

Dialight PLC

19 March 2025

Director / PDMR Shareholding
Grant of units under the Dialight plc (*Dialight*) 2024 Value Creation Plan (VCP)

At Dialight's 2024 AGM a resolution was passed approving the creation of the VCP. A copy of the VCP rules (**VCP Rules**) is available at www.dialight.com/ir/shareholder-information/general-meetings/.

On 19 March 2025, Neil Johnson (Chair) and Steve Blair (CEO) were each granted 335 units in the VCP (**Units**) at a share hurdle price of 350p/share (the **Hurdle Price**) in accordance with the VCP Rules. 167 Units awarded to each recipient will have a performance testing period from 1 April 2024 to 31 March 2027 and 168 Units awarded to each recipient will have a performance testing period from 1 April 2024 to 31 March 2028.

Performance against the Hurdle Price (as may be adjusted under the VCP Rules) will be tested at the end of each of the performance periods and share options granted to the recipient in proportion to the extent to which the Hurdle Price has been exceeded. Any share options granted (or shares issued on exercise of such options) will ordinarily be required to be held for a further 2 years (subject to the VCP Rules) and are subject to malus and clawback provisions.

A nominal £1 will be paid by each of the recipients in consideration of the grant of the Units.

As previously announced, Neil Johnson currently holds 97,393 shares in Dialight and Steve Blair currently holds 88,483 shares in Dialight. Both Recipients have met the shareholding requirement (i.e. the holding of not less than £150,000 worth of Dialight shares, calculated as at the relevant purchase dates) to qualify as participants in the VCP.

1.	DETAILS OF PDMR / PERSON CLOSELY ASSOCIATED:	
(a)	Name	Neil Johnson
2.	REASON FOR THE NOTIFICATION:	
(a)	<i>Position / Status</i>	Director - Group Chair
(b)	<i>Initial notification / amendment</i>	Initial notification
3.	DETAILS OF THE ISSUER, EMISSION ALLOWANCE MARKET PARTICIPANT, AUCTION PLATFORM, AUCTIONEER OR AUCTION MONITOR:	
(a)	<i>Name</i>	Dialight plc
(b)	<i>LEI</i>	2138001AD31KKD29Z495
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	VCP Units entitling recipient to the grant of options over ordinary shares of 1.89 pence each in Dialight plc in the event that certain performance conditions are met.
	Identification code	GB0033057794
(b)	Nature of the transaction	Grant of VCP Units awards entitling recipient to the issue of share options in Dialight plc under the Dialight PLC 2024 Value Creation Plan.
(c)	Price (pence) and volume	Price(s): N/A Volume(s): 335 Units
(d)	Aggregated information - aggregated volume - price (pence)	Not applicable - single transaction
(e)	Date of the transaction	19 March 2025
(f)	Place of the transaction	Outside a trading venue

1.	DETAILS OF PDMR / PERSON CLOSELY ASSOCIATED:	
(a)	Name	Steve Blair

2.	REASON FOR THE NOTIFICATION:	
(a)	<i>Position / Status</i>	Director - Group CEO
(b)	<i>Initial notification / amendment</i>	Initial notification
3.	DETAILS OF THE ISSUER, EMISSION ALLOWANCE MARKET PARTICIPANT, AUCTION PLATFORM, AUCTIONEER OR AUCTION MONITOR:	
(a)	<i>Name</i>	Dialight plc
(b)	<i>LEI</i>	2138001AD31KKD29Z495
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	VCP Units entitling recipient to the grant of options over ordinary shares of 1.89 pence each in Dialight plc in the event that certain performance conditions are met.
	Identification code	GB0033057794
(b)	Nature of the transaction	Grant of VCP Units awards entitling recipient to the issue of share options in Dialight plc under the Dialight PLC 2024 Value Creation Plan.
(c)	Price (pence) and volume	Price(s): N/A Volume(s): 335 Units
(d)	Aggregated information - aggregated volume - price (pence)	Not applicable - single transaction
(e)	Date of the transaction	19 March 2025
(f)	Place of the transaction	Outside a trading venue

Contacts:

Dialight plc

Tel: +44 (0) 7740 882227

Richard Allan - General Counsel & Company Secretary

About Dialight:

Dialight (LSE: DIA.L) is a global leader in sustainable LED lighting for industrial applications. Dialight's LED products are providing the next generation of lighting solutions that deliver reduced energy consumption and create a safer working environment. Our products are specifically designed to provide superior operational performance, reliability and durability, reducing energy consumption and ongoing maintenance and achieving a rapid return on investment. The company is headquartered in the UK with operations in Australia, Dubai, Germany, Malaysia, Mexico, Singapore, the UK and the USA. www.dialight.com.

Notes:

The person responsible for making this announcement is Richard Allan, General Counsel & Company Secretary of Dialight plc

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

DSHG PUC WWUPAGAB