

## Inchcape plc

### Grant of awards under the Inchcape Performance Share Plan (PSP) in 2025

Inchcape plc (**Company**) has granted awards under the PSP for 2025, with an additional grant of a one-off PSP award to support the delivery of the Accelerate+ strategy, in line with the remuneration policy approved by shareholders at the 2023 annual general meeting. The performance targets for the 2025 PSP awards are:

#### Normal PSP award

Three-year cumulative EPS (40% weighting)

Vesting %

Less than 227p	0%
227p	25%
255p	100%
Between 227p and 255p	Straight line basis

Three-year average ROCE (40% weighting)

Vesting %

Less than 23%	0%
23%	25%
30%	100%
Between 23% and 30%	Straight line basis

Cash conversion (20% weighting)

Vesting %

Less than 57%	0%
57%	25%
67%	100%
Between 57% and 67%	Straight line basis

#### One-off PSP award

Three-year cumulative EPS (100%)

Vesting %

Less than 255p	0%
255p	25%
275p	100%
Between 255p and 275p	Straight line basis

### Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Mike Bowers
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	PDMR - CEO Americas
b)	Initial notification /Amendment	Initial Notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform,</b>	

	auctioneer or auction monitor		
a)	Name	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
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 10 pence each  GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	91,636 (PSP)
		£0.00	35,636 (One-off award)
d)	Aggregated information  - Aggregated volume  - Price	127,272  £0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Liz Brown	
2	Reason for the notification		
a)	Position/status	PDMR - Chief Strategy & Sustainability Officer	
b)	Initial notification /Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
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 10 pence each	
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	83,320 (PSP)
		£0.00	32,402 (One-off award)
d)	Aggregated information		
	- Aggregated volume	115,722	

	- Price	£0.00
e)	Date of the transaction	14 April 2025
f)	Place of the transaction	Outside a trading venue

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Helen Cunningham	
2	Reason for the notification		
a)	Position/status	PDMR - Chief People Officer	
b)	Initial notification /Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
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 10 pence each	
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	85,955 (PSP)
		£0.00	33,426 (One-off award)
d)	Aggregated information		
	- Aggregated volume	119,381	
	- Price	£0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Phil Jenkins
2	Reason for the notification	
a)	Position/status	PDMR - Chief M&A Officer
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Inchcape plc
b)	LEI	213800RGEH1MPPNM2T57

<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	Ordinary Shares of 10 pence each	
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	75,914 (PSP)
		£0.00	29,522 (One-off award)
d)	Aggregated information		
	- Aggregated volume	105,436	
	- Price	£0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Ruslan Kinebas	
2	Reason for the notification		
a)	Position/status	PDMR - CEO APAC	
b)	Initial notification /Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
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 10 pence each	
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	100,611 (PSP)
		£0.00	39,126 (One-off award)
d)	Aggregated information		
	- Aggregated volume	139,737	
	- Price	£0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

1j)	Place of the transaction	Outside a trading venue
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<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>							
a)	Name	Romeo Lacerda						
<b>2</b>	<b>Reason for the notification</b>							
a)	Position/status	PDMR - Chief Commercial Officer						
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	Inchcape plc						
b)	LEI	213800RGEH1MPPNM2T57						
<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	Ordinary Shares of 10 pence each						
	Identification code	GB00B61TVQ02						
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award						
c)	Price(s) and volume(s)	<table border="1"> <tr> <th>Price(s)</th><th>Volume(s)</th></tr> <tr> <td>£0.00</td><td>101,454 (PSP)</td></tr> <tr> <td>£0.00</td><td>39,454 (One-off award)</td></tr> </table>	Price(s)	Volume(s)	£0.00	101,454 (PSP)	£0.00	39,454 (One-off award)
Price(s)	Volume(s)							
£0.00	101,454 (PSP)							
£0.00	39,454 (One-off award)							
d)	Aggregated information	<table border="1"> <tr> <td>- Aggregated volume</td><td>140,908</td></tr> <tr> <td>- Price</td><td>£0.00</td></tr> </table>		- Aggregated volume	140,908	- Price	£0.00	
- Aggregated volume	140,908							
- Price	£0.00							
e)	Date of the transaction	14 April 2025						
f)	Place of the transaction	Outside a trading venue						

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>		
a)	Name	Adrian Lewis	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	PDMR - Group Chief Financial Officer	
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	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
<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	Ordinary Shares of 10 pence each	

	instrument, type of instrument		
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	138,476 (PSP)
		£0.00	53,852 (One-off award)
d)	Aggregated information		
	- Aggregated volume	192,328	
	- Price	£0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Glafkos Persianis	
2	Reason for the notification		
a)	Position/status	PDMR - CEO Europe & Africa	
b)	Initial notification /Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Inchcape plc	
b)	LEI	213800RGEH1MPPNM2T57	
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 10 pence each	
	Identification code	GB00B61TVQ02	
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£0.00	96,720 (PSP)
		£0.00	37,613 (One-off award)
d)	Aggregated information		
	- Aggregated volume	134,333	
	- Price	£0.00	
e)	Date of the transaction	14 April 2025	
f)	Place of the transaction	Outside a trading venue	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>
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a)	Name	Duncan Tait		
2	Reason for the notification			
a)	Position/status	PDMR - Group Chief Executive		
b)	Initial notification /Amendment	Initial Notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Inchcape plc		
b)	LEI	213800RGEH1MPPNM2T57		
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 10 pence each		
	Identification code	GB00B61TVQ02		
b)	Nature of the transaction	Grant of options under the Inchcape Performance Share Plan and an additional one-off award		
c)	Price(s) and volume(s)	Price(s)	Volume(s)	
		£0.00	259,899 (PSP)	
		£0.00	101,071 (One-off award)	
d)	Aggregated information			
	- Aggregated volume	360,970		
	- Price	£0.00		
e)	Date of the transaction	14 April 2025		
f)	Place of the transaction	Outside a trading venue		

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