

Hill & Smith PLC ('Hill & Smith' or 'the Company')

20 September 2024

Grant of Awards under the Hill & Smith 2023 Long-Term Incentive Plan ('LTIP')

On 19 September 2024 (the 'Grant Date') the Company granted an award in the form of a nil cost option over a total of 24,552 ordinary shares in the Company to Rutger Helbing, the Company's Chief Executive Officer, under the LTIP (the 'Award').

The Award will vest based on the achievement of relative Total Shareholder Return (50%) and Underlying EPS Growth (50%) performance conditions measured over a 3-year performance period. The detailed performance conditions will be provided in the 2024 Directors' Remuneration Report.

The Award will (subject to the achievement of the performance conditions) vest following the end of the performance period but will not ordinarily be exercisable until the end of a further two-year holding period.

The number of ordinary shares over which the award was granted was based on a share price of 2,046 pence per ordinary share, being the average mid-market closing share price for the three business days prior to the grant date, as derived from the London Stock Exchange daily official list.

As a result of these transactions Rutger Helbing holds share options over 24,552 ordinary shares in the Company.

Enquiries:

Karen Atterbury
Company Secretary
0121 704 7430

2024 LTIP Award

1.	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Rutger Helbing	
2.	Reason for the notification		
(a)	Position/status	Chief Executive Officer	
(b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
(a)	Name	Hill & Smith PLC	
(b)	LEI	2138003A3ISGQZBOWI83	
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	Ordinary shares of £0.25 each	
	Identification code of the Financial Instrument	GB0004270301	
(b)	Nature of the transaction	Grant of 2024 LTIP award (in the form of a nil-cost option to acquire ordinary shares in the Company)	
(c)	Price(s) and volume(s)	Price(s)	Volume
		Nil	24,552
(d)	Aggregated information: - Aggregated volume - Price		
		Price(s)	Volume
		Nil	24,552
(e)	Date of the transaction	19 September 2024	

(f)	Place of the transaction	Outside a trading venue
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