

14 March 2025

Lords Group Trading plc
(‘Lords’, the ‘Group’ or the ‘Company’)

Long Term Incentive Plan Awards

Lords, a leading distributor of building materials in the UK, announces that the Group's Remuneration Committee has conditionally granted nil cost options over a total of 5,012,480 ordinary shares of 0.5 pence each in the Company ('Ordinary Shares') under the terms of the Company's Long Term Incentive Plan (the 'LTIP Awards').

The LTIP Awards will be issued to Board and divisional executives in the amounts set out below.

Board executive performance targets are based 50% on growth in Earnings per Share ('EPS') and 50% based on Total Shareholder Return ('TSR') compared to the Group's comparator group. Divisional executive targets are 60% based on growth in business or divisional earnings before interest, tax, depreciation, and amortisation ('EBITDA') and 40% based on growth in Group EPS. The Group's Remuneration Committee consider that this aligns senior executives with the success of the Group in the medium and long term.

Director/PDMR	Role	Number of LTIP Awards
Shanker Patel	Chief Executive Officer	1,628,073
Stuart Kilpatrick	Chief Financial Officer	1,090,909

Performance targets are based on a three-year performance period from 1 January 2025 to 31 December 2027 (the 'Vesting Period') and earnings-related performance targets require organic growth of 15.8% to fully vest. Organic growth, for the purposes of the LTIP Awards, excludes any benefit of acquired earnings during the Vesting Period.

The EPS based proportion of the LTIP Awards will not vest at all if organic growth in earnings over the Vesting Period is below the minimum target of 9.5% (the 'Minimum Target') and will begin to vest at 25% of the total EPS based LTIP Awards upon achieving the Minimum Target.

In respect of the TSR related performance condition, the LTIP Awards do not vest below median performance in comparison to the comparator group and will begin to vest at 25% of the total TSR based award, with full vesting at the top quartile in relation to the comparator group.

The total number of shares vesting between minimum and full vesting is calculated on a straight-line basis.

The Remuneration Committee has discretion to amend these terms to ensure that any performance targets remain appropriate.

In recognition that the Group made no award during 2024, the Remuneration Committee has made a one-off Restricted Share Award ('RSA') award to sixteen business and divisional executives of nil cost options over a total of 586,939 ordinary shares of 0.5 pence each in the Company. The RSA awards will vest after three years, subject to continuous employment with the Group for the whole of the vesting period and subject to Remuneration Committee discretion. The RSA awards lapse for all leavers, unless there are exceptional circumstances such as inability to work due to illness.

- Ends -

FOR FURTHER ENQUIRIES:

Lords Group Trading plc
Shanker Patel, Chief Executive Officer
Stuart Kilpatrick, Chief Financial Officer

Via Burson Buchanan
Tel: +44 (0) 20 7466 5000

Cavendish Capital Markets Limited
(Nominated Adviser and Joint Broker)
Ben Jeynes / Dan Hodkinson (Corporate Finance)
Julian Morse / Henry Nicol / Charlie Combe (Sales/ECM)

Tel: +44 (0)20 7220 0500

Notes to Editors:

Lords is a specialist distributor of building, plumbing, heating and DIY goods. The Group principally sells to local tradesmen, small to medium sized plumbing and heating merchants, construction companies and retails directly to the general public.

The Group operates through the following two divisions:

Merchanting: supplies building materials and DIY goods through its network of merchant businesses and online platform capabilities. It operates both in the 'light side' (building materials and timber) and 'heavy side' (civils and landscaping), through 32 locations in the UK.

Plumbing and Heating: a specialist distributor in the UK of plumbing and heating products to a UK network of independent merchants, installers and the general public. The division offers its customers an attractive proposition through a multi-channel offering. The division operates over 16 locations enabling nationwide next day delivery service.

For additional information please visit www.lordsgrouptradingplc.co.uk

Notification and public disclosure of transactions by Director/persons discharging managerial responsibilities and persons closely associated with them

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Shanker Patel	
2	Reason for the notification		
a)	Position/status	Director of Lords Group Trading plc	
b)	Initial notification/Amendment	Initial notification	
3	Details of the issuer, UK emission allowance market participant, auction platform or auctioneer		
a)	Name	Lords Group Trading plc	
b)	LEI	9845009A4D87F1CE5145	
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 0.5 pence each	
b)	Nature of the transaction	Grant of options	
c)	Price(s) and volume(s)	Exercise Price per share	Number of shares
		NIL	1,628,073
d)	Aggregated information · - Aggregated volume · - Price	See 4c) above	
e)	Date of the transaction	12 March 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Stuart Kilpatrick	
2	Reason for the notification		
a)	Position/status	Director of Lords Group Trading plc	
b)	Initial notification/Amendment	Initial notification	
3	Details of the issuer, UK emission allowance market participant, auction platform or auctioneer		
a)	Name	Lords Group Trading plc	
b)	LEI	9845009A4D87F1CE5145	
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 0.5 pence each	
b)	Nature of the transaction	Grant of options	
c)	Price(s) and volume(s)	Exercise Price per share	Number of shares
		NIL	1,090,909
d)	Aggregated information · - Aggregated volume · - Price	See 4c) above	
e)	Date of the transaction	12 March 2025	
f)	Place of the transaction	Outside a trading venue	

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 rns@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

DSHUOANRVVUOAAR