

3 May 2023

**Persimmon Plc (the "Company")**

**Director/PDMR Shareholding**

Persimmon Plc announces that on 2 May 2023 awards were granted to Dean Finch, Group Chief Executive, and Jason Windsor, Chief Financial Officer, for 105,341 and 95,219 shares respectively, under the Persimmon Plc 2017 Performance Share Plan. The three year performance period will run from 1 January 2023 to 31 December 2025 and there is a further two year holding period before the shares can be released to the Executive Directors.

The performance condition for the awards consists of four metrics; relative TSR (35%); cash generation (35%); customer care (20%) and carbon reduction (10%). The TSR and customer care performance measures were disclosed in the 2022 Directors' Remuneration Report. The cash generation and carbon reduction performance measures are set out below:

<b>Performance measure</b>	<b>Threshold (25% vesting)</b>	<b>Target (50% vesting)</b>	<b>Maximum (100% vesting)</b>
Average pre-land cash generation* over the three year performance period	£428m	£503m	£579m
Scope 1 & 2 carbon emissions per home completed for the year ending 31 December 2025	1.69 tonnes CO <sub>2</sub> e per home completed	1.68 tonnes CO <sub>2</sub> e per home completed	1.67 tonnes CO <sub>2</sub> e per home completed

\*Net cash inflow before dividends, net land payments and legacy buildings provision spend.

A ROCE underpin has been maintained for the pre-land cash measure.

Full details will be disclosed in the 2023 Directors' Remuneration Report.

The below notification, made in accordance with the requirements of article 19.3 of the Market Abuse Regulation, gives further details:

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Dean Finch
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Group Chief Executive
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Persimmon Plc
b)	LEI	213800XI72Y57UWN6F31
<b>4</b>	<b>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</b>	

<b>where transactions have been conducted</b>					
<b>Transaction 1</b>					
a) Description of the financial instrument, type of instrument  Identification code	Ordinary shares of 10p each  GB0006825383				
b) Nature of the transaction	Grant of award made under the 2017 Performance Share Plan subject to performance criteria				
c) Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>Nil</td> <td>105,341</td> </tr> </tbody> </table>	Price(s)	Volume(s)	Nil	105,341
Price(s)	Volume(s)				
Nil	105,341				
d) Aggregated information - Aggregated volume - Price	N/A Single transaction  N/A Single transaction				
e) Date of the transaction	2 May 2023				

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a)	Name	Jason Windsor				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Chief Financial Officer				
b)	Initial notification /Amendment	Initial notification				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	Persimmon Plc				
b)	LEI	213800XI72Y57UWN6F31				
<b>4</b>	<b>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</b>					
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Nil	95,219					
d)	Aggregated information - Aggregated volume - Price	N/A Single transaction  N/A Single transaction				
e)	Date of the transaction	2 May 2023				

Tracy Davison  
Company Secretary

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