

JAMES FISHER AND SONS PLC

Notification of Directors' Interest in Shares

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them in accordance with the Market Abuse Regulations.

On 1 May 2025, awards over ordinary shares of 25p each in James Fisher and Sons plc (the "**Company**") were made to the Executive Directors of the Company under the James Fisher and Sons plc 2021 Long Term Incentive Plan, as follows:

PDMR	Number of shares under award
Jean Vernet	343,774
Karen Hayzen-Smith	190,206

The James Fisher and Sons plc 2021 Long Term Incentive Plan awards are structured as conditional awards and will ordinarily vest on the third anniversary of the date of grant, subject to the achievement of performance conditions set by the Remuneration Committee of the Company and as detailed on page 118 of the 2024 Annual Report and Accounts. The Remuneration Committee retains the discretion to adjust the awards at vesting to ensure that all relevant factors are taken into account, including the consideration of any windfall gains.

A two-year post-vesting holding period will apply to these awards.

Details of the full notifications received by the Company are set out below.

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Jean Vernet
2	Reason for Notification	
a)	Position/status	Chief Executive Officer
b)	Initial notification/Amendment	Initial Announcement
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	James Fisher and Sons plc
b)	LEI	213800J975E5OYR6S216
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 25 pence each in James Fisher and Sons plc GB0003395000
b)	Nature of the transaction	Grant of a conditional award under the James Fisher and Sons plc 2021 Long Term Incentive Plan. The award will ordinarily vest three years from the date of grant.

c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	343,774
d)	Aggregated information - Aggregated volume - Price	343,774	
e)	Date of the transaction	1 May 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Karen Hayzen-Smith	
2	Reason for Notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification/Amendment	Initial Announcement	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	James Fisher and Sons plc	
b)	LEI	213800J975E5OYR6S216	
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 25 pence each in James Fisher and Sons plc GB0003395000	
b)	Nature of the transaction	Grant of a conditional award under the James Fisher and Sons plc 2021 Long Term Incentive Plan. The award will ordinarily vest three years from the date of grant.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	190,206
d)	Aggregated information - Aggregated volume - Price	190,206	
e)	Date of the transaction	1 May 2025	

f)	Place of the transaction	Outside a trading venue

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