

2 April 2025

**Hill & Smith PLC ('Hill & Smith' or 'the Company')  
Director and PDMR Shareholdings**

Hill & Smith announces the following dealings by Directors and PDMRs of the Company in connection with its employee share plan arrangements.

**Hill & Smith 2023 Long Term Incentive Plan - 2025 Award ('LTIP')**

On 1 April 2025 (the 'Grant Date'), the Company granted awards under the Hill & Smith 2023 Long Term Incentive Plan to the Directors / PDMRs as set out below:

Director / PDMR	Director / PDMR	Job Title	Type of award	Number of shares
Director	Rutger Helbing	Chief Executive Officer	Nil-cost option	68,496
PDMR	Tim Tehan	Group President	Conditional award	18,327
PDMR	Nick Adcock	Group President	Nil-cost option	15,850

The number of shares over which the awards were granted was calculated based on a share price of £17.46, that being the closing mid-market price from the day immediately preceding the date of grant.

The Awards will vest based on the achievement of relative Total Shareholder Return (40%), Underlying EPS Growth (50%) and the Company's reduction in greenhouse gas ("GHG") emissions (10%) over a 3-year performance period. The detailed performance conditions will be provided in the 2025 Directors' Remuneration Report.

The Awards will (subject to the achievement of the performance conditions) vest following the end of the performance period, for Rutger Helbing as an Executive Director, the LTIP may not ordinarily be exercised until the end of a further two-year holding period.

**Deferred Bonus Plan awards in respect of 2024 bonuses**

On 1 April 2025 the Company granted awards under the rules of its Deferred Bonus Plan in respect of bonuses earned for the year ended 31 December 2024. The Company confirms that:

Director / PDMR	Director / PDMR	Job Title	Type of award	Number of shares
Director	Rutger Helbing	Chief Executive Officer	Nil-cost option	6,755
PDMR	Hannah Nichols	Group President	Nil-cost option	11,846
PDMR	Nick Adcock	Group President	Nil-cost option	3,486

The awards will vest following the end of a two-year deferral period.

The Notification of Dealing Forms for the above transactions are set out below:

**Notification of Dealing Form for Rutger Helbing**

1.	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
(a)	Name	Rutger Helbing
2.	<b>Reason for the notification</b>	
(a)	Position/status	Chief Executive Officer
(b)	Initial notification/ Amendment	Initial notification
3.	<b>Details of the issuer</b>	
(a)	Name	Hill & Smith PLC
(b)	LEI	2138003A3ISGQZBOWI83
4.1	<b>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</b>	
(a)	Description of the Financial Instrument	Ordinary shares of £0.25 each

(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of nil-cost options under the Hill & Smith 2023 Long Term Incentive Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		Nil	68,496
(e)	Aggregated information:  - Aggregated volume  - Price	N/A	
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	
4.2	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	Ordinary shares of £0.25 each	
(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of nil-cost options under the Hill & Smith Deferred Bonus Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		£17.46	6,755
(e)	Aggregated information:  - Aggregated volume  - Price	N/A	
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	

**Notification of Dealing Form for Nicholas Adcock**

1.	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Nicholas Adcock	
2.	Reason for the notification		
(a)	Position/status	Group President	
(b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
(a)	Name	Hill & Smith PLC	
(b)	LEI	2138003A3ISGQZBOWI83	
4.1	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	Ordinary shares of £0.25 each	
(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of nil-cost options under the Hill & Smith 2023 Long Term Incentive Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		Nil	15,850
(e)	Aggregated information:	N/A	

	<div><div>- Aggregated volume</div><div>- Price</div></div>		
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	
4.2	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	Ordinary shares of £0.25 each	
(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of nil-cost options under the Hill & Smith Deferred Bonus Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		£17.46	3,486
(e)	Aggregated information: <div><div>- Aggregated volume</div><div>- Price</div></div>	N/A	
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	

#### Notification of Dealing Form for Tim Tehan

1.	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Tim Tehan	
2.	Reason for the notification		
(a)	Position/status	Group President	
(b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
(a)	Name	Hill & Smith PLC	
(b)	LEI	2138003A3ISGQZBOWI83	
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	Ordinary shares of £0.25 each	
(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of a Conditional Award under the Hill & Smith 2023 Long Term Incentive Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		Nil	18,327
(e)	Aggregated information:  - Aggregated volume  - Price	N/A	
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	

#### Notification of Dealing Form for Hannah Nichols

<b>1.</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
-----------	--	--

1.	Details of the person discharging managerial responsibilities/person closely associated		
(a)	Name	Hannah Nichols	
2.	Reason for the notification		
(a)	Position/status	Chief Financial Officer	
(b)	Initial notification/ Amendment	Initial notification	
3.	Details of the issuer		
(a)	Name	Hill & Smith PLC	
(b)	LEI	2138003A3ISGQZBOWI83	
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	Ordinary shares of £0.25 each	
(b)	Identification code of the Financial Instrument	GB0004270301	
(c)	Nature of the transaction	Grant of nil-cost options under the Hill & Smith Deferred Bonus Plan	
(d)	Price(s) and volume(s)	Price(s)	Volume
		£17.46	11,846
(e)	Aggregated information:  - Aggregated volume  - Price	N/A	
(f)	Date of the transaction	1 April 2025	
(g)	Place of the transaction	Outside a trading venue	

Enquiries:

Karen Atterbury  
Company Secretary  
0121 704 7430

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](mailto:ms@seg.com) or visit [www.ms.com](http://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

DSHPKBBBNBKDPQK