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22 December 2025

Director/PDMR Shareholding and Long Term Incentive Award

Diploma PLC (the "Company") announces that on 19 December 2025, Wilson Ng, Chief Financial Officer, acquired a beneficial interest in 410 Ordinary Shares in the Company at £53.69 per share. Following this transaction, Wilson's total shareholding is 5,397 Ordinary Shares.

The shares were purchased using an amount equal to 50% of Wilson's annual bonus, net of tax, awarded for FY2025. These shares will be held under restriction in accordance with the Company's Shareholding Policy.

The Company further announces that the Remuneration Committee has approved the grant of a long-term incentive award (the "Award") to Wilson on 19 December 2025 under the Diploma PLC 2020 Performance Share Plan (as amended) ("PSP"). A total of 12,289 Ordinary Shares were awarded at a share price of £53.40.

The Award is subject to the achievement of performance conditions measured over a three-year period ending 30 September 2028. The number of shares stated above represents the maximum that may vest in connection with this Award.

A summary of the PSP, including the performance conditions applicable to this Award, is provided in the Company's Annual Report and Accounts 2025.

The Notification of Dealing Form for both transactions 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	Wilson Ng										
2	Reason for the notification											
a)	Position/Status	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	Ordinary shares of 5p each in the Company										
	Identification code	GB0001826634										
b)	Nature of the transaction	1) Purchase of shares 2) Grant of PSP shares										
c)	Price(s) and volume(s)	<table><tr><th></th><th>Price</th><th>Volume</th></tr><tr><td>1</td><td>Purchase at £53.69</td><td>410</td></tr><tr><td>2</td><td>Grant at £53.40</td><td>12,289</td></tr></table>		Price	Volume	1	Purchase at £53.69	410	2	Grant at £53.40	12,289	
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	- Aggregated volume											
	- Price											
e)	Date of the transaction	19 December 2025										
f)	Place of the transaction	1. London Stock Exchange 2. Outside a trading venue										

For further information please contact:

LEI: 2138008OGI7VYG8FGR19

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