

9 September 2025

THE PEBBLE GROUP PLC

("The Pebble Group", the "Group" or the "Company")

Board Changes

The Pebble Group, a leading provider of technology, products and related services to the global promotional products industry, is pleased to announce the appointment of Markus Bihler to the Board of Directors of The Pebble Group ("**Board**") as an Independent Non-Executive Director with effect from today.

Markus is a seasoned international executive, investor, and board advisor. He founded a global long/short hedge fund, led two high-growth European and Southeast Asian technology businesses as CEO, and began his career in private equity with EQT Partners and The Blackstone Group. Markus holds a degree in Economics and Management from the University of Oxford and lectures in finance at the University of Cape Town.

Markus' appointment is to coincide with the planned step down of Stuart Warriner, who, after almost 6 years with the Group, today leaves his role as Independent Non-Executive Director to the Board. Stuart has chaired the Company's Remuneration Committee since its IPO in 2019 and has made an exceptional contribution to the dynamic of the Board throughout his tenure.

Chris Lee, Chief Executive Officer, said: "*I am delighted to welcome Markus to the Board of The Pebble Group. His experience further strengthens the Board's expertise and will be valuable as we continue to build on our momentum.*"

I would also like to thank Stuart for his thoughtfulness and counsel throughout his time with the Group. He has provided challenge and support in equal proportion, making a positive and lasting impact on the Board."

Markus will sit as a member of the Audit, Remuneration and Nomination Committees of the Company.

David Moss, Independent Non-Executive Director, has been appointed as Chair of the Remuneration Committee, effective today. David has been a member of the Remuneration Committee since his appointment to the Board in June 2023.

Enquiries

The Pebble Group

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In accordance with Schedule 2 (g) of the AIM Rules for Companies, Markus Bihler (aged 41 years) holds/has held the following directorships/partnerships in the last five years:

Current directorships/partnerships

Previous directorships/partnerships (last five years)

Ossington Holdings Limited

Builders Union LLP
Builders Union Services Limited
Spaetzle Venture Ltd
Berlon GmbH
Builders Union New Limited

Save for the information set out above, there are no further disclosures to be made in accordance with Rule 17 and Schedule Two paragraph (g) of the AIM Rules for Companies in respect of the appointment of Markus Bihler. Markus Bihler does not hold any beneficial interest in the Company's share capital.

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