



PENNANT INTERNATIONAL GROUP PLC

Grant of Options

(“Pennant”, the “Company” and together with its subsidiaries the “Group”)

Pennant International Group plc (AIM:PEN), the systems support software and training solutions company, announces the grant of a total of 1,060,527 options (the “Options”) over new ordinary shares of 5p each in the Company (“Ordinary Shares”) to Phil Walker, CEO, and Darren Wiggins, CFO, as set out below.

The Options have been granted by the Remuneration Committee with performance criteria set to further align the executive management team’s interests with Pennant’s shareholders as they deliver on the three-year strategy, previously announced.

	Number of Options granted	Options as a % of current issued share capital	Total Options held
Phil Walker (CEO)	710,527	1.49%	1,000,000
Darren Wiggins (CFO)	350,000	0.73%	750,000

The Options have been granted under the Company’s existing Enterprise Management scheme. They may vest 50% on the 3rd anniversary and 50% on the 4th anniversary of grant, with the number of Options vested dependent on the achievement of 6 main performance conditions, 3 related to share price targets (“SP Condition”) and 3 related to adjusted profit before tax targets which are in excess of current market expectations (the “PBT Condition”). The SP Condition and PBT Condition have equal weighting on the portion vested.

An SP Condition will be satisfied provided the Company’s share price meets or exceeds the relevant target for at least 30 consecutive trading days during a review period, the 3 targets being 40p, 50p and 65p. A review period is the period of two months following the publication of the Company’s audited annual results in respect of FY26, FY27 and FY28.

The PBT Condition may be satisfied provided specified adjusted PBT targets are met or exceeded in respect of the Company’s full year results for FY26, FY27 & FY28.

With the imminent launch of the fully integrated Auxilium software, the options will only vest if an annualized recurring revenue hurdle is met. The Remuneration Committee believe this aligns the desired improved results with the success of the software sales being a key determinant of those results.

Enquiries:

Pennant International Group plc

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Darren Wiggins, CFO

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	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Philip Walker
2	Reason for the notification	
a)	Position/status	Chief Executive Officer
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Pennant International Group plc
b)	LEI	2138005AIIUYSRP5O254
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted	
a)	Description of the financial instrument, type of instrument Identification code	Options over Ordinary Shares of 5p each GB0002570660
b)	Nature of the transaction	Grant of Options
c)	Price(s) and volume(s)	Price(s) nil Volume(s) 710,527
d)	Aggregated information - Aggregated volume - Price	N/A – single transaction
e)	Date of the transaction	12 May 2026
f)	Place of the transaction	Outside a trading venue

	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Darren Wiggins
2	Reason for the notification	
a)	Position/status	Chief Financial Officer
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Pennant International Group plc
b)	LEI	2138005AIIUYSRP5O254

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