

Tekmar Group plc
 ("Tekmar", the "Group" or the "Company")

Grant of Conditional Share Options

Tekmar Group plc, the leading provider of technology and services for the global offshore energy markets, announces that the Group has established a share option plan (the "Share Option Plan" or "Plan"), and has awarded share options to the executive directors, other PDMRs and certain other employees of a total of 288,162 ordinary shares of £0.01 each in the Company ("Ordinary Shares"). The award of these options is intended to further motivate the senior team and to retain talented individuals. The share options have been awarded subject to certain conditions which are summarised below and shall vest on 25 March 2027 ("Vesting Date").

The following Persons Discharging Managerial Responsibility ("PDMRs") have been granted options:

Name	Position	Number of Share Option Plan options granted	Total interest in Ordinary Shares (No.)	Total interest in Ordinary Shares (%)
Leanne Wilkinson	Chief Financial Officer, Tekmar Group plc	72,040	614,130	0.45%
Marc Bell	Chief Operating Officer, Tekmar Group plc	43,224	466,667	0.34%
Fraser Gibson	Managing Director, Ryder	43,224	111,711	0.08%
Gary Howland	Sales Director, Tekmar Group plc	28,816	126,438	0.12%
Tallulah Whitewood-Spedding	General Counsel and Company Secretary, Tekmar Group plc	21,612	0	0%

Conditions

Options have been awarded according to two performance criteria assessed against the Group's performance over FY24. Options were allocated equally between the two criteria, measuring performance by EBITDA and free cashflow.

On the Vesting Date, individuals will be entitled to acquire shares at the exercise price of 6.22p provided that they remain employed at that date.

The relevant notification set out below is provided in accordance with the requirements of Article 19 of the EU Market Abuse Regulation.

1	Details of the person discharging managerial responsibility / person closely associated		
a)	Name	Leanne Wilkinson	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer, Tekmar Group plc	
b)	Initial notification/amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Tekmar Group plc	
b)	LEI	213800839UQKQTV33E71	
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 £0.01 each	
	Identification code	GB00BDFGGK53	
b)	Nature of transaction	Grant of conditional options under the Share Option Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.01	72,040
d)	Aggregated information		

	Aggregated volume	NA
	Price	NA
e)	Date of transaction	25.03.2025
f)	Place of transaction	Outside a trading venue

1	Details of the person discharging managerial responsibility / person closely associated	
a)	Name	Marc Bell
2	Reason for the notification	
a)	Position/status	Chief Operating Officer, Tekmar Group plc
b)	Initial notification/amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Tekmar Group plc
b)	LEI	213800839UQKQTV33E71
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 £0.01 each
	Identification code	GB00BDFGGK53
b)	Nature of transaction	Grant of conditional options under the Share Option Plan
c)	Price(s) and volume(s)	Price(s)
		£0.01
c)	Price(s) and volume(s)	Volume(s)
		43,224
d)	Aggregated information	
	Aggregated volume	NA
	Price	NA
e)	Date of transaction	25.03.2025
f)	Place of transaction	Outside a trading venue

1	Details of the person discharging managerial responsibility / person closely associated	
a)	Name	Fraser Gibson
2	Reason for the notification	
a)	Position/status	Managing Director, Ryder
b)	Initial notification/amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Tekmar Group plc
b)	LEI	213800839UQKQTV33E71
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 £0.01 each
	Identification code	GB00BDFGGK53
b)	Nature of transaction	Grant of conditional options under the Share Option Plan
c)	Price(s) and volume(s)	Price(s)
		£0.01
c)	Price(s) and volume(s)	Volume(s)
		43,224
d)	Aggregated information	
	Aggregated volume	NA
	Price	NA
e)	Date of transaction	25.03.2025
f)	Place of transaction	Outside a trading venue

1	Details of the person discharging managerial responsibility / person closely associated	
a)	Name	Gary Howland
2	Reason for the notification	
a)	Position/status	Sales Director, Tekmar Group plc

b)	Initial notification/amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Tekmar Group plc	
b)	LEI	213800839UQKQTV33E71	
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 £0.01 each	
	Identification code	GB00BDFGGK53	
b)	Nature of transaction	Grant of conditional options under the Share Option Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.01	28,816
d)	Aggregated information		
	Aggregated volume	NA	
	Price	NA	
e)	Date of transaction	25.03.2025	
f)	Place of transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibility / person closely associated		
a)	Name	Tallulah Whitewood-Spedding	
2	Reason for the notification		
a)	Position/status	General Counsel and Company Secretary, Tekmar Group plc	
b)	Initial notification/amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Tekmar Group plc	
b)	LEI	213800839UQKQTV33E71	
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 £0.01 each	
	Identification code	GB00BDFGGK53	
b)	Nature of transaction	Grant of conditional options under the Share Option Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.01	21,612
d)	Aggregated information		
	Aggregated volume	NA	
	Price	NA	
e)	Date of transaction	25.03.2025	
f)	Place of transaction	Outside a trading venue	

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