

Legal Entity Identifier (LEI) No. 213800MDNBFVEQEN1G84
18 August 2025

Triad Group plc

("Triad" or "the Company")

Director/PDMR Shareholding and Total Voting Rights

Acquisition and sale of shares following the vesting of restricted share unit awards under the Triad Employee Share Incentive Plan

The Company announces that, following the vesting of 750,000 Restricted Share Units ("RSUs"), previously disclosed on 1 April 2025, all shares have now been allotted as of 14 August 2025.

The vesting of RSU awards was with respect to the ordinary shares in the capital of the Company ("Ordinary Shares") to employees, including the following persons discharging managerial responsibilities ("PDMRs") under the Triad Employee Share Incentive Plan. To satisfy the vesting RSUs, all Ordinary Shares were issued under the Company's block listing.

In March 2022, pursuant to shareholder approval at the Company's general meeting, Adrian Leer, Managing Director, was granted 60,000 RSUs, Tim Eckes, Client Services Director, was granted 60,000 RSUs and James McDonald, Finance Director and Company Secretary, was granted 60,000 RSUs. Each RSU that vested represents the right to receive one Ordinary Share. The RSUs were conditional on the satisfaction of performance conditions, which the Board has confirmed have all been successfully met.

Following the vesting of these RSU awards:

- Adrian Leer held 365,379 Ordinary Shares in the Company, representing 2.10% of the current issued share capital;
- Tim Eckes held 180,374 Ordinary Shares in the Company, representing 1.04% of the current issued share capital; and
- James McDonald held 87,600 Ordinary Shares in the Company, representing 0.50% of the current issued share capital.

Upon receipt of the Ordinary Shares the PDMRs immediately sold a number of shares to cover the transaction costs and tax liabilities, following which:

- Adrian Leer now holds a total of 332,185 Ordinary Shares in the Company, representing 1.91% of the current issued share capital;
- Tim Eckes now holds a total of 147,180 Ordinary Shares in the Company, representing 0.84% of the current issued share capital; and
- James McDonald now holds a total of 54,406 Ordinary Shares in the Company, representing 0.31% of the current issued share capital.

Total Voting Rights

Following the acquisition and immediate sale of Ordinary Shares and for the purposes of the Financial Conduct Authority's Disclosure and Transparency Rules, the total number of Ordinary Shares with a right to vote is 17,420,388 with no shares held in treasury.

The above figure may be used by shareholders in the Company as the denominator for the calculations by which they will determine if they are required to notify their interest in, or a change to their interest in, the share capital of the Company under the Disclosure and Transparency Rules.

The Notification of Dealing Forms for the above transactions, provided in accordance with the requirements of UK MAR, may be found below.

1.	Details of PDMR / person closely associated with them ("PCA")	
a)	First Name	Adrian
b)	Last Name	Leer
2.	Reasons for the notification	
a)	Position / status	Managing Director
b)	Initial notification / amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Full name of the entity	Triad Group plc
b)	Legal Entity Identifier code	213800MDNBFVEQEN1G84
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	Ordinary shares of £0.01 each in the capital of the Company
	Identification Code	ISIN: GB0009035741

b)	Nature of the transaction	Acquisition of shares upon vesting of RSUs & sale of shares to cover transaction costs and tax liabilities									
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th></th><th>Price(s)</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>Acquisition</td><td>£0.01</td><td>60,000</td></tr> <tr> <td>Sale</td><td>£2.30</td><td>33,194</td></tr> </tbody> </table>		Price(s)	Volume(s)	Acquisition	£0.01	60,000	Sale	£2.30	33,194
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d)	Aggregated information - Aggregated acquisition - Aggregated sales	60,000 - average price of £0.01 33,194 - average price of £2.30									
e)	Date of the transaction	14 August 2025									
f)	Place of the transaction	Outside a trading venue									

1.	Details of PDMR / person closely associated with them ("PCA")										
a)	First Name	Tim									
b)	Last Name	Eckes									
2.	Reasons for the notification										
a)	Position / status	Client Services Director									
b)	Initial notification / amendment	Initial notification									
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor										
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1.	Details of PDMR / person closely associated with them ("PCA")										
a)	First Name	James									
b)	Last Name	McDonald									
2.	Reasons for the notification										
a)	Position / status	Finance Director & Company Secretary									
b)	Initial notification / amendment	Initial notification									
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For further information, please contact:

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