

Avon Protection plc  
30 January 2024

## NOTIFICATION OF PDMR DEALING

### AVON PROTECTION PLC

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them in accordance with the Market Abuse Regulations.

#### One-off share matching awards under the LTIP

On 26 January 2024 the following nil cost option awards over ordinary shares of £1 each in Avon Protection plc were granted under the Avon Protection plc. Long Term Incentive Plan ('LTIP') to the following persons discharging managerial responsibilities:

PDMR	Position	No. of Shares under Award
Jos Sclater	Chief Executive Officer	234,715
Rich Cashin	Chief Financial Officer	159,903

The awards implement the one-off share matching arrangement element of the Directors' Remuneration Policy detailed in the Company's latest Annual Report and Accounts. The resolution approving the Directors' Remuneration Policy was approved by shareholders at the Annual General Meeting held on 26 January 2024 with 97.45% of proxy votes lodged in favour.

In order to be eligible to receive the awards the CEO and CFO designated 72,230 and 46,969 of their previously purchased personal shares in the Company respectively as 'investment shares' for the purposes of the awards.

The awards have associated normal vesting dates of the third anniversary of their grant in respect of two-thirds of each award, and the fourth anniversary of their grant date in respect of the balance of each award. The respective parts of each award will ordinarily become exercisable subject to the grantee's continued service through to the relevant normal vesting date and to the extent that the awards' performance conditions are met.

The performance conditions attached to the awards relate to earnings per share and return on invested capital targets set for the Company financial year ending 30 September 2026. Full details of the performance conditions are set out in the Directors' Remuneration Policy.

A post vesting holding period (net of sales for tax) will ordinarily apply in relation to the awards through until the fifth anniversary of the grant of the awards.

The information set out below is provided in accordance with the requirements of Article 19(3) of the Market Abuse Regulation (EU) No 596/2014.

Details of the full notifications received by the Company are set out below.

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Jos Sclater
<b>2</b>	<b>Reason for Notification</b>	
a)	Position/status	Chief Executive Officer
b)	Initial notification/Amendment	Initial Announcement

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Avon Protection plc	
b)	LEI	213800JM1AN62REBWA71	
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 £1 each in Avon Protection plc  GB0000667013	
b)	Nature of the transaction	Grant of a nil cost option award under the Avon Protection plc Long Term Incentive Plan to implement the one-off share matching arrangement element of the Directors' Remuneration Policy detailed in in the Company's latest Annual Report and Accounts	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	234,715
d)	Aggregated information  - Aggregated volume    - Price	N/A  Nil	
e)	Date of the transaction	26 January 2024	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Rich Cashin
2	Reason for Notification	
a)	Position/status	Chief Financial Officer
b)	Initial notification/Amendment	Initial Announcement
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Avon Protection plc
b)	LEI	213800JM1AN62REBWA71
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 £1 each in Avon Protection plc  GB0000667013
b)	Nature of the transaction	Grant of a nil cost option award under the Avon Protection plc Long Term Incentive Plan to implement the one-off share matching arrangement element of the Directors'

		Matching arrangements entered into by the Directors Remuneration Policy detailed in the Company's latest Annual Report and Accounts	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	159,903
d)	Aggregated information - Aggregated volume  - Price	N/A  Nil	
e)	Date of the transaction	26 January 2024	
f)	Place of the transaction	Outside a trading venue	

Enquiries:

**Avon Protection plc**

Miles Ingrey-Counter, Company Secretary

01225 896 850

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