

17 October 2025

FDM GROUP (HOLDINGS) PLC

Director/PDMR Shareholding

FDM Group (Holdings) Plc ("FDM" or the "Company"), a global professional services provider with a focus on Information Technology, announces that on 16 October 2025 the Directors/PDMRs named below acquired ordinary shares of £0.01 each in the capital of the Company ("Shares") under FDM's all employee "Buy-As-You-Earn Plan" (the "Plan").

Following a review of the Group's staff incentives policy, in September 2025 the Board decided to close the Plan. In line with the rules of the Plan (approved by shareholders at the AGM held in April 2021), the closure has resulted in the award of Matching Shares to which all participating employees are entitled in respect of Shares they purchased under the Plan. The Matching Shares acquired by the Directors/PDMRs are set out below.

Name	Position	Number of Shares Acquired
Roderick Flavell	Chief Executive Officer	4,501
Sheila Flavell	Chief Operating Officer	4,688
Michael McLaren	Chief Financial Officer	2,495
Mark Heather	Group Governance Director and Company Secretary	3,988

The Matching Shares were transferred to the individuals named above from FDM's Employee Benefit Trust.

The award of Matching Shares was settled net, after deduction of the tax payable by the individuals on the award.

The Matching Shares acquired by the Executive Directors remain subject to the Plan's malus and clawback provisions and will be retained by the Executive Directors as required for the purposes of the post-employment shareholding requirement in the Directors' Remuneration Policy.

1	Details of the person discharging managerial responsibilities / person closely associated	
(a)	Name	(i) Roderick Flavell (ii) Sheila Flavell (iii) Michael McLaren (iv) Mark Heather
2	Reason for the notification	
(a)	Position/Status	(i) Chief Executive Officer (Director) (ii) Chief Operating Officer (Director) (iii) Chief Financial Officer (Director) (iv) Group Governance Director and Company Secretary (PDMR)
(b)	Initial notification / Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
(a)	Name	FDM Group (Holdings) Plc
(b)	LEI	213800YR62D7GU2LMZ71
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 £0.01 each

	Identification Code	ISIN: GB00BLWDVP51																	
(b)	Nature of the transaction	Acquisition of ordinary shares of £0.01 each in the Company pursuant to the vesting of an award of Matching Shares under the Company's Buy-As-You-Earn Plan.																	
(c)	Price(s) and volume(s)	<table><tr><th>Name</th><th>Price</th><th>Volume</th></tr><tr><td>Roderick Flavell</td><td>£0.00</td><td>4,501</td></tr><tr><td>Sheila Flavell</td><td>£0.00</td><td>4,688</td></tr><tr><td>Michael McLaren</td><td>£0.00</td><td>2,495</td></tr><tr><td>Mark Heather</td><td>£0.00</td><td>3,988</td></tr></table>			Name	Price	Volume	Roderick Flavell	£0.00	4,501	Sheila Flavell	£0.00	4,688	Michael McLaren	£0.00	2,495	Mark Heather	£0.00	3,988
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Mark Heather	£0.00	3,988																	
(d)	Aggregated Information - Aggregated Volume - Price	N/A																	
(e)	Date of the Transaction	16 October 2025																	
(f)	Place of the Transaction	Outside a trading venue																	

Contacts

Mark Heather, Company Secretary

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