

Dialight PLC

03 July 2025

Director / PDMR Shareholding
Grant of units under the Dialight plc (Dialight) 2024 Value Creation Plan (VCP)

At Dialight's 2024 AGM a resolution was passed approving the creation of the VCP. A copy of the VCP rules (**VCP Rules**) is available at www.dialight.com/ir/shareholder-information/general-meetings/.

On 3 July 2025, Mark Fryer (CFO) was granted 170 units in the VCP (**Units**) at a share hurdle price of 350p/share (the **Hurdle Price**) in accordance with the VCP Rules. 85 Units will have a performance testing period from 1 April 2024 to 31 March 2027 and 85 Units will have a performance testing period from 1 April 2024 to 31 March 2028.

Performance against the Hurdle Price (as may be adjusted under the VCP Rules) will be tested at the end of each of the performance periods and share options granted to the recipient in proportion to the extent to which the Hurdle Price has been exceeded. Any share options granted (or shares issued on exercise of such options) will ordinarily be required to be held for a further 2 years (subject to the VCP Rules) and are subject to malus and clawback provisions.

A nominal £1 will be paid by Mark Fryer in consideration of the grant of the Units.

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|-----|---|---|
| 1. | DETAILS OF PDMR / PERSON CLOSELY ASSOCIATED: | |
| (a) | Name | Mark Fryer |
| 2. | REASON FOR THE NOTIFICATION: | |
| (a) | <i>Position / Status</i> | Director - Group CFO |
| (b) | <i>Initial notification / amendment</i> | Initial notification |
| 3. | DETAILS OF THE ISSUER, EMISSION ALLOWANCE MARKET PARTICIPANT, AUCTION PLATFORM, AUCTIONEER OR AUCTION MONITOR: | |
| (a) | <i>Name</i> | Dialight plc |
| (b) | <i>LEI</i> | 2138001AD31KKD29Z495 |
| 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 | VCP Units entitling recipient to the grant of options over ordinary shares of 1.89 pence each in Dialight plc in the event that certain performance conditions are met. |
| | Identification code | GB0033057794 |
| (b) | Nature of the transaction | Grant of VCP Units awards entitling recipient to the issue of share options in Dialight plc under the Dialight PLC 2024 Value Creation Plan. |
| (c) | Price (pence) and volume | Price(s): N/A Volume(s): 170 Units |
| (d) | Aggregated information - aggregated volume - price (pence) | Not applicable - single transaction |
| (e) | Date of the transaction | 3 July 2025 |
| (f) | Place of the transaction | Outside a trading venue |

Contacts:

Dialight plc

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Laura Walker -Company Secretary

LEI: 2138001AD31KKD29Z495

About Dialight:

Dialight (LSE: DIA.L) is a global leader in sustainable LED lighting for industrial applications. Dialight's LED products are

providing the next generation of lighting solutions that deliver reduced energy consumption and create a safer working environment. Our products are specifically designed to provide superior operational performance, reliability and durability, reducing energy consumption and ongoing maintenance and achieving a rapid return on investment. The company is headquartered in the UK with operations in Australia, Dubai, Germany, Malaysia, Mexico, Singapore, the UK and the USA. www.dialight.com.

Notes:

The person responsible for making this announcement is Laura Walker, Company Secretary of Dialight plc

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