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26 November 2025

Long Term Incentive Awards to Executive Directors

Diploma PLC (the "Company") announces that the Remuneration Committee has approved the grant of long-term incentive awards (the "Awards") to the Executive Directors of the Company on 25 November 2025 under the Diploma PLC 2020 Performance Share Plan (as amended) ("PSP"):

	PSP Award Shares	Share Price
Johnny Thomson	55,213 Ordinary Shares	£53.90
Wilson Ng	9,856 Ordinary Shares	£53.90

The Awards are subject to the achievement of performance conditions measured over a three-year period ending 30 September 2028 and the number of shares shown above represent the maximum number of shares which may vest in connection with these Awards.

A summary of the PSP, including the performance conditions relating to these Awards, is set out in the Annual Report and Accounts 2025 that will be published in due course.

The Notification of Dealing Form can be found below. This announcement is made in accordance with the UK Market Abuse Regulation.

1	Details of the Director/PDMR/PCA		
a)	Name	1. Johnny Thomson 2. Wilson Ng	
2	Reason for the notification		
a)	Position/Status	1. Chief Executive Officer 2. Acting Chief Financial Officer	
b)	Initial notification/ Amendment	Initial notification	
3	Details of the issuer		
a)	Name	Diploma PLC	
b)	LEI	2138008OGI7VYG8FGR19	
4	Details of the transactions:		
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of 5p each in the Company GB0001826634	
b)	Nature of the transaction	Grant of PSP shares	
c)	Price(s) and volume(s)	Price 1. Grant at £53.90 2. Grant at £53.90	Volume 55,213 9,856
d)	Aggregated information - Aggregated volume - Price	Price 1. Grant at £53.90 2. Grant at £53.90	Volume 55,213 9,856

e)	Date of the transaction	25 November 2025
f)	Place of the transaction	Outside a trading venue

For further information please contact:

Diploma PLC
Anna Lawrence, Group Company Secretary

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LEI: 2138008OGI7VYG8FGR19

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