

17 December 2024

TREATT PLC

("Treatt" or "the Company")

Notification of Transactions of Directors

Treatt announces that on 13 December 2024, awards were made to the following Executive Directors under the Deferred Bonus Share Plan ('DBSP'), the Long-Term Incentive Plan ('LTIP') and Share Incentive Plan ('SIP') as detailed below.

The DBSP shares were awarded in respect of bonuses earned for the financial year ended 30 September 2024 and will vest on the second anniversary of the grant date.

The LTIP awards are subject to performance criteria based on compound annual growth in adjusted basic earnings per share (80% weighting) and return on average annual return on capital employed (20% weighting) over a three-year period. The awards, or a proportion of them, only vest if the performance criteria is satisfied at the date on which vesting occurs, the LTIP awards are subject to a further two-year holding period.

Additionally, the Directors have acquired Partnership and Matching Shares consistent with awards made to all UK employees under the SIP, which awarded £700 of Free Shares to eligible employees. Matching Shares are only awarded to those that have purchased Partnership Shares and are awarded on a 1:1.5 basis. The Free Shares and Matching Shares are subject to forfeiture for a period of three years from the date of grant in the event of termination of employment, except in circumstances where the employee is regarded as a good leaver, in accordance with the terms of the SIP.

1	Details of the Director		
a)	Name	David Shannon	
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	Treatt Plc	
b)	LEI	213800G40JM9F7G9LG39	
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	Ordinary share of 2 pence each GB00BKS7YK08	
b)	Nature of transaction	a) Award of DBSP b) Award of LTIP c) Purchase of Partnership Shares d) Award of Matching Shares	
c)	Price(s) and volume(s)	a) £4.62 b) £4.62 c) £4.62 d) £4.62	a) 4,029 b) 137,987 c) 389 d) 583
	Aggregated information		

	Aggregated information	
	- Aggregated volume	142,988
	- Price	£4.62
e)	Date of the transaction	13 December 2024
f)	Place of the transaction	Outside a trading venue

1	Details of the Director		
a)	Name	Ryan Govender	
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	Treatt Plc	
b)	LEI	213800G40JM9F7G9LG39	
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	Ordinary share of 2 pence each GB00BKS7YK08	
b)	Nature of transaction	a) Award of DBSP b) Award of LTIP c) Award of Free Shares d) Purchase of Partnership Shares e) Award of Matching Shares	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		a) £4.62 b) £4.62 c) £4.62 d) £4.62 e) £4.62	a) 2,844 b) 97,402 c) 151 d) 108 e) 162
	Aggregated information - Aggregated volume - Price	100,667 £4.62	
e)	Date of the transaction	13 December 2024	
f)	Place of the transaction	Outside a trading venue	

Contact details

Abby Burton-Hopkins
Deputy Company Secretary
+ 44 1284 702500
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