

James Latham plc
("James Latham" or "the Company")
Grant of Options & PDMR Dealings

The Company announces that on 16 December 2025, the Trustees of the Company's CSOP scheme granted options over 25p ordinary shares ("Ordinary Shares") at an exercise price of 980p per Ordinary Share to be exercised between 17 December 2030 and 16 December 2035, as set out in the table below:

PDMR	Options granted
Nick Latham (Chairman)	612
David Dunmow (Finance Director)	612
Piers Latham (Executive Director)	612
Andrew Wright (Managing Director)	612
Nick Widlinski (Associate Director)	612

The Company also announces that on 22 December 2025, the Trustees of the Company's CSOP scheme issued 999 Ordinary Shares in the Company ("CSOP Shares") to certain PDMRs as detailed below at a price of 925p per Ordinary Share:

The resulting PDMR shareholdings are as follows

PDMR	CSOP Shares issued	Resultant Shareholding	Resultant % Shareholding
Nick Latham	486	653,455	3.24%
David Dunmow	27	149,319	0.74%
Piers Latham	486	649,815	3.22%

For further information please visit www.lathamtimber.co.uk or contact:

James Latham plc

Tel: 01442 849 100

Nick Latham, Chairman

David Dunmow, Finance Director

SP Angel Corporate Finance LLP

Matthew Johnson / Charlie Bouverat (Corporate Finance)

Tel: 0203 470 0470

Abigail Wayne (Corporate Broking)

The information below, set out in accordance with the requirements of the EU Market Abuse Regulation, provides further detail.

Grant of options:

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	1. Nick Latham 2. David Dunmow

		3. Piers Latham 4. Andrew Wright 5. Nick Widlinski
2	Reason for the notification	
a)	Position/status	1. Chairman 2. Finance Director 3. Executive Director 4. Managing Director 5. Associate Director
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	James Latham plc
b)	LEI	2138008M4LVEDHBPBU41
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	Ordinary shares of 25p each
	Identification code	GB00B04NP100
b)	Nature of the transaction	Grant of options under Company CSOP scheme

c)	Price(s) and volume(s)	<table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>1. 980p</td><td>1. 612</td></tr><tr><td>2. 980p</td><td>2. 612</td></tr><tr><td>3. 980p</td><td>3. 612</td></tr><tr><td>4. 980p</td><td>4. 612</td></tr><tr><td>5. 980p</td><td>5. 612</td></tr></table>	Price(s)	Volume(s)	1. 980p	1. 612	2. 980p	2. 612	3. 980p	3. 612	4. 980p	4. 612	5. 980p	5. 612
Price(s)	Volume(s)													
1. 980p	1. 612													
2. 980p	2. 612													
3. 980p	3. 612													
4. 980p	4. 612													
5. 980p	5. 612													
d)	Aggregated information													
	- Aggregated volume	As above												
	- Price													
e)	Date of the transaction	16 December 2025												
f)	Place of the transaction	Outside a trading venue												

Issue of CSOP Shares:

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	1. Nick Latham 2. David Dunmow 3. Piers Latham
2	Reason for the notification	
a)	Position/status	1. Chairman

		2. Finance Director 3. Executive Director
b)	Initial notification /Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	James Latham plc
b)	LEI	2138008M4LVEDHBPBU41
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 <	

d)	Aggregated information - Aggregated volume - Price	As above
e)	Date of the transaction	22 December 2025
f)	Place of the transaction	Outside a trading venue

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