

17 November 2025

AB Dynamics plc
("AB Dynamics", the "Company" or the "Group")

Issue of bonus share award

Grant of LTIP awards

AB Dynamics plc, the designer, manufacturer and supplier of advanced testing, simulation and measurement products to the global transport market, today announces the award of bonus shares and the grant of LTIP awards.

Award of Bonus Shares

On 17 November 2025, ordinary shares of one penny each ("Ordinary Shares") were awarded to Sarah Matthews-DeMers in satisfaction of 20% of her respective annual bonus for the year ended 31 August 2025 ("Bonus Shares").

The Bonus Shares were awarded by reference to a price of 1235p, being the closing share price on 14 November 2025. The Bonus Shares have a required holding period of three years.

The table below sets out details of the Bonus Shares awarded together with the resulting holdings of the director:

Name and role	Number of Bonus Shares awarded	Resulting interest in Ordinary Shares	Resulting percentage of Ordinary Shares
Sarah Matthews-DeMers (CFO and CEO designate)	2,692	33,783	0.15%

The Bonus Shares were awarded for nil consideration by transfer from the employee benefit trust.

Grant of LTIP awards

On 17 November 2025, the Company awarded nil cost option awards over a total of 117,842 Ordinary Shares to seven of its PDMRs in accordance with the rules of the LTIP, with a grant date of 17 November 2025.

The table below sets out the allocation of LTIP awards together with the previous awards made under the LTIP:

Name and role	New LTIP award	Existing LTIP awards	Total number of LTIP awards
Sarah Matthews-DeMers (CFO and CEO designate)	55,870	67,390	123,260
Andrew Ng (Group President - Testing Products)	16,993	26,627	43,620
Matthew Price (Group Corporate Development Director)	6,705	14,458	21,163
Dan Clark (Group President - Simulation)	11,676	17,173	28,849
Neil Carpenter (Managing Director - Testing Services)	8,834	5,564	14,398
Rory Grunerud (Managing Director - ABD Solutions)	8,757	5,357	14,114
Ben Russell (Group Business Development Director)	9,007	5,510	14,517

Subject to the rules of the LTIP these awards will vest on 17 November 2028, ordinarily subject to continued service and subject to satisfying the required total shareholder return, EPS and cash conversion performance criteria.

Enquiries:

AB Dynamics plc 01225 860 200

Sarah Matthews-DeMers, Chief Financial Officer and Chief Executive Officer designate

Peel Hunt LLP (Nominated Adviser and Joint Broker) 0207 418 8900

Mike Bell

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Matthew Blawat

Orme Clarke

Teneo

0207 353 4200

James Macey White

Matt Low

The person responsible for arranging the release of this information is David Forbes, Company Secretary.

The below notification made in accordance with the requirements of the EU Market Abuse Regulation, provides further detail:

1	Details of the relevant person / person closely associated						
a)	Name	Sarah Matthews-DeMers					
2	Reason for the notification						
a)	Position/status	Chief Financial Officer and Chief Executive Officer designate					
b)	Initial notification/ Amendment	Initial notification					
3	Details of the issuer						
a)	Name	AB Dynamics plc					
b)	LEI	213800OFXZP4A7I47K43					
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 GB00B9GQVG73					
b)	Nature of the transaction	Award of Ordinary Shares in partial satisfaction of an annual bonus payment.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nil</td><td>2,692</td></tr></table>		Price(s)	Volume(s)	Nil	2,692
Price(s)	Volume(s)						
Nil	2,692						
d)	Aggregated information - Aggregated volume - Price	n/a					
e)	Date of the transaction	17 November 2025					
f)	Place of the transaction	Outside of a trading platform					

The below notification made in accordance with the requirements of the EU Market Abuse Regulation, provides further detail:

1	Details of the relevant person / person closely associated	
a)	Name	1. Sarah Matthews-DeMers 2. Andrew Ng 3. Matthew Price 4. Dan Clark 5. Neil Carpenter 6. Rory Grunerud 7. Ben Russell
2	Reason for the notification	

Reason for the notification												
a)	Position/status	1. Chief Financial Officer and Chief Executive Officer designate 2. Group President - Testing Products 3. Group Corporate Development Director 4. Group President - Simulation 5. Managing Director - Testing Services 6. Managing Director - ABD Solutions 7. Group Business Development Director										
b)	Initial notification/ Amendment	Initial notification										
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a)	Name	AB Dynamics plc										
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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 GB00B9GQVG73										
b)	Nature of the transaction	Grant of nil cost option LTIP awards over Ordinary Shares.										
c)	Price(s) and volume(s)	<table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td rowspan="7">Nil</td><td>1. 55,870</td></tr><tr><td>2. 16,993</td></tr><tr><td>3. 6,705</td></tr><tr><td>4. 11,676</td></tr><tr><td>5. 8,834</td></tr><tr><td>6. 8,757</td></tr><tr><td>7. 9,007</td></tr></table>	Price(s)	Volume(s)	Nil	1. 55,870	2. 16,993	3. 6,705	4. 11,676	5. 8,834	6. 8,757	7. 9,007
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Nil	1. 55,870											
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d)	Aggregated information - Aggregated volume - Price	n/a										
e)	Date of the transaction	17 November 2025										
f)	Place of the transaction	Outside of a trading venue										

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