

26 March 2024

## SYNECTICS

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

### Directors / PDMRs' Interests in Shares

Synectics plc (AIM: SNX), a leader in advanced security and surveillance systems, announces that it has made an award of options ("Options") over, in aggregate, 140,000 ordinary shares of 20p each in the Company ("Ordinary Shares") under its existing Performance Share Plan ("PSP"), to certain Directors and Persons Discharging Managerial Responsibility ("PDMRs"), under its existing Performance Share Plan ("PSP"), as detailed below:

Name	Position	Status	Number of Options
Paul Webb	Chief Executive Officer	Executive Director	60,000
Amanda Larnder	Chief Financial Officer	Executive Director	40,000
David Aindow	Business Strategy Director	PDMR	20,000
David Gavin	Divisional Director	PDMR	20,000

Following these purchases, the above Directors' and PDMRs' interests in the Ordinary Shares are as follows:

Name	Number of Ordinary Shares held	Interest in Ordinary Shares in share schemes	Resultant total interest	% of issued share capital
Paul Webb	57,115	515,079	632,194	3.55
Amanda Larnder	4,326	164,000	168,326	0.95
David Aindow	2,000	80,000	82,000	0.46
David Gavin	0	80,782	80,782	0.45

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. If the average is 10% or less, 0% of the award will vest.

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 2023, copies of which are available on the Company's website, [www.synecticsplc.com](http://www.synecticsplc.com).

**For further information, please contact:**

**Synectics plc**

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**About Synectics plc**

Synectics (AIM: SNX) is a leader in advanced security and surveillance systems that help protect people, property, communities, and assets around the world.

The Company's expertise is in providing solutions for specific markets where security and surveillance are critical to operations. These include gaming, oil and gas, public space, transport, and critical infrastructure.

Synectics has deep industry experience in these markets and works closely with customers to deliver solutions that are tailored to meet their needs. Technical excellence, combined with decades of experience and long-standing customer relationships, provides fundamental differentiation from mainstream suppliers and makes the Company a stand-out in its field.

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

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