

9 April 2024

Mpac Group plc
(the "Company" or the "Group")

Grant of Options

Director/PDMR Transaction

The Company announces that, on 9 April 2024, it awarded a total of 224,197 options to subscribe for new ordinary shares in the Company under the Mpac Group plc Long Term Incentive Plan ("LTIP") 2019 to certain of the Company's Directors/PDMRs in the amounts set out below (the "LTIP Options").

Director/PDMR	Number of LTIP Options
Adam Holland, Chief Executive Officer	123,711
Will Wilkins, Group Finance Director	56,357
Mike Brown, Regional Director Americas	23,576
Adam Ward, Regional Director EMEA	20,553

A further amount of 79,321 LTIP options were awarded to members of the senior management team.

The LTIP Options have vesting conditions tied to cumulative Earnings Per Share (EPS) and Operating Return On Sales (ROS), with each award split 70% EPS and 30% ROS. Cumulative EPS has to exceed 150p over the performance period to vest in full. Vesting is reduced to 40% on a pro-rata basis if cumulative EPS is 125p over the performance period and is reduced to nil if below 125p. Average ROS has to exceed 10% to vest in full. Vesting is reduced to 40% on a pro-rata basis if average ROS is 8.8% over the performance period and is reduced to nil if below 8.8%.

The performance period will be 1 January 2024 to 31 December 2026 and, to the extent vested, the options will be subject to a two-year holding period following the expiry of the performance period for the Company's Directors/PDMRs.

For further information, please contact:

Mpac Group plc

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The Company makes the following disclosures in accordance with article 19(3) of the Market Abuse Regulation:

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Adam Holland					
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	Mpac Group plc					
b)	LEI	213800J3KUDYLRHHU562					
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	Options for ordinary shares exercisable at £0.25 GB0005991111					
b)	Nature of the transaction	Grant of options under the Mpac Group plc Long-Term Incentive Plan					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>n/a</td><td>123,711</td></tr></table>		Price(s)	Volume(s)	n/a	123,711
Price(s)	Volume(s)						
n/a	123,711						
d)	Aggregated information - Aggregated volume - Price	n/a					
e)	Date of the transaction	9 April 2024					
f)	Place of the transaction	n/a					

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Will Wilkins
2	Reason for the notification	
a)	Position/status	PDMR - Group Finance Director
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Mpac Group plc
b)	LEI	213800J3KUDYLRHHU562
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	Options for ordinary shares exercisable at £0.25

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d)	Aggregated information - Aggregated volume - Price	n/a					
e)	Date of the transaction	9 April 2024					
f)	Place of the transaction	n/a					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Mike Brown					
2	Reason for the notification						
a)	Position/status	PDMR - Regional Director Americas					
b)	Initial notification /Amendment	Initial Notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Mpac Group plc					
b)	LEI	213800J3KUDYLRHHU562					
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n/a	23,576						
d)	Aggregated information - Aggregated volume - Price	n/a					
e)	Date of the transaction	9 April 2024					
f)	Place of the transaction	n/a					

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Adam Ward				
2	Reason for the notification					
a)	Position/status	PDMR - Regional Director EMEA				
b)	Initial notification /Amendment	Initial Notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Mpac Group plc				
b)	LEI	213800J3KUDYLRHHU562				
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d)	Aggregated information - Aggregated volume - Price	n/a				
e)	Date of the transaction	9 April 2024				
f)	Place of the transaction	n/a				

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