

11 September 2025

Carclo plc

Director/PDMR Shareholding

Notification and public disclosure of transactions by Persons Discharging Managerial Responsibilities ("PDMRs") and persons closely associated with them

Carclo plc confirms that, on 9 September 2025, conditional awards over Carclo plc ordinary shares were granted under the terms of the Carclo plc Performance Share Plan 2017 to certain PDMRs as set out below. The awards will vest at the end of a three-year period, subject to continued employment and the achievement of performance conditions. The awards granted to executive directors are subject to a further two-year post-vesting holding period.

The performance conditions for these awards are equally weighted between Absolute Total Shareholder Return ("TSR") and Earnings per Share ("EPS") targets.

The earliest vesting date of the award is normally 9 September 2028.

Name	Status	No. of shares granted
Ian Tichias	Executive director	750,000

This announcement and the following disclosures are made in accordance with Article 19 of the UK Market Abuse Regulation.

1	Details of the person discharging managerial responsibilities/person closely associated	
(a)	Name	Ian Tichias
2	Reason for the notification	
a)	Position/status	PDMR (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	Carclo plc
b)	LEI	21380078MEM399JPI956
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	Ordinary shares of 5p

	instrument Identification code	ISIN: GB0001751915	
b)	Nature of the transaction	Grant of a conditional award of shares under the Carclo plc Performance Share Plan 2017. Subject to continued service and the extent to which the applicable performance conditions are satisfied, normally vests after 3 years and is subject to a further 2 year holding period.	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	750,000
d)	Aggregated information - Aggregated volume - Price	Aggregated volume: 750,000 Aggregated price: GBP Nil	
e)	Date of the transaction	09-09-2025	
f)	Place of the transaction	XLON	

About Carclo plc:

Carclo plc is a public company whose shares are quoted on the Main Market of the London Stock Exchange. The Carclo Group is a global leader in high-precision components with comprehensive, end-to-end manufacturing capabilities. With expertise spanning mould design, automation, production, assembly, and printing, Carclo supports critical growth sectors, particularly life sciences, aerospace, and optics, with tailored, precision solutions.

Enquiries:

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Frank Doorenbosch - Chief Executive Officer

Ian Tichias - Chief Financial Officer

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