14 November 2025

Pepco Group N.V.

Nicolò Galante appointed to Board of Directors

Pepco Group, a leading pan-European variety discount retailer, today announces the appointment of Nicolò Galante as a Board Observer, where he will work closely with the Board of Directors, subject to formal confirmation as a Pepco Group Director at a future General Meeting of shareholders. This appointment is effective as of today.

Nicolò brings deep expertise in retail strategy and operations, customer data and analytics, and business and digital transformation.

Nicolò recently completed his tenure as CEO of Arcaplanet, an innovative, private-equity-backed omni-channel retailer based in Italy focused on the pet sector. Previously, he served as President of Central Retail Corporation, an Asia-based retailer with over $7 billion in annual revenues, and as CEO of Central Department Stores Group. Prior to these two operating roles, Nicolò was a Senior Partner and a leader of the Global Consumer/Retail and Consumer Digital Excellence practices at McKinsey.

Commenting on today's announcement, Frederick Arnold, Chair of Pepco Group, said: "*On behalf of the Board, I am delighted to welcome Nicolò to Pepco Group. It is rare to find a director who combines strong experience in running real-world retail operations, deep strategic thinking and highly differentiated domain expertise in data and digital excellence, built over many years as a senior strategic advisor to major European retailers and more recently as an operating CEO. We believe Nicolò will make important contributions to supporting New Pepco in multiple areas that are very strategic for our company."*

Nicolò Galante said: *"I look forward with enthusiasm to working with the Pepco Group Board and to supporting Stephan Borchert and his senior team. I believe Pepco has great opportunities to elevate its platform and to create shareholder value by enhancing its customer loyalty across physical and digital channels and by leveraging customer data in order to take better decisions and ultimately deliver sustainable growth. I look forward to helping the company accelerate its progress in these areas and more broadly."*

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ENQUIRIES

Investors and analysts

Tej Randhawa, Investor Relations	+44 (0) 203 735 9210
Rebecca Jamieson, Investor Relations	+44 (0) 203 735 9210

Media

Rollo Head, FGS Global	+44 (0) 7768 994 987
James Thompson, FGS Global	+44 (0) 7947 796 965
Blake Gray, FGS Global	+44 (0) 7842 631 475