

Pinterest, Inc.

Nominating and Corporate Governance Committee Charter

Purpose

The purpose of the Nominating and Corporate Governance Committee (the "Committee") of Pinterest, Inc. ("Pinterest") is to:

- Assist the Board of Directors (the "Board") in director succession planning by identifying and evaluating individuals qualified to become Board members, consistent with criteria approved by the Board;
- Recommend for the Board's approval the slate of nominees to be proposed by the Board to stockholders for election to the Board or nominees for election to fill interim vacancies on the Board;
- Develop, update as necessary and recommend to the Board corporate governance guidelines applicable to Pinterest and oversee related corporate governance matters;
- Lead the review of the performance of the Board and each of its standing committees; and
- Recommend to the Board the directors who will serve on each committee of the Board.

Appointment, Membership and Organization

The Committee shall be made up of at least two (2) members of the Board. Committee members are appointed by the Board. The Board decides the Committee's exact number of members and can remove or replace a Committee member at any time with or without cause. The Board will also make all determinations regarding satisfaction of the membership requirements described below.

At any time Pinterest is subject to the periodic reporting requirements of the Securities Exchange Act of 1934, as amended, the Committee will comply with the rules and regulations of the Securities and Exchange Commission ("SEC"), the rules of the New York Stock Exchange ("NYSE Rules"), and any other requirements of applicable law, including those related to independence and committee composition.

Responsibilities

The Committee's main responsibilities are listed below. The Committee believes that Pinterest's policies and procedures should remain flexible in order to best react to changing conditions and circumstances. This list is intended as a guide, with the understanding that the Committee can supplement it as appropriate, consistent with the requirements of applicable rules and regulations:

1. *Board Composition.* The Committee will evaluate the composition, size, organization and governance of the Board and its committees, determine Board and committee member qualifications and future requirements, make recommendations to the Board about the

appointment of directors to committees of the Board and recommend the selection of chairs of these committees to the Board.

2. *Independence Determinations.* The Committee will review and recommend to the Board director independence determinations made with respect to continuing and prospective directors.
3. *Director Nominees.* The Committee will develop, update as necessary and recommend to the Board policies for considering director nominees for election to the Board, which policies may reflect requirements of applicable law or listing rules, factors related to the composition of the Board (including size and structure), principles of diversity, and factors including regarding integrity, judgment, experience, and ability to devote sufficient time to attendance at and preparation for Board meetings.
4. *Stockholder Relations.* The Committee will oversee the Company's stockholder engagement program and make recommendations to the Board regarding its involvement in stockholder engagement.
5. *Board Searches.* In consultation with the Chairman of the Board, the Committee will evaluate and recommend candidates for election to the Board in accordance with the procedures set forth in the Corporate Governance Guidelines and consistent with criteria approved by the Board, including nominees recommended by stockholders and nominees to fill interim vacancies.
6. *Board Evaluations.* The Committee will oversee the performance and annual self-evaluation process for the Board and each standing Committee. The Committee Chair will report the Committee's conclusions to the Board and may make recommendations to the Chairman of the Board regarding changes that the Committee deems appropriate. The Committee will evaluate whether a director who notifies the Board of a change in job responsibilities continues to satisfy the Board's membership criteria and recommend action to be taken, if any, with respect to the director.
7. *Board Leadership Structure.* The Committee will regularly review the Board's leadership structure and recommend changes to the Board as appropriate.
8. *Terminations and Resignations.* The Committee will evaluate and recommend to the Board (1) termination of service of members of the Board, for cause or for other proper reasons and (2) whether to accept any resignation tendered by a director, as required by Pinterest's Corporate Governance Guidelines.
9. *Corporate Governance Guidelines.* The Committee will establish and recommend to the Board corporate governance guidelines ("Corporate Governance Guidelines") addressing, among other things, the size, composition and responsibilities of the Board and its Committees, including its oversight of management, risks and exposures associated with director and management succession planning, corporate governance, and overall board effectiveness. At least annually, the Committee will review the Corporate Governance Guidelines and make recommendations to the Board with respect to changes that the Committee deems appropriate.

10. *Ability to Investigate; Retention of Advisors.* The Committee has the power to investigate any matter brought to its attention, with full access to all Pinterest books, records, facilities and employees. The Committee has the authority to select, retain, oversee and terminate consultants, legal counsel or other advisors, including director search firms (each, a “Consultant”), to advise the Committee, at the expense of Pinterest, and to approve the terms of any such engagement and the fees of any such Consultants. In selecting a Consultant, the Committee will take into account factors that are required by applicable law or listing standards and such other factors that it considers appropriate.
11. *Review of Charter.* At least once a year, the Committee will review and reassess the adequacy of this Charter and submit any proposed changes to the Board for approval.
12. *Annual Committee Evaluation.* The Committee will annually evaluate its performance and report to the Board on the results of the review.
13. *Other Duties.* The Committee will carry out such other duties that may be delegated to it by the Board from time to time.

Meetings

The Committee will meet as often as may be deemed necessary or appropriate in its judgment and will report regularly on its actions and activities to the Board. The Committee decides when and where it will meet (including the means of communication). The majority of the members of the Committee constitutes a quorum.

Delegation of Authority; Chair of Committee

The Committee may form and delegate authority to subcommittees and may delegate authority to the chair or one or more designated members of the Committee.

Unless the Chair of the Committee is elected by the full Board, the members of the Committee shall designate a chair by the majority vote of the full Committee membership.

Last Amended: February, 2021