

RNS

14 March 2023

## SYNECTICS

Synectics plc  
("Synectics" or the "Company")

### PDMRs' Interests in Shares

Synectics plc (AIM: SNX), a leader in the design, integration and support of advanced security and surveillance systems, announces that it has made an award of options ("Options") over in aggregate 80,000 ordinary shares of 20p each in the Company ("Ordinary Shares") under its existing Performance Share Plan ("PSP"), to certain employees, including two Persons Discharging Managerial Responsibility ("PDMRs"), details of which are set out below:

Name	Number of Options
David Gavin	20,000
Iain Stringer	20,000

Following these awards, the PDMRs' total interests in Ordinary Shares comprise:

Name	Number of Ordinary Shares held	Interest in Ordinary Shares in Synectics share schemes	Resultant total interest in Ordinary Shares	% of issued share capital
David Gavin	-	60,000	60,000	0.34%
Iain Stringer	12,210	60,000	72,210	0.41%

Under the PSP, selected employees are entitled to exercise an option to receive a certain number of Ordinary Shares at any time after a three-year vesting period, exercisable at nil cost. The number of Ordinary Shares that are awarded at the end of the three-year period is dependent on the achievement of certain performance criteria and must be exercised within ten years of the date of award.

Vesting of the PSP award is measured according to the average of the Compound Annual Growth Rate ("CAGR") of the Total Shareholder Return Index and the CAGR of Adjusted Underlying Diluted Earnings Per Share. If this average is 20% or more, 100% of the award will vest. If this average is above 10% and below 20%, between 0% and 100% of the award will vest on a straight-line basis.

Any entitlement under the PSP will lapse on cessation of employment prior to the end of the three-year vesting period, unless cessation of employment is by reason of redundancy, ill health or death.

Should the performance criteria be met in full or in part for the Options, it is intended that the appropriate number of Options will be satisfied firstly from any unallocated Ordinary Shares already held within the Company's employee benefit trust with the balance to be satisfied from a new issue of Ordinary Shares.

Full details of the PSP were set out in the Company's Annual Report for the year ended 30 November 2021, copies of which are available on the Company's website, [www.synecticsplc.com](http://www.synecticsplc.com).

#### For further information, please contact:

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### About Synectics plc

Synectics (AIM: SNX) is a leader in the design, integration and support of advanced security and surveillance systems that enable clients around the world to protect their people, communities, and assets.

Founded over 30 years ago, Synectics has deep industry experience across gaming, energy, urban transport, public space and critical infrastructure projects. The group's expert engineering teams work in partnership with customers to create integrated product and technology platforms, proven in the most complex and demanding operating environments.

Find out more at [www.synecticsplc.com](http://www.synecticsplc.com)

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