

EKF Diagnostics Holdings plc
("EKF" or "the Company")

Long Term Incentive Plan

The Board recognises the importance of incentivising and rewarding the performance of its key executives, and having considered the views of certain of its shareholders, recently tasked the remuneration committee to recommend to the Board an appropriate long term incentive plan ("**LTIP**") for its senior executives.

The Board, following the recommendation of the remuneration committee and after consulting its advisers, has today made the following award (the "**Award**") to Gavin Jones (Chief Executive Officer) under the Company's newly established LTIP that was adopted on 9 September 2025:

Individual	Position	Type of Award	Number of ordinary shares subject to LTIP award
Gavin Jones	Chief Executive Officer	LTIP award - nominal cost option	500,000

The Award has a performance period from the grant date to the third anniversary of the grant date and are subject to the following performance criteria.

The Award shall vest on a sliding scale depending on the total percentage growth of Adjusted EBITDA per share over the Performance Period, as follows:

- (i) Growth of 25% or higher: 100% of the Award vests.
- (ii) Between 10% and 25% growth: Vesting shall occur on a straight-line basis between 25% and 100%.
- (iii) 10% growth: 25% of the Award vests; or
- (iv) Below 10% growth: 0% of the Award vests.

Comment from the Chair of the Remuneration committee, Jenny Winter:

"It is important that Gavin is rewarded in a way which links his performance with shareholder value creation. I am satisfied that these incentivisation arrangements achieve that objective."

EKF Diagnostics Holdings plc
Julian Baines, Executive Chair
Gavin Jones, Chief Executive Officer
Stephen Young, Chief Financial Officer

www.ekfdiagnostics.com
via Walbrook PR

Singer Capital Markets (Nominated Adviser & Broker)
Phil Davies / Oliver Platts

Tel: +44 (0)20 7496 3000

Walbrook PR Limited
Paul McManus / Alice Woodings

Tel: +44 (0)20 7933 8780 or ekf@walbrookpr.com
Mob: +44 (0)7980 541 893 / +44 (0)7407 804 654



EKF is an AIM-listed global diagnostics business focussed on:

- **Point-of-Care** analysers in the key areas of Hematology and Diabetes.
- **Life Sciences** services provide specialist manufacture of enzymes and custom products for use in diagnostic food and industrial applications.

EKF has headquarters in Penarth (near Cardiff) and operates five manufacturing sites across the US and Germany, selling into over 120 countries world-wide.

Details of the person discharging managerial responsibilities / person closely associated					
a)	Name Gavin Jones				
2 Reason for the notification					
a)	Position/status Chief Executive Officer				
b)	Initial notification /Amendment Initial Notification				
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name EKF Diagnostics Holdings plc				
b)	LEI 213800DXTF3EAUK1AR05				
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 Ordinary Shares of 1 pence each Identification code GB0031509804				
b)	Nature of the transaction Grant of options over ordinary shares pursuant to the Company's LTIP				
c)	Price(s) and volume(s) <table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1p</td> <td>500,000</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1p	500,000
Price(s)	Volume(s)				
1p	500,000				
d)	Aggregated information - Aggregated volume - Price n/a				
e)	Date of the transaction 16 September 2025				
f)	Place of the transaction Outside a trading venue				

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