

*The information contained within this announcement is deemed by the Company to constitute inside information as stipulated under the UK version of the EU Market Abuse Regulation (2014/596) which is part of UK law by virtue of the European Union (Withdrawal) Act 2018, as amended and supplemented from time to time.*

19 September 2024

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

**Establishment of Long-Term Incentive Plan  
Grant of Awards  
&  
PDMR Dealings**

Journeo plc (AIM: JNEO), a leading provider of intelligent transport solutions to operators and authorities across the UK and Scandinavia, announces the establishment of a new long-term incentive plan (the "LTIP") and the granting of awards pursuant to the LTIP.

The Board recognises the importance of equity incentive schemes as a means to incentivise the Company's executive board members, wider senior management team and employees, ensuring alignment with the objectives of the Group and its shareholders. Awards made under the LTIP are in the form of nominal cost share options subject to the achievement of certain performance criteria ("**LTIP Awards**"), or market value options subject to performance criteria pursuant to a company share option ("**CSOP Options and Market Value Options**").

**LTIP Awards**

The Company announces that it has granted LTIP Awards over 115,000 new Ordinary Shares pursuant to the LTIP as follows:

<i>Director/PDMR</i>	<i>Position</i>	<i>Exercise Price</i>	<i>LTIP Awards granted (over equivalent number of new Ordinary Shares)</i>	<i>Performance criteria</i>
Russ Singleton	CEO	6.5p per share	70,000	Company's share price to exceed an average of £6.00 over a 90-day period before 19 September 2027
Nick Lowe	CFO	6.5p per share	45,000	Company's share price to exceed an average of £6.00 over a 90-day period before 19 September 2027

The LTIP Awards have an exercise price of 6.5p per share, being the nominal value of Ordinary Shares and vest immediately upon the achievement of the performance criteria detailed above.

**Awards - CSOP Options and Market Value Options**

The Company also announces the grant of CSOP Options and Market Value Options over a maximum of 195,000 new Ordinary Shares to certain other employees. The CSOP Options and Market Value Options are exercisable at a price of 301p per share from 1 January 2027, subject to the achievement of a profit before tax threshold for FY2024.

Following the grant of these awards, the Company has a total of 1,092,083 Ordinary Shares under option or subject to award, representing approximately 7 per cent. of its issued share capital.

**Related party transaction**

The grant of the LTIP Awards constitutes a related party transaction for the purposes of AIM Rule 13. The independent directors (excluding Russ Singleton and Nick Lowe) consider, having consulted with the Company's nominated adviser, that the terms of the transaction are fair and reasonable insofar as its shareholders are concerned.

For further information please contact:

**Journeo plc**  
 Russ Singleton, Chief Executive Officer  
 Nick Lowe, Chief Financial Officer

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**Cavendish Capital Markets Limited**  
**Nominated Adviser and Broker**  
 Katy Birkin / Callum Davidson

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**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Russ Singleton	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	CEO	
b)	Initial notification/Amendment	Initial Notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Journeo plc	
b)	LEI	213800TKF7L4IEV9W867	
<b>4</b>	<b>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</b>		
a)	Description of the financial instrument, type of instrument	LTIP Awards over new ordinary shares of 6.5 pence each	
	Identification code	GB00BKP51V79	
b)	Nature of the transaction	Grant of LTIP Awards	
c)	Price(s) and volumes(s)	Price(s)	Volume(s)
		Exercise price of 6.5p per share	70,000
d)	Aggregated information		
	Aggregated volume	N/A single transaction	
	Price	N/A single transaction	
e)	Date of the transaction	18 September 2024	
f)	Place of the transaction	Outside a trading venue	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Nick Lowe	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	CFO	
b)	Initial notification/Amendment	Initial Notification	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	Journeo plc	

b)	LEI	213800TKF7L4IEV9W867	
<b>4</b>	<b>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</b>		
a)	Description of the financial instrument, type of instrument	LTIP Awards over new ordinary shares of 6.5 pence each	
	Identification code	GB00BKP51V79	
b)	Nature of the transaction	Grant of LTIP Awards	
c)	Price(s) and volumes(s)	Price(s)	Volume(s)
		Exercise price of 6.5p per share	45,000
d)	Aggregated information		
	Aggregated volume	N/A single transaction	
	Price	N/A single transaction	
e)	Date of the transaction	18 September 2024	
f)	Place of the transaction	Outside a trading venue	

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