

15 December 2023

TREATT PLC

("Treatt" or "the Company")

Notification of Transactions of Directors

Treatt announces that on 13 December 2023, awards under the Treatt Plc Deferred Bonus Share Plan ('DBSP'), Long Term Incentive Plan ('LTIP') and the Share Incentive Plan ('SIP') were made to certain Directors, as detailed below.

Awards in the form of nil-cost options over the Company's ordinary shares of 2 pence each were granted under the DBSP by the Remuneration Committee to the Executive Directors of the Company. The awards were granted in respect of bonuses earned for the financial year ended 30 September 2023 and will vest on the second anniversary of the grant date.

The LTIP awarded to Ryan Govender is subject to performance criteria based upon average compound annual growth in adjusted basic earnings per share (80% weighting) and average return on average capital employed (20% weighting). The awards, or a proportion of them, only vest if the performance criteria is satisfied at the date on which vesting occurs, at three years and is subject to a further two-year holding period.

Additionally, Ryan Govender has acquired Free Shares and Matching Shares consistent with awards made to all UK employees under the SIP, which awarded £700 of Free Shares to eligible employees. Matching Shares are only awarded to those that have purchased Partnership Shares and are awarded on a 1:1.5 basis. The Free Shares and Matching Shares are subject to forfeiture for a period of three years from the date of grant in the event of termination of employment, except in circumstances where the employee is regarded as a good leaver, in accordance with the terms of the SIP.

1	Details of the Director		
a)	Name	Daemmon Reeve	
2	Reason for the notification		
a)	Position/status	CEO	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Treatt Plc	
b)	LEI	213800G40JM9F7G9LG39	
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 share of 2 pence each GB00BKS7YK08	
b)	Nature of transaction	Award of 2023 DBSP	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£4.11	11,086
	Aggregated information	N/A (Single transaction)	

	- Aggregated volume	
	- Price	
e)	Date of the transaction	13 December 2023
f)	Place of the transaction	Outside a trading venue

1	Details of the Director		
a)	Name	Ryan Govender	
2	Reason for the notification		
a)	Position/status	CFO	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Treatt Plc	
b)	LEI	213800G40JM9F7G9LG39	
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	Ordinary share of 2 pence each	
	Identification code	GB00BKS7YK08	
b)	Nature of transaction	a) Award of DBSP b) Award of LTIP c) Award of Free Shares d) Purchase of Partnership Shares e) Award of Matching Shares	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		a) £4.11 b) £4.11 c) £4.11 d) £4.11 e) £4.11	98,540 5,979 170 439 658
	Aggregated information - Aggregated volume - Price	105,786 £4.11	
e)	Date of the transaction	13 December 2023	
f)	Place of the transaction	Outside a trading venue	

Contact details

Vanessa Myatt
Deputy Company Secretary
+ 44 1284 702500
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