

23 April 2025

TT Electronics plc Long Term Incentive Plan

TT Electronics plc (the "Company") announces that on 23 April 2025 it granted a conditional award over ordinary shares of 25p each in the Company ("Shares") under the TT Electronics plc Long Term Incentive Plan 2024 to the following PDMR of the Company:

PDMR	Number of Shares under Award
-------------	---

Eric Lakin - Acting Chief Executive Officer	1,092,425*
---	------------

No consideration was payable for the grant of the award. Subject to the terms of the award it will normally vest three years from the date of grant, subject to achievement of the following performance conditions which will be measured over the three years ending 31 December 2027:

- 50 per cent of the award is based on performance against compound annual rate growth rate earnings per share ("EPS") performance targets calculated on a constant currency basis. Threshold target performance will result in 25 per cent of the Shares subject to this part of the award to vest, increasing on a straight-line basis to 100 per cent vesting of this part for the achievement of stretch target performance. The threshold and stretch targets are under consideration and will be set by the Remuneration Committee of the Board by no later than the date of the Company's 2025 AGM (30 June 2025).
- 25 per cent of the award is based on total shareholder return performance targets against the FTSE SmallCap (excluding Investment Trusts). 25 per cent of the Shares subject to this part of the award will vest at median performance, increasing on a straight-line basis to 100 per cent vesting of this part at the upper quartile of the comparator group.
- 25 per cent of the award is based on average operating cash conversion ("cash conversion") performance targets. 25 per cent of the Shares subject to this part of the award will vest for cash conversion of 80 per cent, increasing on a straight-line basis to 100 per cent vesting of this part for cash conversion of 95 per cent.

The award is subject to malus and clawback provisions.

* The number of shares under Award is based on Eric Lakin retaining the position of CEO. If he does not retain that position, the number of shares subject to the award will be reduced to that number that would have been awarded to him if he had remained as CFO.

The following notifications, made in accordance with the requirements of UK MAR, give further details.

1.	Details of PDMR / person closely associated with them ('PCA')	
a)	Name	Eric Lakin
2.	Reason for the notification	
a)	Position / status	Acting Chief Executive Officer

b)	Initial notification / Amendment	Initial notification					
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	TT Electronics plc					
b)	LEI	213800TJGBW5VFHQEV54					
4.	Details of the transaction(s)						
a)	Description of the financial instrument, type of instrument Identification Code	Ordinary shares of 25p each GB0008711763					
b)	Nature of the transaction	Grant of conditional award over ordinary shares under the terms of the TT Electronic plc Long Term Incentive Plan 2024					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£0.00</td><td>1,092,425</td></tr></table>		Price(s)	Volume(s)	£0.00	1,092,425
Price(s)	Volume(s)						
£0.00	1,092,425						
d)	Aggregated information Aggregated volume Price	N/A single transaction Nil					
e)	Date of the transaction	2024-04-23					
f)	Place of the transaction	Outside a trading venue					

For further information please contact:

TT Electronics plc

Eric Lakin, Acting Chief Executive Officer:
Kate Moy, Head of Investor Relations

Tel: + 44 (0)1932 825300

MHP Communications

Tim Rowntree / Ollie Hoare:

Tel: +44 (0)20 3128 8100

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 or visit 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

DSHPKBNBPKKAQB