

10 April 2025

Bakkavor Group plc
(the 'Company' or 'Bakkavor')

GRANT OF ORDINARY COURSE AWARDS TO PDMRS

Notification and public disclosure of transaction of Director/Person Discharging Managerial Responsibility ('PDMR')

LTIP Awards

On 10 April 2025 the following awards over ordinary shares of 2 pence each in Bakkavor Group were granted under the Bakkavor Group plc Long Term Incentive Plan to the following persons discharging managerial responsibilities:

PDMR	No. of shares under Award	Type of Award
Michael Edwards	644,192	Performance Share Award
Lee Miley	343,642	Performance Share Award

The awards will ordinarily become exercisable (or vest as relevant) on the third anniversary of grant subject to the grantee's continued service and, in the case of such Performance Share Awards, only to the extent to which adjusted earnings per share ("**EPS**"), total shareholder return ("**TSR**") and environmental social governance ("**ESG**") performance conditions set for the award are satisfied that each apply in the weighting of EPS 40%, TSR 45% and ESG 15%. Further details of such performance conditions and related targets are as set out in the Directors' Remuneration Report section of our 2024 Annual Report.

The awards granted include a two-year post-vesting holding period requirement in respect of which vested shares (net of tax) acquired under the awards must ordinarily be retained until at least the second anniversary of the vesting of the awards.

Deferred Bonus Awards

On 10 April 2025 the following awards over ordinary shares of 2 pence in Bakkavor Group plc were granted under the Bakkavor Group plc Deferred Annual Bonus Plan to the following persons discharging managerial responsibilities:

PDMR	No. of shares (or notional shares) under Award	Type of Award
Michael Edwards	173,730	Nil cost Option
Lee Miley	15,909	Nil cost Option

The awards noted above are structured as nil cost options and will ordinarily become exercisable on the third anniversary of grant subject to the grantee's continued service.

Awards granted in the ordinary course of business

The LTIP Awards and Deferred Bonus Awards were granted in the ordinary course of the Company's business including in respect of award levels, pricing basis and in the case of the Performance Share Awards the performance conditions and related targets as noted above.

The information set out below is provided in accordance with the requirements of Article 19 of the UK Market Abuse Regulation.

Regulation.

Notifications

Details of the full notifications received by the Company are set out below:

1	Details of the person discharging managerial responsibilities / person closely associated								
a)	Name	Mike Edwards							
2	Reason for Notification								
a)	Position/status	Chief Executive Officer (Director/PDMR)							
b)	Initial notification/Amendment	Initial notification							
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor								
a)	Name	Bakkavor Group plc							
b)	LEI	213800COL7AD54YU9949							
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 2 pence each in Bakkavor Group plc GB00BF8J3Z99							
b)	Nature of the transaction	<p>1. Grant of a nil cost option award under the Bakkavor Group plc Long Term Incentive Plan. A Performance Share Award which will ordinarily become exercisable three years from the date of grant, subject to continued service and once exercisable may ordinarily be exercised at any point up until the tenth anniversary of the date of grant. The Performance Share Award will only vest to the extent to which adjusted earnings per share, total shareholder return and environmental social governance performance conditions are met. A two year (net of tax) post vesting holding requirement applies to the award.</p> <p>2. Grant of a nil cost option award under the Bakkavor Group plc Deferred Annual Bonus Plan. The award will ordinarily become exercisable three years from the date of grant, subject to continued service and once exercisable may ordinarily be exercised at any point up until the tenth anniversary of the date of grant.</p>							
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>1. Nil</td><td>1. 644,192</td></tr><tr><td>2. Nil</td><td>2. 173,730</td></tr></table>	Price(s)	Volume(s)	1. Nil	1. 644,192	2. Nil	2. 173,730	
Price(s)	Volume(s)								
1. Nil	1. 644,192								
2. Nil	2. 173,730								
d)	Aggregated information - Aggregated volume - Price	817,922 Nil							
e)	Date of the transaction	10 April 2025							
f)	Place of the transaction	Outside a trading venue							

1	Details of the person discharging managerial responsibilities / person closely associated								
a)	Name	Lee Miley							
2	Reason for Notification								
a)	Position/status	Chief Financial Officer (Director/PDMR)							
b)	Initial notification/Amendment	Initial notification							
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor								
a)	Name	Bakkavor Group plc							
b)	LEI	213800COL7AD54YU9949							
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c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>1. 343,642</td> </tr> <tr> <td>2. Nil</td> <td>2. 15,909</td> </tr> </tbody> </table>		Price(s)	Volume(s)	1. Nil	1. 343,642	2. Nil	2. 15,909
Price(s)	Volume(s)								
1. Nil	1. 343,642								
2. Nil	2. 15,909								
d)	Aggregated information - Aggregated volume - Price	359,551 Nil							
e)	Date of the transaction	10 April 2025							
f)	Place of the transaction	Outside a trading venue							

~~-Ends-~~

ENQUIRIES

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About Bakkavor

We are the leading provider of fresh prepared food in the UK, and our presence in the US and China positions the Group well in these, high-growth markets. We leverage our consumer insight and scale to provide innovative food that offers quality, choice, convenience, and freshness. Around 18,000 colleagues operate from 43 sites across our three markets supplying a portfolio of c.3,500 products across meals, pizza & bread, salads and desserts to leading grocery retailers in the UK and US, and international food brands in China. Find out more at www.bakkavor.com.

LEI number: 213800COL7AD54YU9949

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