

17 April 2025

**SMITHS GROUP PLC**  
**(the 'Company')**

**Directors' Shareholdings**

On 17 April 2025, Roland Carter and Julian Fagge, both Executive Directors of Smiths Group plc, were granted share awards under the rules of the 2024 Smiths Group plc Long Term Incentive Plan ('Awards'), and in accordance with the Company's Directors' Remuneration Policy. The Awards were equivalent to 50% of salary for each Director and were granted as conditional share awards over ordinary shares in the Company.

To align Executive Director and shareholder interests and reflecting the strategic focus on unlocking shareholder value, the performance conditions for the Awards will be a relative TSR metric measured over three financial years beginning FY25. The metric will measure the Company's share price and dividend performance against a set peer group, being the FTSE100 (excluding Financial Services and Investment Trust companies). Threshold performance will be set at 25% vesting at the 60<sup>th</sup> percentile level, increasing on a straight-line basis to maximum vesting at the 90th percentile.

Name	Share Awards
Roland Carter	26,877
Julian Fagge	17,353

The Notification of Transactions Form for each Director can be found below.

This notification is made in accordance with the requirements of the UK Market Abuse Regulation.

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Smiths Group plc's LEI number is: 213800MJL6IPZS3ASA11

**About Smiths Group**

For over 170 years, Smiths Group has been pioneering progress by improving our world through smarter engineering.

We serve millions of people every year, to help create a safer, more efficient, and better-connected world, across four major global markets: Energy, General Industry, Safety & Security and Aerospace. Listed on the London Stock Exchange, Smiths employs more than 15,000 colleagues in over 50 countries. For more information visit [www.smiths.com](http://www.smiths.com).

**NOTIFICATION OF TRANSACTIONS OF PERSONS DISCHARGING MANAGERIAL RESPONSIBILITY**

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Roland Carter
2	Reason for the notification	
a)	Position/status	Director/Chief Executive Officer
b)	Initial notification /Amendment	Initial notification

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	Smiths Group plc						
b)	LEI	213800MJL6IPZS3ASA11						
<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  Identification code	Ordinary shares of 37.5p each in Smiths Group plc ("Ordinary Shares")  GB00B1WY2338						
b)	Nature of the transaction	Grant of a conditional share award under the Smiths Group Long Term Incentive Plan ("LTIP")						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Transaction</th><th>Price</th><th>Volume</th></tr> </thead> <tbody> <tr> <td>LTIP</td><td>GBP 0.00</td><td>26,877</td></tr> </tbody> </table>	Transaction	Price	Volume	LTIP	GBP 0.00	26,877
Transaction	Price	Volume						
LTIP	GBP 0.00	26,877						
d)	Aggregated information - Aggregated volume - Price	Not applicable						
e)	Date of the transaction	2025-04-17						
f)	Place of the transaction	Outside a trading venue						

1	Details of the person discharging managerial responsibilities / person closely associated									
a)	Name		Julian Fagge							
2	Reason for the notification									
a)	Position/status		Director/Chief Financial Officer							
b)	Initial notification /Amendment		Initial notification							
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor									
a)	Name		Smiths Group plc							
b)	LEI		213800MJL6IPZS3ASA11							
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