

10 February 2026

Hardide plc
("Hardide", the "Group" or the "Company")
Grant of Executive Share Options

Hardide plc (AIM: HDD), the provider of advanced surface coating technology, announces the granting by the Company's Remuneration Committee of options over the ordinary shares in the Company ("Options") to executive directors (the "Executive Directors") in the quantities set out below, pursuant to the Company's EMI option scheme.

These Options have been granted in line with the Group's 2025 Remuneration Policy, the details of which are disclosed within the forthcoming annual report for the year-ended 30 September 2025, which will be made available to shareholders later this month.

Name	Position	Number of Options	Type of option	Conditions
Matt Hamblin	CEO	1,088,634	Performance shares	Financial performance and TSR
Simon Hallam	Finance Director	352,431	Performance shares	Financial performance and TSR
Yuri Zhuk	Technical Director	378,514	Performance shares	Financial performance and TSR

The Options have an exercise price of 21.97 pence per share, being the 5-VWAP for the 5 business days preceding this announcement.

The Options will only vest based on the achievement of certain financial performance targets, which will require the achievement of significant growth in both EBITDA and Total Shareholder Return ("TSR") in each of the three financial years ending 30 September 2028. Further details of the performance targets and to the extent to which these have been achieved will be disclosed retrospectively each year in the Group's annual report.

Following the grant of the Options, the resulting interests of the Executive Directors are summarised as follows:

Name	Ordinary Shares of 4p each	Total Options subsequent to these grants
Matt Hamblin	288,552	4,388,634
Simon Hallam	10,526	1,007,631
Yuri Zhuk	221,189	1,154,926

In aggregate 2,195,048 new Options have been granted, which includes 375,469 options granted to a member of the senior management team, representing 2.8% of the Company's issued ordinary share capital. Following the grant of Options, there are a total of 7,145,410 Options outstanding, representing approximately 9.1% of the current issued share capital of the Company.

Enquiries:

Hardide plc

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Jasper Berry / Dale Bellis (Sales)

Notes to editors:

www.Hardide.com

Hardide develops, manufactures and applies advanced technology tungsten carbide/tungsten metal matrix coatings to a wide range of engineering components. Its patented technology is unique in combining in one material, a mix of toughness and resistance to abrasion, erosion and corrosion; together with the ability to coat accurately interior surfaces and complex geometries. The material is proven to offer dramatic improvements in component life, particularly when applied to components that operate in very aggressive environments. This results in cost savings through reduced downtime and increased operational efficiency as well as a reduced carbon footprint. Customers include leading companies operating in the energy sectors, valve and pump manufacturing, industrial gas turbine, precision engineering and aerospace industries.

1	Details of the person discharging managerial responsibilities/person closely associated
a)	Name Matt Hamblin

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	Hardide plc				
b)	LEI	213800HLAU1IFKMU5G89				
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 4p each				
	Identification code	GB00BJJPX768				
b)	Nature of the transaction	Options granted under the EMI scheme 2016				
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Exercise Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>21.97p</td> <td>1,088,634</td> </tr> </tbody> </table>	Exercise Price(s)	Volume(s)	21.97p	1,088,634
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d)	Aggregated information - Aggregated volume - Price	Single transaction as in 4c) above				
e)	Date of the transaction	10 February 2026				
f)	Place of the transaction	Outside a trading venue				

1	Details of the person discharging managerial responsibilities/person closely associated					
a)	Name	Simon Hallam				
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a)	Position/status	Finance Director				
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1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Yuri Zhuk
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a)	Position/status	Technical Director

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