

2 September 2025

## SYNECTICS

Synectics plc  
("Synectics" or the "Company")

### Director/PDMR Shareholding

Synectics plc (AIM: SNX), a leader in advanced security and surveillance solutions, announces that, on 1 September 2025, Amanda Lamder, Chief Executive Officer and an Executive Director of the Company, exercised options over 62,000 ordinary shares of 20 pence each in the Company ("**Ordinary Shares**") and David Aindow, Chief Strategy Officer for Synectic Systems and a PDMR of the Company, exercised options over 20,000 Ordinary Shares, in each case at a price of £3.15 per Ordinary Share ("**Exercise Price**"), which had vested under the performance criteria of the Company's Performance Share Plan ("**PSP**") and were granted on 1 August 2022 (the "**Option Exercise**").

In order to satisfy the tax liability due under each Option Exercise, the Company has implemented a net settlement arrangement. As such, 29,140 Ordinary Shares and 9,400 Ordinary Shares, respectively, were withheld from issue to Amanda Lamder and David Aindow at the Exercise Price, the value of which will be paid by the Company to His Majesty's Revenue and Customs by the Company on their behalf (the "**Tax Liability**").

Following the Option Exercise and net settlement of the Tax Liability, Amanda Lamder has been issued 32,860 Ordinary Shares and David Aindow has been issued 10,600 Ordinary Shares. In addition, on 1 September 2025, David Aindow, sold these 10,600 Ordinary Shares at a price of £3.150 per Ordinary Share.

The Ordinary Shares issued pursuant to the Option Exercise have been satisfied by way of a transfer of Ordinary Shares currently held by the Company's employee benefit trust. Further details of the PSP can be found in the Company's annual report and accounts at [www.synecticsplc.com](http://www.synecticsplc.com).

### Summary of transactions:

Name	Position	Status	Number of options under the PSP exercised	Ordinary Shares issued (net of Tax Liability)	Number of Ordinary Shares sold
Amanda Lamder	Chief Executive Officer	Executive Director	62,000	32,860	0
David Aindow	Chief Strategy Officer, Synectic Systems	PDMR	20,000	10,600	10,600

Following these transactions, their interests in Ordinary Shares are as follows:

Name	Number of Ordinary Shares Held	% of Issued Share Capital	Remaining interest in Options over Ordinary Shares
Amanda Lamder	37,816	0.2	1,102,000
David Aindow	2,000	0.01	40,351

For further information, please contact:

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[www.synecticsplc.com](http://www.synecticsplc.com)

## Shore Capital

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Corporate Broking: Fiona Conroy

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## Vigo Consulting

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## About Synectics plc

Synectics plc (AIM: SNX) is a leader in advanced security and surveillance solutions that help protect people, property and assets around the world.

It transforms customer operations by seamlessly integrating systems, technologies, and data into a unified solution-enhancing safety, improving efficiency, and enabling smarter, faster decision-making and response capabilities.

With its technical expertise, decades of experience, and strong partnerships, Synectics sets itself apart by delivering innovation and service that drive real value and long-term success.

Find out more at [www.synecticsplc.com](http://www.synecticsplc.com).

The FCA notification, made in accordance with the requirements of the UK Market Abuse Regulation, is appended below.

## 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 (PCA)</b>					
a)	Name	<p>Executive Director:</p> <table border="1"> <tr> <td>Amanda Lamder</td> <td>Chief Executive Officer</td> </tr> </table> <p>PDMR:</p> <table border="1"> <tr> <td>David Aindow</td> <td>Chief Strategy Officer</td> </tr> </table>	Amanda Lamder	Chief Executive Officer	David Aindow	Chief Strategy Officer
Amanda Lamder	Chief Executive Officer					
David Aindow	Chief Strategy Officer					
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	See 1a) above				
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	Synectics plc				
b)	LEI	213800C1F7YZH96U2Z49				
<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	<p>Ordinary Shares of 20 pence each</p> <p>GB0007156838</p>				
b)	Nature of the transaction	Exercise of options under Performance Share Plan				
c)	Price(s) and volume(s)	<p>Price: £3.150</p> <p>Volumes:</p> <table border="1"> <tr> <td>Amanda Lamder</td> <td>62,000</td> </tr> </table>	Amanda Lamder	62,000		
Amanda Lamder	62,000					

		David Aindow	20,000
d)	Aggregated information - Aggregated volume - Price	N/A	
e)	Date of the transaction	01 September 2025	
f)	Place of the transaction	AIM, London Stock Exchange	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated (PCA)</b>				
a)	Name	PDMR: <table border="1"> <tr> <td>David Aindow</td> <td>Chief Strategy Officer</td> </tr> </table>		David Aindow	Chief Strategy Officer
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b)	LEI	213800C1F7YZH96U2Z49			
<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	Ordinary Shares of 20 pence each  GB0007156838			
b)	Nature of the transaction	Sale of Ordinary Shares			
c)	Price(s) and volume(s)	Price: £3.150  Volumes: <table border="1"> <tr> <td>David Aindow</td> <td>10,600</td> </tr> </table>		David Aindow	10,600
David Aindow	10,600				
d)	Aggregated information - Aggregated volume - Price	N/A			
e)	Date of the transaction	01 September 2025			
f)	Place of the transaction	AIM, London Stock Exchange			

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