

For immediate release

1 August 2025

**CVS GROUP plc**  
**("CVS", the "Company" or the "Group")**  
**Long Term Incentive Plan Awards and PDMR Dealing**

CVS, the UK listed veterinary group and a leading provider of veterinary services, announces that it has granted option awards over a total of 276,364 of the Company's ordinary shares of 0.2 pence each ("Ordinary Shares") under the CVS Group Long Term Incentive Plan 2025 ("LTIP 19") (the "Options"). Certain of the Options were awarded to the Directors named below, with the balance being issued to certain other employees.

<u>Name</u>	<u>Role</u>	<u>Number of Options</u>
Richard Fairman	Chief Executive Officer	79,550
Robin Alfonso	Chief Financial Officer	54,495
Paul Higgs	Chief Veterinary Officer	46,774

The awards will vest in three years' time, subject to performance criteria being satisfied. These vesting criteria relate to the Company's earnings per share growth and total shareholder return over the three-year period between 1 July 2025 and 30 June 2028.

The notification below, made in accordance with the requirements of UK MAR, provides further detail.

<b>CVS Group plc</b> Richard Fairman, CEO Robin Alfonso, CFO Paul Higgs, Chief Veterinary Officer	<b>via Camarco</b>
<b>Peel Hunt LLP (Nominated Adviser &amp; Joint Broker)</b> Christopher Golden / James Steel / Andrew Clark	+44 (0)20 7418 8900
<b>Berenberg (Joint Broker)</b> Toby Flaux / Michael Burke / Milo Bonser	+44 (0)20 3207 7800
<b>Camarco (Financial PR)</b> Ginny Pulbrook Letaba Rimell Tilly Butcher	+44 (0)7961 315 138

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

1	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Richard Fairman
2	<b>Reason for the notification</b>	
a)	Position/status	Chief Executive Officer
b)	Initial notification /Amendment	Initial Notification
3	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	CVS Group plc

U)	LEI	Z13800J41XDQ2NX48O05					
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	Options over Ordinary shares of 0.2 pence each  GB00B2863827					
b)	Nature of the transaction	Grant of Options under LTIP 19.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Exercise price of 0.2p</td><td>79,550</td></tr></table>	Price(s)	Volume(s)	Exercise price of 0.2p	79,550	
Price(s)	Volume(s)						
Exercise price of 0.2p	79,550						
d)	Aggregated information  - Aggregated volume  - Price	N/A					
e)	Date of the transaction	31 July 2025					
f)	Place of the transaction	Off market					

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Robin Alfonso	
2	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	CVS Group plc	
b)	LEI	213800J41XDQ2NX48O05	
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	Options over Ordinary shares of 0.2 pence each	
	Identification code	GB00B2863827	
b)	Nature of the transaction	Grant of Options under LTIP 19.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Exercise price of 0.2p	54,495

d)	Aggregated information	N/A
	- Aggregated volume	
	- Price	
e)	Date of the transaction	31 July 2025
f)	Place of the transaction	Off market

<b>1 Details of the person discharging managerial responsibilities / person closely associated</b>			
a)	Name	Paul Higgs	
<b>2 Reason for the notification</b>			
a)	Position/status	Chief Veterinary Officer	
b)	Initial notification /Amendment	Initial Notification	
<b>3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>			
a)	Name	CVS Group plc	
b)	LEI	213800J41XDQ2NX48O05	
<b>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</b>			
a)	Description of the financial instrument, type of instrument	Options over Ordinary shares of 0.2 pence each	
	Identification code	GB00B2863827	
b)	Nature of the transaction	Grant of Options under LTIP 19.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Exercise price of 0.2p	46,774
d)	Aggregated information	N/A	
	- Aggregated volume		
	- Price		
e)	Date of the transaction	31 July 2025	
f)	Place of the transaction	Off market	

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [ms@seg.com](mailto:ms@seg.com) or visit [www.ms.com](http://www.ms.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHPKDBBCBKKCFK