

6 June 2024

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

**Share Incentive Plan**

Avon Protection plc was notified on 6 June 2024 that the following purchases of Avon Protection plc ordinary shares were made by Equiniti Share Plan Trustees Limited on 5 June 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<br><br>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 13.53</td><td>11</td></tr></table>  |  | Price(s) | Volume(s) | GBP 13.53 | 11 |
| Price(s)  | Volume(s)   |  |  |          |           |           |    |
| GBP 13.53 | 11  |  |  |          |           |           |    |
| d)        | Aggregated Information<br>- Aggregated volume<br>- Aggregated price<br>- Aggregated total   | 11<br>GBP 13.53<br>GBP 148.83  |  |          |           |           |    |
| e)        | Date of the transaction   | 2024-06-05   |  |          |           |           |    |
| 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   |           |
| 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 |  |           |
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| 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)  | Price(s)   | Volume(s) |
|    |   | GBP 13.53  | 11        |
| d) | Aggregated Information<br>- Aggregated volume<br>- Aggregated price<br>- Aggregated total   | 11<br>GBP 13.53<br>GBP 148.83  |           |
| e) | Date of the transaction   | 2024-06-05   |           |
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|           |   |  |  |          |           |           |    |
|-----------|---|--|--|----------|-----------|-----------|----|
| 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  |  |          |           |           |    |
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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 products and excellent

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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