

19 November 2025



**Time Finance plc**  
("Time Finance", the "Group" or the "Company")

### Grant of 2025 LTIP Awards

Time Finance plc, the AIM listed independent specialist finance provider, announces that on 18 November 2025, the Company granted awards over an aggregate of 625,000 ordinary shares in the form of nil cost options (the "**Performance Awards**") to the executive directors of the Company under the 2025 Time Finance Long Term Incentive Plan (the "**LTIP**"). The Performance Awards have been awarded to the executive directors as follows.

Director	Role	Number of Performance Awards
Ed Rimmer	Chief Executive Officer	361,842
James Roberts	Chief Financial Officer	263,158

The Performance Awards will vest three years from the date of grant conditional upon the achievement of three-year performance conditions, details of which are provided below. In determining the number of Performance Awards granted to the executive directors, the Remuneration Committee has used a share price of 57p, being the closing mid-market price per Time Finance ordinary share on 1 June 2025.

Vesting of 85% of the Performance Awards is subject to a Company profit before tax ("**PBT**") performance condition measured over the performance period of three-years ending 31 May 2028 with threshold vesting of between 25% and 100% of this portion of the Performance Award on achievement or exceeding of the PBT performance condition.

The remaining 15% of the Performance Awards are subject to a Time Finance total shareholder return ("**TSR**") performance condition measured over a three-year period ending 31 May 2028, with vesting of between 25% and 100% of this portion of the Performance Award on a straight-line basis over a hurdle rate of compounded TSR.

The notifications below, provided in accordance with the Market Abuse Regulation, provide further details.

**Ends**

**For further information, please contact:**

**Time Finance plc**  
Ed Rimmer (CEO) / James Roberts (CFO)

01225 474230  
ir@timefinance.com

**Cavendish (NOMAD and Broker)**  
Ben Jeynes / Teddy Whiley (Corporate Finance)  
Michael Johnson / Matt Lewis (Sales and ECM)

0207 220 0500

**Walbrook PR**  
Nick Rome / Joe Walker

0207 933 8780  
Timefinance@walbrookpr.com

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### About Time Finance:

Time Finance's purpose is to help UK businesses thrive and survive through the provision of flexible funding facilities. It offers a multi-product range for SMEs primarily concentrating on Asset Finance and Invoice Finance. While focussed on being an 'own-book' lender, the Group does retain the ability to broke-on deals where appropriate, enabling it to optimise business levels through market and economic cycles.

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More information is available on the Company website, [www.timefinance.com](http://www.timefinance.com), and the interactive investor hub, <https://investors.timefinance.com>.

1.	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a)	Name	Ed Rimmer
2.	<b>Reason for the notification</b>	
a)	Position/status	Chief Executive Officer
b)	Initial notification/Amendment	Initial Notification
3.	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Time Finance plc
b)	LEI	213800VG3QJGBP2MKR86
4.	<b>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</b>	
a)	Description of the financial instrument	Ordinary shares
b)	Identification code	ISIN: GB00BCDBXK43
c)	Nature of the transactions	Initial award under the Time Finance 2025 LTIP
d)	Price(s) and volume(s)	Price: nil Volume: 361,842
e)	Aggregated information - Aggregated volume - Price	N/A - Single transaction
f)	Date of the transactions	18 November 2025
g)	Place of the transactions	Outside a trading venue

2.	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a)	Name	James Roberts
2.	<b>Reason for the notification</b>	
a)	Position/status	Chief Financial Officer
b)	Initial notification/Amendment	Initial Notification
3.	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Time Finance plc
b)	LEI	213800VG3QJGBP2MKR86
4.	<b>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</b>	
a)	Description of the financial instrument	Ordinary shares
b)	Identification code	ISIN: GB00BCDBXK43
c)	Nature of the transactions	Initial award under the Time Finance 2025 LTIP
d)	Price(s) and volume(s)	Price: nil Volume: 263,158
e)	Aggregated information - Aggregated volume - Price	N/A - Single transaction
f)	Date of the transactions	18 November 2025
g)	Place of the transactions	Outside a trading venue

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