

For Immediate Release

10 April 2025

## Hunting PLC

("Hunting" or "the Company")

### Directors Shareholding/PDMR

Hunting PLC today announces the following share awards granted on 7 April 2025 under the 2024 Hunting Performance Share Plan ("HPSP") to the executive Directors and members of the Executive Committee.

PDMR	Position	Number of performance-based awards granted	Number of time-based awards granted	Total number of awards granted
Jim Johnson	Chief Executive	884,906	252,830	1,137,736
Bruce Ferguson	Finance Director	206,130	64,415	270,545
Liese Borden	Executive Committee Member	85,463	56,976	142,439
Adam Dyess	Executive Committee Member	73,760	49,173	122,933
Ryan Elliott	Executive Committee Member	71,220	47,480	118,700
Gregory Farmer	Executive Committee Member	92,016	61,344	153,360
Scott George	Executive Committee Member	154,720	103,147	257,867
Graham Goodall	Executive Committee Member	34,565	23,044	57,609
Dane Tipton	Executive Committee Member	126,210	84,140	210,350
Ben Willey	Executive Committee Member	88,176	58,784	146,960

The Company has also granted Daniel Tan 126,910 performance-based cash awards subject to the same conditions and targets as the performance-based share awards and 84,607 time-based cash awards.

The share and cash awards are subject to vesting on the third anniversary of the date of grant.

This year, the performance conditions and targets attached to the performance-based awards of the HPSP grant are as follows:

Performance Condition	Proportion	Threshold Vesting	Maximum Vesting
TSR	30%	Median	Upper Quartile
ROCE	25%	11.5%	15.0%
EPS	15%	40.0 cents	60.0 cents
FCF	15%	200m	270m
Balanced Scorecard			
- Safety	7.5%	2.00	<1.00
- Quality Assurance	7.5%	0.8	<0.5

The EPS and ROCE performance conditions will be measured against the financial performance of the Company for the year ended 31 December 2027, while the TSR, FCF and Balanced Scorecard performance conditions will be measured based on data for the three- year performance period ended 31 December 2027.

The number of shares subject to the award are determined by using the average closing middle market price of a Hunting PLC Ordinary share on 4 April 2025, being 267.5 pence per share.

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Jim Johnson	
2	Reason for the notification		
a)	Position/status	Chief Executive Director	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Hunting PLC	
b)	LEI	2138008S5FL78ITZRN66	
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	Awards over Ordinary Shares of 25 pence each	
	Identification code	ISIN:- GB0004478896	
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)	
c)	Price(s) and volume(s)		
		Price(s)	Volume(s)
		Nil cost	1,137,736 Ordinary Shares

d)	Aggregated information - Aggregated volume - Price	1,137,736 Nil
e)	Date of the transaction	7 April 2025
f)	Place of the transaction	London

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Bruce Ferguson					
2	Reason for the notification						
a)	Position/status	Finance Director					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>270,545 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	270,545 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	270,545 Ordinary Shares						
d)	Aggregated information  - Aggregated volume  - Price	270,545  Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Liese Borden					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>142,439 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	142,439 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	142,439 Ordinary Shares						
d)	Aggregated information  - Aggregated volume  - Price	142,439  Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Adam Dyess
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Executive Committee Member

b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each					
	Identification code	ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>122,933 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	122,933 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	122,933 Ordinary Shares						
d)	Aggregated information						
	- Aggregated volume	122,933					
	- Price	Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Ryan Elliott					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>118,700 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	118,700 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	118,700 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	118,700 Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Gregory Farmer
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Executive Committee Member
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Hunting PLC
b)	LEI	2138008S5FL78ITZRN66
<b>4</b>	<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, type of instrument	Awards over Ordinary Shares of 25 pence each

	Identification code	ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>153,360 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	153,360 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	153,360 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	153,360 Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Scott George					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>257,867 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	257,867 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	257,867 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	257,867 Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Graham Goodall					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>57,609 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	57,609 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	57,609 Ordinary Shares						
d)	Aggregated information  - Aggregated volume  - Price	57,609  Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Dane Tipton					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>210,350 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	210,350 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	210,350 Ordinary Shares						
d)	Aggregated information - Aggregated volume - Price	210,350 Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Ben Willey					
2	Reason for the notification						
a)	Position/status	Executive Committee Member					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Hunting PLC					
b)	LEI	2138008S5FL78ITZRN66					
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	Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Share Awards over Ordinary Shares under the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>146,960 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	146,960 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	146,960 Ordinary Shares						
d)	Aggregated information - Aggregated volume  - Price	146,960  Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Daniel Tan
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Executive Committee Member
b)	Initial notification /Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Hunting PLC
b)	LEI	2138008S5FL78ITZRN66

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	Cash Awards over Ordinary Shares of 25 pence each  ISIN:- GB0004478896					
b)	Nature of the transaction	Grant of Cash Awards subject to the rules of the 2024 Hunting Performance Share Plan (HPSP)					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil cost</td><td>211,517 Ordinary Shares</td></tr></table>		Price(s)	Volume(s)	Nil cost	211,517 Ordinary Shares
Price(s)	Volume(s)						
Nil cost	211,517 Ordinary Shares						
d)	Aggregated information  - Aggregated volume  - Price	211,517  Nil					
e)	Date of the transaction	7 April 2025					
f)	Place of the transaction	London					

For further information please contact:

Ben Willey, Company Secretary

020 7321 0123

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