

**24 October 2025**

**ZIGUP plc**  
(the "Company")

**Awards under Value Creation Plan**

The Company announces that following the approval of the ZIGUP plc Value Creation Plan (the "Plan") at the Company's Annual General Meeting on 23 September 2025, awards under the Plan were granted on 23 October 2025 over the VCP Pool Value to Directors/PDMRs as follows:

Martin Ward: 30%  
Rachel Coulson: 15%  
Harvey Stead: 12.5%  
Jorge Alarcón Alejandro: 12.5%  
Katie Tasker-Wood: 10%  
Emma Ayton: 10%  
Matthew Barton: 10%

The VCP Pool Value will be determined by the Board and will normally be calculated as 10% of the growth in value of the issued share capital (including the aggregate value of any dividends paid over the performance period) above a hurdle of £5.21 per share, subject to a cap of £8 per share.

Upon calculation of the VCP Pool Value, which is expected to occur after the 3-year performance period ending 30 April 2028, each participant will (subject to the Rules of the Plan) be entitled to acquire the number of ordinary shares at nil cost corresponding to their share of the VCP Pool Value.

Vested awards under the Plan will usually be subject to a 2-year holding period.

A full summary of the Rules of the Plan was included in the Notice of AGM issued by the Company on 25 July 2025.

This notice is given in fulfilment of the obligation under Article 19 of the UK Market Abuse Regulation.

**-ENDS-**

**For further information, please contact:**

**ZIGUP plc**

Matthew Barton, Company Secretary

**Burson Buchanan**

Chris Lane/Jamie Hooper

+44 (0) 207 466 5000

**Notes to Editors:**

**About ZIGUP**

ZIGUP is the leading integrated mobility solutions provider, with a platform providing services across the vehicle lifecycle to help people keep on the move, smarter. The Group offers mobility solutions to businesses, fleet operators, insurers, OEMs and other customers across a broad range of areas from vehicle rental and fleet management to accident management, vehicle repairs, service and maintenance.

The mobility landscape is changing, becoming ever more connected and ZIGUP uses its knowledge and expertise to guide customers through the transformation, whether that is more digitally connected solutions or supporting the transition to lower carbon mobility through providing EVs, charging solutions and consultancy. We are proud to be a King's Award for Enterprise 2025 holder, recognised for our commitment to Promoting Opportunity and supporting social mobility. Awarded for our efforts to draw fresh young talent into our industry, we are dedicated to attracting and retaining the next generation of automotive technicians by offering accessible pathways for individuals from all backgrounds to succeed and thrive.

The Group's core purpose is to keep its customers mobile, smarter - through meeting their regular mobility needs or by servicing and supporting them when unforeseen events occur. With our considerable scale and reach, ZIGUP's mission is to offer an imaginative, market-leading customer proposition and drive enhanced returns for shareholders by creating value through sustainable compounding growth. The Group seeks to achieve this through the delivery of its new strategic framework of Enable, Deliver and Grow.

ZIGUP supports its customers through a network and diversified fleet of over 130,000 owned and leased vehicles, supporting over 1 million managed vehicles, with over 180 branches across the UK, Ireland and Spain and a specialist team of over 7,800 employees. We are a trusted partner to many of the leading insurance and leasing companies, blue chip corporates and a broad range of businesses across a diverse range of sectors. Our strength comes not only from our breadth of our award-winning solutions, but from our extensive network reach, our wealth of experience and

from our breadth of our shareholding experience, but from our extensive platform testing, our history of experience and continual focus on delivering an exceptional customer experience. Further information regarding ZIGUP plc can be found on the Company's website: [www.zigup.com](http://www.zigup.com)

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [ms@seg.com](mailto:ms@seg.com) or visit [www.ms.com](http://www.ms.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

MSCUOONRVWURUAA