

22 September 2023

Carclo plc

Director/PDMR Shareholding

Notification and public disclosure of transactions by Persons Discharging Managerial Responsibilities ("PDMRs") and persons closely associated with them

Carclo plc confirms that, on 21 September 2023, conditional awards over Carclo plc ordinary shares were granted under the terms of the Carclo plc Performance Share Plan 2017 to certain PDMRs as set out below. The awards will vest at the end of a three-year period, subject to continued employment and the achievement of performance conditions. The awards granted to executive directors are subject to a further two-year post-vesting holding period.

The performance conditions for these awards are equally weighted between Absolute Total Shareholder Return ("TSR") and Earnings per Share ("EPS") targets.

The earliest vesting date of the award is normally 21 September 2026.

Name	Status	No. of shares granted
Frank Doorenbosch, Chief Executive Officer	Executive director	1,250,000
Eric Hutchinson, Chief Financial Officer	Executive director	750,000
Gary Allan, VP of Global Operational Strategy and Excellence	PDMR	200,000
Alan Hook, Divisional CEO - Aerospace	PDMR	200,000

This announcement and the following disclosures are made in accordance with Article 19 of the EU Market Abuse Regulation.

1	Details of the person discharging managerial responsibilities/person closely associated	
(a)	Name	Frank Doorenbosch
2	Reason for the notification	
a)	Position/status	PDMR (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	Carclo plc

b)	LEI	21380078MEM399JPI956	
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	Ordinary shares of 5p ISIN: GB0001751915	
b)	Nature of the transaction	Grant of a conditional award of shares under the Carclo plc Performance Share Plan 2017. Subject to continued service and the extent to which the applicable performance conditions are satisfied, normally vests after 3 years and is subject to a further 2 year holding period.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	1,250,000
d)	Aggregated information	Aggregated volume: 1,250,000 Aggregated price: GBP Nil	
	<ul style="list-style-type: none">- Aggregated volume- Price		
e)	Date of the transaction	2023-09-21	
f)	Place of the transaction	XLON	

1	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Eric Hutchinson	
2	Reason for the notification		
a)	Position/status	PDMR (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	Carclo plc	
b)	LEI	21380078MEM399JPI956	
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	Ordinary shares of 5p ISIN: GB0001751915	
b)	Nature of the transaction	Grant of a conditional award of shares under the Carclo plc Performance Share Plan 2017. Subject to continued service and the extent to which the applicable performance conditions are satisfied, normally vests after 3 years and is subject to a further 2 year holding period.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	750,000
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 750,000 Aggregated price: GBP Nil	

		Aggregated price: GBP Nil
e)	Date of the transaction	2023-09-21
f)	Place of the transaction	XLON

1	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Gary Allan	
2	Reason for the notification		
a)	Position/status	PDMR (VP of Global Operational Strategy and Excellence)	
b)	Initial notification/Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Carclo plc	
b)	LEI	21380078MEM399JPI956	
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	Ordinary shares of 5p ISIN: GB0001751915	
b)	Nature of the transaction	Grant of a conditional award of shares under the Carclo plc Performance Share Plan 2017. Subject to continued service and the extent to which the applicable performance conditions are satisfied, normally vests after 3 years.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	200,000
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 200,000 Aggregated price: GBP Nil	
e)	Date of the transaction	2023-09-21	
f)	Place of the transaction	XLON	

1	Details of the person discharging managerial responsibilities/person closely associated	
(a)	Name	Alan Hook
2	Reason for the notification	
c)	Position/status	PDMR (Divisional CEO - Aerospace)
d)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Carclo plc
b)	LEI	21380078MEM399JPI956

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.		
g)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 5p ISIN: GB0001751915	
h)	Nature of the transaction	Grant of a conditional award of shares under the Carclo plc Performance Share Plan 2017. Subject to continued service and the extent to which the applicable performance conditions are satisfied, normally vests after 3 years.	
i)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	200,000
j)	Aggregated information - Aggregated volume - Price	Aggregated volume: 200,000 Aggregated price: GBP Nil	
k)	Date of the transaction	2023-09-21	
l)	Place of the transaction	XLON	

Eric Hutchinson
Company Secretary
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