

16 July 2025

**EnSilica plc**  
("EnSilica", the "Company" or the "Group")

**Grants of Options under Long Term Incentive Plan**

EnSilica, a leading chip maker of mixed signal ASICs (Application Specific Integrated Circuits) announces that the Company has awarded, in aggregate, 178,625 share options to certain directors of the Company under the EnSilica plc Long Term Incentive Plan 2022 (the "2022 Plan") and amended some existing option targets.

**Executive Director Options**

The Company has awarded 128,625 share options under the 2022 Plan to its Chief Financial Officer, Kristoff Rademan. The award is over ordinary shares of £0.001 in the Company ("Ordinary Shares") in the form of options to acquire new Ordinary Shares at their nominal value ("LTIP Awards"). The LTIP Awards will vest on the third anniversary of grant subject to meeting a profit after tax ("PAT") target of £2.5 million in any given financial year. These options expire after ten years.

The Remuneration Committee has also agreed to amend the performance target for the awards granted under the 2022 Plan on 23 May 2022 to Mark Hodgkins, Executive Chair, and Ian Lankshear, Chief Executive Officer (1.5 million options and 3.0 million options respectively) from a fully diluted earnings per share ("EPS") target for the year ended 31 May 2025 to an annual PAT target of £2.5 million to be measured up to the financial year ending 31 May 2027. The Remuneration Committee deemed it more appropriate to adjust the performance target for these existing awards, which have a 50p exercise price and vest in full on achieving the PAT target, rather than allow the awards to lapse and consider entirely fresh awards. All other terms and conditions relating to the existing awards remain unchanged including expiry on 22 May 2032.

**NED Options**

The Company has awarded 50,000 share options with an exercise price of 39p (the mid-market closing price of EnSilica shares on 14 July 2025) to Stephen Brindle, Non-executive Director, who was appointed to the Board in January 2025. These awards vest as follows: 33.33% (16,665 shares) on the second anniversary of the date of grant and 66.67% (33,335 shares) on the fourth anniversary of the date of grant and have no performance conditions attached. This award following Stephen's appointment is in line with the Company's policy as reflected in the grant of simple market value options to Non-Executive Directors at the time of IPO in May 2022.

For further information, please contact:

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**About EnSilica**

EnSilica is a leading fabless design house focused on custom ASIC design and supply for OEMs and system houses, as well as IC design services for companies with their own design teams. The company has world-class expertise in supplying custom RF, mmWave, mixed signal and digital ICs to its international customers in the automotive, industrial, healthcare and communications markets. The company also offers a broad portfolio of core IP covering cryptography, radar, and communications systems. EnSilica has a track record in delivering high quality solutions to demanding industry standards. The company is headquartered near Oxford, UK, and has design centres across the UK and in India and Brazil.

The following notifications, made in accordance with the requirements of the UK Market Abuse Regulation, gives further details.

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
(a)	Name	Kristoff Rademan
<b>2</b>	<b>Reason for the notification</b>	
(a)	Position/status	Chief Financial Officer
(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	EnSilica plc
(b)	LEI	213800R6VXRU7MJTAF04
<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 Identification code	Options over ordinary shares of £0.001 each in EnSilica plc  Identification code (ISIN) for EnSilica plc ordinary shares: GB00BN7F1618
(b)	Nature of the transaction	Grant of options pursuant to EnSilica plc Long Term Incentive Plan 2022
(c)	Price(s) and volume(s)	Price: Nil Volume: 128,625
(d)	Aggregated information - Aggregated volume - Price	N/A
(e)	Date of the transaction	15 July 2025
(f)	Place of the transaction	Outside a trading venue

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
(a)	Name	Stephen Brindle
<b>2</b>	<b>Reason for the notification</b>	
(a)	Position/status	Non-executive 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	EnSilica plc
(b)	LEI	213800R6VXRU7MJTAF04
<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 Identification code	Options over ordinary shares of £0.001 each in EnSilica plc  Identification code (ISIN) for EnSilica plc ordinary shares: GB00BN7F1618
(b)	Nature of the transaction	Grant of options pursuant to EnSilica plc Long Term Incentive Plan 2022
(c)	Price(s) and volume(s)	Price: 39 pence Volume: 50,000
(d)	Aggregated information - Aggregated volume - Price	N/A
(e)	Date of the transaction	15 July 2025
(f)	Place of the transaction	Outside a trading venue

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