

31 January 2025

**Tandem Group plc**  
(the '**Company**' and together with its subsidiaries the '**Group**')  
**Directorate Changes**

Tandem Group plc (AIM: TND), designers, developers, distributors and retailers of sports, leisure and e-mobility equipment, is pleased to announce that Dave Poulter, Chief Commercial Officer of the Tandem Group Trading Limited, the Group's main trading subsidiary, has been appointed as an executive director of the Company with immediate effect.

With over 25 years of retail sector experience, Dave previously held several senior roles at Halfords PLC and joined the Group in July 2024. Prior to acting as Buying/Value Chain Director and Motoring Category Director at Halfords PLC, Dave held various senior positions at Dixons Group PLC and Budget Rent A Car, further enhancing his skills in category management and commercial strategy.

Alongside his professional achievements, he holds a Diploma in Marketing, a Diploma in Management Studies.

The Company also announces that after 25 years with the Company, including 12 years as Group Commercial Director, Phil Ratcliffe will step down from the Board with immediate effect and retire from full-time employment with the Company on 21 May 2025. The Board would like to extend its thanks to Phil for his significant contributions to the Group during his tenure.

**Stephen Grant, Non-Executive Chairman of the Company, commented:**

*"I am delighted to welcome Dave to the Board. With over 25 years of expertise in retail and buying and a proven track record of driving growth and innovation, Dave brings invaluable strategic insight and leadership. I look forward to the Company benefiting from his experience and the complementary skills he brings to the Board.*

*In addition, I would like to thank Phil for his dedication and exceptional service. His contributions have helped shape the success of the Group, and we are deeply grateful for his commitment over the last 25 years."*

For further information:

**Enquiries:**

**Tandem Group plc**

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**Nominated Adviser**

Cavendish Capital Markets Limited  
Ben Jeynes / Dan Hodgkinson - Corporate Finance  
Michael Johnson / Charlie Combe - Sales and Equity Capital Markets  
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<b>Current</b>	<b>Previous</b>
The Abbots Projects Limited	

In addition to his appointment to the Tandem Board, David Richard Poulter, aged 55, holds or has held the following directorships or partnerships in the past five years.

At the date of appointment, Dave holds no shares in the Company.