

8 May 2024

**Avon Protection plc**  
**("Avon" or "the Group")**  
**Directors' /PDMR Shareholdings**

**Share Incentive Plan**

Avon Protection plc was notified on 7 May 2024 that the following purchases of Avon Protection plc ordinary shares were made by Equiniti Share Plan Trustees Limited on 7 May 2024 on behalf of three of the Group's persons discharging managerial responsibilities ('PDMR') pursuant to the Group's Share Incentive Plan (SIP).

The SIP is an all-employee share plan arrangement approved by HM Revenue and Customs, under which employees are able to buy ordinary shares in Avon Protection plc using deductions from salary in each monthly pay period.

This notification is made in order to satisfy both section 793 of the Companies Act 2006 and the requirements of the EU Market Abuse Regulation.

The information contained in the below notifications are disclosed in accordance with Article 19 of the EU Market Abuse Regulation.

1	Details of person discharging managerial responsibilities/person closely associated						
a)	Name	Miles Ingrey-Counter					
2	Reason for the notification						
a)	Position / status	Company Secretary					
b)	Initial notification / amendment	Initial notification					
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 and ISIN Code	Ordinary £1 shares in Avon Protection plc  GB0000667013					
b)	Nature of the transaction	Acquisition of shares in accordance with Avon's share incentive plan. Transaction by PDMR under article 19 of the Market Abuse Regulation.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>GBP 12.34</td><td>12</td></tr></table>		Price(s)	Volume(s)	GBP 12.34	12
Price(s)	Volume(s)						
GBP 12.34	12						
d)	Aggregated Information - Aggregated volume - Aggregated price - Aggregated total	12 GBP 12.34 GBP 148.08					
e)	Date of the transaction	2024-05-07					
f)	Place of the transaction	London Stock Exchange (XLON)					

1	Details of person discharging managerial responsibilities/person closely associated	
a)	Name	Rich Cashin
2	Reason for the notification	
a)	Position / status	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	Avon Protection plc	
b)	LEI	213800JM1AN62REBWA71	
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c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP 12.34	12
d)	Aggregated Information - Aggregated volume - Aggregated price - Aggregated total	12 GBP 12.34 GBP 148.08	
e)	Date of the transaction	2024-05-07	
f)	Place of the transaction	London Stock Exchange (XLON)	

1	Details of person discharging managerial responsibilities/person closely associated						
a)	Name	Jos Sclater					
2	Reason for the notification						
a)	Position / status	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	Avon Protection plc					
b)	LEI	213800JM1AN62REBWA71					
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f)	Place of the transaction	London Stock Exchange (XLON)					

LEI: 213800JM1AN62REBWA71

Classification: Transactions by PDMRs under article 19 of the Market Abuse Regulation.

**For further enquiries, please contact:**

**Avon Protection plc**

Zoe Holland, Deputy Company Secretary and General Counsel

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**About Avon Protection plc:**

We are a world leader in protective equipment with a reputation for innovative design, high performance and broad product

we are a world leader in protective equipment, with a reputation for innovative design, high-performance quality and specialist materials expertise.

Our two brands, Avon Protection and Team Wendy, supply our respiratory and head protection portfolio to customers across the globe from our manufacturing sites in the UK and North America.

With over 900 talented people our shared purpose and core beliefs are to be #FIERCE about Protecting Lives. It's why we come to work - and it's what motivates us, every day, to do the best work we can.

For further information, please visit our website [www.avon-protection-plc.com](http://www.avon-protection-plc.com)

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