

LEI: 213800VDC1BKJEZ8PV53
October 2025

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SIG plc

("SIG" or the "Company")

PDMR Shareholding/Appointment of director

Notification and public disclosure of the grant of a recruitment restricted share award to
Directors/Persons Discharging Managerial Responsibilities and their Closely Associated Persons

SIG plc announces that, following its announcement of 8 July, Pim Vervaat has today been appointed a director of the Company, Group Chief Executive Officer and Chair designate. As also announced on 8 July, Pim has today been granted a one-off recruitment restricted share award over the Company's Ordinary Shares of 10 pence each ("Shares") on the terms set out in the shareholder circular dated 5 August 2025 (the "Award"). The making of the Award was approved by shareholders at the general meeting on 28 August.

Name	Status	Number of Shares under the Award	Option Price
Pim Vervaat	Chief Executive Officer and Chair designate	14,674,121	£Nil

The vesting date for the Award is 1 April 2027. Once vested, the Award will be exercisable until the day before the tenth anniversary of the Award date. The Shares that are the subject of the Award are subject to a minimum holding period which ends on the later of (i) the fifth anniversary of the date of grant, and (ii) the date on which he ceases to be a director of the Company (including as non-executive Chair). No consideration was paid for the grant of the Award which is structured as a nil cost option.

In addition to the Shares that are the subject of the Award, Pim has purchased, as beneficial owner, 2,500,000 Shares since the announcement of his appointment on 8 July. He has committed to hold these Shares at least until the date that the Award vests (or, if earlier, lapses).

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	Pim Vervaat
2 Reason for the notification		
a)	Position/status	PDMR (Chief Executive Officer and Chair designate)
b)	Initial notification/Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	SIG plc
b)	LEI	213800VDC1BKJEZ8PV53

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 10p ISIN: GB0008025412	
b)	Nature of the transaction	Grant of a one-off recruitment restricted share award for nil consideration	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		GBP Nil	14,674,121
d)	Aggregated information - Aggregated volume - Price	Not applicable - single transaction	
e)	Date of the transaction	1 October 2025	
f)	Place of the transaction	Outside a trading venue	

Enquiries:

SIG plc

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