

**Elementis plc**  
**('Elementis' or 'the Company')**  
**Director/PDMR Shareholding**

**NOTIFICATION OF TRANSACTIONS OF DIRECTORS, PERSONS DISCHARGING MANAGERIAL  
RESPONSIBILITY OR CONNECTED PERSONS**

Elementis plc announces that on 30 May 2025 the following Directors have been granted conditional share awards under the Elementis plc 2018 Long Term Incentive Plan (LTIP) with a vesting date of 30 May 2028 at a cost of nil pence per share.

<b>Name</b>	<b>Title</b>	<b>Number of shares (Performance Share Awards)</b>
Luc van Ravenstein	Chief Executive Officer	745,591
Ralph Hewins	Chief Financial Officer	524,654

The above quantum of awards are as detailed in the 2024 Directors' Remuneration Report and are based on award multiples set at 200% and 175% of salary for both the Chief Executive and Chief Financial Officer respectively.

In addition, the Committee will retain discretion to reduce the number of shares on vesting should it be considered appropriate to do so (e.g. in the event that there was perceived windfall gain).

Subject to the terms of the LTIP plan rules, the above awards will vest and become exercisable from the third anniversary of the grant of the awards subject to continued service and to the extent to which the relevant performance conditions (see below) are satisfied over the three financial years ending 31 December 2027. Shares that vest (post selling any shares required to meet associated tax liabilities) are also subject to a two-year holding requirement.

**Performance conditions**

The full performance conditions to apply to the 2025 awards are as follows:

Total Shareholder Return (30% weighting)

<b>Elementis versus FTSE ALL Share Constituents (excluding Investment Trusts)</b>	<b>% of TSR part vesting</b>
Below median	0%
Median (50 <sup>th</sup> percentile)	25%
Between median and upper quartile	On a straight-line basis between 25% and 100%
Upper quartile	100%

Earnings per share (30% weighting)

<b>EPS</b>	<b>% of EPS part vesting</b>
Less than 15.5 cents	0%
19 cents	100%

*Vesting will be on a straight-line basis between threshold and target and target and maximum*

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#### Return on Capital Employed (30% weighting)

ROCE	% of ROCE part vesting
Less than 26%	0%
More than 26% but less than 28%	On a straight line basis between 0% and 50%
28%	50%
More than 28% but less than 29%	On a straight line basis between 50% and 100%
29%	100%

#### Environmental Sustainability (10% weighting)

Absolute GHG emissions FY 2027	% of Absolute GHG part vesting
67,833t CO <sub>2</sub> e	0%
More than 58,758t CO <sub>2</sub> e and less than 67,833t CO <sub>2</sub> e	On a straight line basis between 67,833t CO <sub>2</sub> e and 58,758t CO <sub>2</sub> e
58,758T CO <sub>2</sub> E	100%

Vesting will be on a straight-line basis between performance points.

Vesting based on the above performance conditions will be subject to a return on capital employed underpin. This will require the Committee to consider the vesting result determined based on the application of the EPS, TSR, operating cash conversion and operating profit margin performance conditions in light of the return on capital employed achieved during the three year period ending 31 December 2027 relative to the Board's internal plans over the period. If the Committee does not consider the vesting result appropriate in light of the return the underpin enables vesting to be reduced to a more appropriate level.

Set out below are the notifications made in accordance with Article 19 of the EU Market Abuse Regulation.

#### 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	LUC VAN RAVENSTEIN
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	CEO, DIRECTOR
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	ELEMENTIS PLC
b)	LEI	549300LQIH685LI2ML36
<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	SHARES GB0002418548

	Identification code	
b)	Nature of the transaction	Grant of a conditional share award over 745,591 shares under the Elementis plc 2018 Long Term Incentive Plan with a vesting date of 30 May 2028 at a cost of nil pence per share.
c)	Price(s) and volume(s)	
		Price(s) Volume(s)
		N/A N/A
d)	Aggregated information	
	- Aggregated volume - Price	N/A
e)	Date of the transaction	2025-05-30
f)	Place of the transaction	Outside of a trading venue

**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	RALPH HEWINS
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	CFO, DIRECTOR
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	ELEMENTIS PLC
b)	LEI	549300LQIH685LI2ML36
<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	SHARES GB0002418548
	Identification code	
b)	Nature of the transaction	Grant of a conditional share award over 524,654 shares under the Elementis plc 2018 Long Term Incentive Plan with a vesting date of 30 May 2028 at a cost of nil pence per share.
c)	Price(s) and volume(s)	
		Price(s) Volume(s)
		N/A N/A
d)	Aggregated information	
	- Aggregated volume - Price	N/A
e)	Date of the transaction	2025-05-30

e)	Date of the transaction	2025-05-30
f)	Place of the transaction	Outside of a trading venue

Person responsible for making this notification: Lynton Boardman, Group General Counsel & Company Secretary

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