

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

1	Details of the person discharging managerial responsibilities/person closely associated					
a)	Name	Mark Sanderson				
2	Reason for the notification					
a)	Position/status	Company Secretary				
b)	Initial notification/Amendment	Initial notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Severfield plc				
b)	LEI	21380025AWPR781CY104				
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 2.5p GB00B27YGJ97				
b)	Nature of the transaction	<p>Grant of an award under the Company's Performance Share Plan as a conditional award of shares. Subject to performance conditions and continued service, the award normally vests in June 2028.</p> <p>The performance conditions are weighted as follows:</p> <ul style="list-style-type: none"> 50% is based on an EPS target for the year ending 31 March 2028 of 5.8 pence (threshold performance - 12.5% vests) to 7.9 pence (maximum performance - 50% vests) with linear interpolation in between. This represents a PBT range of £22m to £30m. 20% is based on an ROCE target for the year ending 31 March 2028 of 10% (threshold performance - 5% vests) to 13% (maximum performance - 20% vests) with linear interpolation in between. 30% is based on 5 key transformational objectives relating to improved market prioritisation, manufacturing and project delivery. Certain details of the transformation programme metrics are commercially sensitive and will therefore be disclosed retrospectively at the point of vesting. 				
c)	Price(s) and volume(s)	<table border="1"> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> <tr> <td>Nil</td> <td>269,737</td> </tr> </table>	Price(s)	Volume(s)	Nil	269,737
Price(s)	Volume(s)					
Nil	269,737					
d)	Aggregated information - Aggregated volume - Price	Not applicable-single transaction				
e)	Date of the transaction	30/10/25				
f)	Place of the transaction	Outside a trading venue				

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Matt Gamble
2	Reason for the notification	
a)	Position/status	Group financial controller
b)	Initial	Initial notification

2)	notification/Amendment					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Severfield plc				
b)	LEI	21380025AWPR781CY104				
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 2.5p GB00B27YGJ97				
b)	Nature of the transaction	Grant of an award under the Company's Performance Share Plan as a conditional award of shares. Subject to performance conditions and continued service, the award normally vests in June 2028. The performance conditions are weighted as follows: <ul style="list-style-type: none">50% is based on an EPS target for the year ending 31 March 2028 of 5.8 pence (threshold performance - 12.5% vests) to 7.9 pence (maximum performance - 50% vests) with linear interpolation in between. This represents a PBT range of £22m to £30m.20% is based on an ROCE target for the year ending 31 March 2028 of 10% (threshold performance - 5% vests) to 13% (maximum performance - 20% vests) with linear interpolation in between.30% is based on 5 key transformational objectives relating to improved market prioritisation, manufacturing and project delivery. Certain details of the transformation programme metrics are commercially sensitive and will therefore be disclosed retrospectively at the point of vesting.				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>114,474</td></tr></table>	Price(s)	Volume(s)	Nil	114,474
Price(s)	Volume(s)					
Nil	114,474					
d)	Aggregated information <ul style="list-style-type: none">Aggregated volumePrice	Not applicable-single transaction				
e)	Date of the transaction	30/10/25				
f)	Place of the transaction	Outside a trading venue				

Name of Company Official responsible for making notification:

Mark Sanderson, Company Secretary

Contact details: 01845 577896

Severfield plc

Severs House

Dalton Airfield Industrial Estate

Thirsk

North Yorkshire

YO7 3JN

31st October 2025

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 rns@seg.com or visit 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

DSHMBBMTMTJJBMA