by the Company in response and (ii) consider stockholder nominees for election to the Board at the Company's annual meeting of stockholders.

10. **Stockholders Agreement.** To the extent there is a stockholders agreement to which the Company is a party (as such may be amended from time to time) governing the composition of the Board, act appropriately to nominate individuals to serve as directors, to fill vacancies on the Board and to comply with such other matters as may be specified in such agreement, in each case, in accordance with such stockholders agreement.

11. **Certificate of Incorporation and Bylaws.** Review the adequacy of the certificate of incorporation and bylaws of the Company and recommend to the Board, as conditions dictate, proposed amendments to the certificate of incorporation and bylaws.

12. **Corporate Governance Guidelines and Code of Ethics.** Develop and recommend to the Board for adoption the Corporate Governance Guidelines and Code of Ethics applicable to the Company, periodically review such guidelines and code of ethics, recommend changes to the same from time to time as appropriate and oversee and monitor compliance with such guidelines and code of ethics and consider any waiver request from directors and officers (as that term is defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended) of provisions of such code.

13. **Governance Developments.** Evaluate developments in corporate governance and shareholder engagement, and review the Company's governance framework, disclosures and other actions related thereto.

14. **Environmental, Social and Governance (ESG) Matters.** To the extent applicable, oversee the Company's ESG strategy, targets, policies, performance, and reporting, and periodically review and discuss with management the Company's practices with respect to ESG matters that are expected to have a significant long- and short-term impact on the Company's performance, business activities, or reputation.

15. **Indemnification.** Review and make recommendations regarding directors' and officers' indemnification and insurance matters.

16. **Committee Evaluation and Charter Review.** It is expected that the Committee will review and evaluate its performance, at least annually, including by reviewing the compliance of the Committee with this charter. In addition, the Committee will periodically review and reassess the adequacy of this charter and recommend to the Board any proposed changes to this charter that the Committee considers necessary or appropriate. The Committee may conduct such evaluations and reviews in such manner as it deems appropriate.