

13 March 2025



**Notification of transactions of Directors/
Persons Discharging Managerial Responsibilities ("PDMRs")**

Grant of Awards under the Company's Long Term Incentive Plan (the "Plan")

The Company announces that, effective 11 March 2025, awards of contingent rights to receive shares of the Company have been made to Executive Directors and PDMRs under the Plan.

The awards were made at no cost to the individual and will vest, subject to the rules of the Plan, based on the Company's performance during the three-year period of FY2025-2027 against two measures relating to (i) Cumulative Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) and (ii) Total CO₂(e) Emissions during performance period (metric tonnes). The amount of the awards governed by each performance measure (weighting) is shown in the table below.

Performance Measure	Percentage of Award for Executive Directors and PDMRs
Cumulative Adjusted Earnings Before Interest, Taxes Depreciation, and Amortization (EBITDA)	70%
Total CO ₂ (e) Emissions during performance period (metric tonnes)	30%

The following notifications are made in accordance with the requirements of Article 19(3) of the Market Abuse Regulation.

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Hans Dieltjens	
2	Reason for the notification		
a)	Position/status	Chief Executive Officer and President (and Executive Director)	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	TI Fluid Systems plc	
b)	LEI	5493001T9RXVD6OAWY46	
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	Ordinary Shares of TI Fluid Systems plc of £0.01 each	
	Identification code	GB00BYQB9V88	
b)	Nature of the transaction	Award of contingent rights to receive shares under the TI Fluid Systems plc Long Term Incentive Plan for nil consideration.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£1.9638	1,298,120 Ordinary Shares

d)	Aggregated information - Aggregated volume - Price	N/A
e)	Date of the transaction	11 March 2025
f)	Place of the transaction	XLON

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Alexander De Bock					
2	Reason for the notification						
a)	Position/status	Chief Financial Officer (and Executive Director)					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	TI Fluid Systems plc					
b)	LEI	5493001T9RXVD6OAWY46					
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 Shares of TI Fluid Systems plc of £0.01 each GB00BYQB9V88					
b)	Nature of the transaction	Award of contingent rights to receive shares under the TI Fluid Systems plc Long Term Incentive Plan for nil consideration.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£1.9638</td><td>715,059 Ordinary Shares</td></tr></table>	Price(s)	Volume(s)	£1.9638	715,059 Ordinary Shares	
Price(s)	Volume(s)						
£1.9638	715,059 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	11 March 2025					
f)	Place of the transaction	XLON					

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Steve Vercauteren
2	Reason for the notification	
a)	Position/status	President, EMEA
b)	Initial notification /Amendment	Initial notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	TI Fluid Systems plc					
b)	LEI	5493001T9RXVD6OAWY46					
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 Shares of TI Fluid Systems plc of £0.01 each GB00BYQB9V88					
b)	Nature of the transaction	Award of contingent rights to receive shares under the TI Fluid Systems plc Long Term Incentive Plan for nil consideration.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£1.9638</td><td>394,494 Ordinary Shares</td></tr></table>	Price(s)	Volume(s)	£1.9638	394,494 Ordinary Shares	
Price(s)	Volume(s)						
£1.9638	394,494 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	11 March 2025					
f)	Place of the transaction	XLON					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Julien Plenchette					
2	Reason for the notification						
a)	Position/status	President, Americas					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	TI Fluid Systems plc					
b)	LEI	5493001T9RXVD6OAWY46					
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 Shares of TI Fluid Systems plc of £0.01 each GB00BYQB9V88					
b)	Nature of the transaction	Award of contingent rights to receive shares under the TI Fluid Systems plc Long Term Incentive Plan for nil consideration.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£1.9638</td><td>340,392 Ordinary Shares</td></tr></table>	Price(s)	Volume(s)	£1.9638	340,392 Ordinary Shares	
Price(s)	Volume(s)						
£1.9638	340,392 Ordinary Shares						
d)	Aggregated information	N/A					

	- Aggregated volume - Price	
e)	Date of the transaction	11 March 2025
f)	Place of the transaction	XLON

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Henri Tsang					
2	Reason for the notification						
a)	Position/status	President, Asia Pacific					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	TI Fluid Systems plc					
b)	LEI	5493001T9RXVD6OAWY46					
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 Shares of TI Fluid Systems plc of £0.01 each GB00BYQB9V88					
b)	Nature of the transaction	Award of contingent rights to receive shares under the TI Fluid Systems plc Long Term Incentive Plan for nil consideration.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£1.9638</td><td>271,389 Ordinary Shares</td></tr></table>	Price(s)	Volume(s)	£1.9638	271,389 Ordinary Shares	
Price(s)	Volume(s)						
£1.9638	271,389 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	N/A					
e)	Date of the transaction	11 March 2025					
f)	Place of the transaction	XLON					

Enquiries:

TI Fluid Systems plc
Kellie McAvoy
Investor Relations
Tel: +44 7354 846374

Headland Consultancy
Matt Denham/Chloe Francklin
Tel: +44 (0)20 3805 4822

About TI Fluid Systems plc

TI Fluid Systems is a global innovator of thermal and fluid system solutions for the full range of current and developing industrial applications. Serving all major industrial sectors, with more than 400 years of experience, we

vehicle architectures. Serving all major automotive manufacturers, with more than 100 years of automotive supply experience; TI Fluid Systems operates across 26 countries with a commitment to improving efficiency, performance and sustainability worldwide. To find out more about TI Fluid Systems, visit www.tifluidsystems.com.

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@seg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHBCGDXXGBDGUD