

Spectris plc: Director/PDMR Shareholding

Spectris Share Incentive Plan ("SIP") Acquisition of Partnership Shares and Award of Matching Shares

This notification relates to the acquisition and award of shares under the terms of the SIP by persons discharging managerial responsibilities ("PDMRs"). It is made under Article 19.1 of the EU Market Abuse Regulation 596/2014 as it forms part of domestic law by virtue of the European Union (Withdrawal) Act 2018 ("MAR").

On 08 September 2025, Equiniti Share Plan Trustees Limited, trustees of the SIP, notified Spectris plc (the "**Company**") that, on 05 September 2025, a total of 12 ordinary 5p shares ("**Partnership Shares**") were purchased on behalf of the Company's PDMRs at a price of 4,066.66667 pence per share. Under the terms of the SIP, a total of 3 ordinary 5p shares ("**Matching Shares**") were awarded to the PDMRs on the same date for nil consideration. Full details are provided below:

Name	Number of Partnership Shares purchased	Number of Matching Shares awarded	Total number of shares held within the SIP
Andrew Heath	4	1	570
Angela Noon	4	1	79
Derek Harding	4	1	516

Under the terms of the SIP, each eligible participating employee can purchase Partnership Shares using monthly contributions deducted from salary, and the Company awards one Matching Share for every five Partnership Shares purchased by participating employees.

The forms required under the EU Market Abuse Regulations follow:

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Andrew Heath, Chief Executive	
2	Reason for the notification		
a)	Position/status	Director/PDMR	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Spectris plc	
b)	LEI	213800Z4CO2CZO3M3T10	
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	Ordinary Shares of 5p each GB0003308607	
b)	Nature of the transaction	Acquisition of Partnership Shares and award of a Matching Share under the SIP, an HMRC tax-advantaged all-employee share plan.	
c)	Price(s) and volume(s)	Price (s)	Volume(s)
		£40.666667	4 Partnership Shares
		£nil	1 Matching share

	transacting state
d)	Aggregated information	Aggregated Volume	5
		Total Aggregate Price	£162.67
e)	Date of the transaction	05 September 2025	
f)	Place of the transaction	London Stock Exchange: LON	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Angela Noon, Chief Financial Officer	
2	Reason for the notification		
a)	Position/status	Director/PDMR	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Spectris plc	
b)	LEI	213800Z4CO2CZO3M3T10	
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	Ordinary Shares of 5p each GB0003308607	
b)	Nature of the transaction	Acquisition of Partnership Shares and award of a Matching Share under the SIP, an HMRC tax-advantaged all-employee share plan.	
c)	Price(s) and volume(s)	Price (s)	Volume(s)
		£40.666667	4 Partnership Shares
		£nil	1 Matching share
d)	Aggregated information	Aggregated Volume	5
		Total Aggregate Price	£162.67
e)	Date of the transaction	05 September 2025	
f)	Place of the transaction	London Stock Exchange: LON	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Derek Harding, President, Spectris Scientific
2	Reason for the notification	
a)	Position/status	Director/PDMR
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Spectris plc
b)	LEI	213800Z4CO2CZO3M3T10
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	Ordinary Shares of 5p each GB0003308607	
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c)	Price(s) and volume(s)	Price (s)	Volume(s)
		£40.666667	4 Partnership Shares
		£nil	1 Matching share
d)	Aggregated information	Aggregated Volume	5
		Total Aggregate Price	£162.67
e)	Date of the transaction	05 September 2025	
f)	Place of the transaction	London Stock Exchange: LON	

Name of contact and telephone number for queries:

Guy Holden
Group Reward and Share Plan Manager
07585 403180

For and on behalf of Spectris plc

LEI Number: 213800Z4CO2CZO3M3T10

Date: 05 September 2025

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