

HENRY BOOT PLC

('Henry Boot' or 'the Company')

Notification of Transactions of Persons Discharging Managerial Responsibilities ("PDMRs")

LTIP Grant of Options

Henry Boot PLC (BOOT.L) announces that on 24 April 2025, the Company granted nil-cost options over ordinary shares of 10 pence each ("**Shares**") pursuant to the Henry Boot PLC Long Term Incentive Plan 2015 ("**LTIP**") to the Company's Executive Directors and PDMRs, as set out below.

Name	Position	Maximum number of shares under option
Timothy Andrew Roberts	Chief Executive Officer	350,194
Darren Louis Littlewood	Chief Financial Officer	191,781
Amy Louise Stanbridge	Company Secretary	33,898
Rachel Evelyn White	People Director	34,371
Nicholas Joseph Duckworth	Managing Director	84,383
Edward James Hutchinson	Managing Director	77,479

The LTIP options have been granted in line with the Directors' Remuneration Policy, approved at the 2024 Annual General Meeting, and are expected to vest in April 2028 with a two-year holding period. As disclosed in the Annual Report, the awards are subject to the satisfaction of performance criteria based on the Company's EPS, ROACE, Total Shareholder Return, reduction in Scope 1 and Scope 2 greenhouse gas emissions and improvement to the senior management gender balance, measured over a three-year period ending on 31 December 2027.

The notification below is made in accordance with the requirements of the EU Market Abuse Regulation.

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

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Timothy Andrew Roberts
-	Reason for the notification	
a)	Position/status	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	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the	Grant of options over ordinary shares, pursuant to the

	transaction	Company's Long Term Incentive Plan 2015.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	350,194
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	24 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Darren Louis Littlewood	
-	Reason for the notification		
a)	Position/status	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	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of options over ordinary shares, pursuant to the Company's Long Term Incentive Plan 2015.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	191,781
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	24 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Amy Louise Stanbridge
-	Reason for the notification	
a)	Position/status	Company Secretary
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the transaction	Grant of options over ordinary shares, pursuant to the Company's Long Term Incentive Plan 2015.
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		nil 33,898
d)	Aggregated information -Aggregated volume -Price	n/a
e)	Date of the transaction	24 April 2025
f)	Place of the transaction	Outside a trading venue

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Rachel Evelyn White
-	Reason for the notification	
a)	Position/status	PDMR of the Company
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the transaction	Grant of options over ordinary shares, pursuant to the Company's Long Term Incentive Plan 2015.
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		nil 34,371
d)	Aggregated information -Aggregated volume -Price	n/a
e)	Date of the transaction	24 April 2025
f)	Place of the transaction	Outside a trading venue

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Nicholas Joseph Duckworth
-	Reason for the notification	
a)	Position/status	PDMR of the Company
b)	Initial notification/Amendment	Initial Notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of options over ordinary shares, pursuant to the Company's Long Term Incentive Plan 2015.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	84,383
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	24 April 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Edward James Hutchinson	
-	Reason for the notification		
a)	Position/status	PDMR of the Company	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of options over ordinary shares, pursuant to the Company's Long Term Incentive Plan 2015.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	77,479
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	24 April 2025	
f)	Place of the transaction	Outside a trading venue	

Enquiries to:

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