

TRISTEL plc
("Tristel" or the "Company")

Director Option Grant

Tristel plc (AIM: TSTL), the manufacturer of infection prevention products, announces that on 24 November 2025 it granted a total of 181,972 new share options (the "Options") over ordinary shares of 1 pence each ("Ordinary Shares") under the Long Term Incentive Plan ("LTIP") in the Company, to two directors as follows:

Director's name	Position	Number of Options granted	Aggregate number of options post grant	Current total beneficial holding of Ordinary Shares	Current holding as a % of Issued share capital
Matt Sassone	CEO	106,479	183,483	3,500	0.01%
Anna Wasyl	CFO	75,493	75,493	0	0%

Terms of the new LTIP

The performance targets for the LTIP awards, which have been adjusted to reflect the impact of the tax rate and the investments required to stimulate growth, will be 50% based on earning per share (EPS) targets and 50% based on relative total shareholder return (TSR) versus the constituents of the AIM 100 as at the grant of the awards as follows:

50% of Initial awards		50% of Initial awards	
EPS FY 27/28	% of EPS Part that Vests	Relative TSR measured over 3 years from grant	% of TSR Part that Vests
Less than 19p	0%	Below median	0%
Between 19p and 23p	Pro-rata 25% to 100%	Between median and upper quartile	Pro-rata 25% to 100%
23p or better	100%	Upper quartile or above	100%

This announcement was deemed by the company to contain inside information as stipulated under the Market Abuse Regulations (EU) no. 596/2014 as they form part of UK domestic law by virtue of the European Union (withdrawal) Act 2018. With the publication of this announcement, this information is now considered to be in the public domain.

For further information please contact:

Tristel plc
Matt Sassone, Chief Executive Officer
Anna Wasyl, Chief Financial Officer

Via Walbrook PR
www.investors.tristel.com

Walbrook PR Ltd
Paul McManus / Lianne Applegarth / Anna Dunphy

Tel: 020 7933 8780 or tristel@walbrookpr.com
Mob: 07980 541 893/ 07584 391 303/ 07876 741 001

Cavendish Capital Markets Ltd
Geoff Nash / Callum Davidson / Trisyia Jamaludin (Corporate Finance)
Sunila de Silva (Corporate Broking) / Louise Talbot (Sales)

Tel: 020 7220 0500



About Tristel plc

Tristel plc is a global infection prevention company focussed on the manufacture and supply of products using its unique proprietary chlorine dioxide (ClO₂) chemistry. The Company is a market leader in manual decontamination of medical devices, supplying hospitals under the [Tristel](#) brand, and under the [Cache](#) brand provides products for sporicidal surface disinfection, a more sustainable alternative to commonly used pre-wetted plastic wipes.

Tristel's head office and manufacturing facility is located in Snailwell, near Cambridge, and operates globally employing approximately 270 people across 20 subsidiaries selling into 40+ countries. The Company targets double digit revenue growth annually and an EBITDA margin of at least 25% and the business is profitable, with no debt and has a progressive dividend policy.

The Company has been listed on the London Stock Exchange's AIM market since 2005 (AIM: TSTL).

For more information about Tristel's product range please visit: <https://tristel.com>

The information set out below is provided in accordance with the requirements of Article 19(3) of the EU Market Abuse Regulation No 596/2014 which forms part of UK Law by virtue of the European Union (Withdrawal) Act 2018.

1.	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Matthew Sassone
2.	Reason for the Notification	
a)	Position/status	CEO
b)	Initial notification/Amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Tristel plc
b)	LEI	2138009DZ4LH9CZGF662
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 1p each GB00B07RVT99
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	1 pence, 106,479 shares
d)	Aggregated information: · Aggregated volume · Price	See above
e)	Date of the transaction	24 November 2025
f)	Place of the transaction	Outside of a trading venue

1.	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Anna Wasyl
2.	Reason for the Notification	
a)	Position/status	CFO
b)	Initial notification/Amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Tristel plc
b)	LEI	2138009DZ4LH9CZGF662
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 1p each GB00B07RVT99
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	1 pence, 75,493 shares
d)	Aggregated information: · Aggregated volume · Price	See above
e)	Date of the transaction	24 November 2025
f)	Place of the transaction	Outside of a trading venue

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 rs@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

DSHPKQBBBBDDDBD