

HENRY BOOT PLC

('Henry Boot' or 'the Company')

Notification of Transactions of Persons Discharging Managerial Responsibilities ("PDMRs")

Grant of LTIP Awards

Henry Boot PLC (BOOT.L) announces that on 23 April 2026, the Company granted conditional share awards over ordinary shares of 10 pence each ("**Shares**") pursuant to the Henry Boot PLC 2025 Long Term Incentive Plan ("**LTIP**") to the Company's Executive Directors and PDMRs, as set out below.

Name	Position	Maximum number of shares under LTIP award
Timothy Andrew Roberts	Chief Executive Officer	421,145
Darren Louis Littlewood	Chief Financial Officer	232,876
Rachel Evelyn White	People Director	43,870
Steven Anthony Stacey	Chief Operating Officer	50,491
Edward James Hutchinson	Managing Director	94,082
Iain Crawford MacSween	Managing Director	90,163
Jaimie Louise Read	Company Secretary	15,072

The LTIP awards made to the Executive Directors have been granted in line with the Directors' Remuneration Policy, and are expected to vest in April 2029. The awards are subject to a two-year post-vesting holding period for Executive Directors and Executive Committee members.

As disclosed in the 2025 Annual Report, the awards are subject to the satisfaction of performance conditions based on the Company's EPS, ROACE, Total Shareholder Return, reduction in Scope 1 and Scope 2 greenhouse gas emissions and improvement to the senior management gender balance, measured over a three-year period ending on 31 December 2028.

The notification below is made in accordance with the requirements of the UK Market Abuse Regulation.

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Timothy Andrew Roberts
-	Reason for the notification	
a)	Position/status	Chief Executive Officer
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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,	Ordinary shares of 10p each

	type of instrument Identification code	GB0001110096	
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	421,145
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	23 April 2026	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Darren Louis Littlewood	
-	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	232,876
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	23 April 2026	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Rachel Evelyn White	
-	Reason for the notification		
a)	Position/status	People Director	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		

a)	Name	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	43,870
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	23 April 2026	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Steven Anthony Stacey	
-	Reason for the notification		
a)	Position/status	Chief Operating Officer	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Henry Boot PLC	
b)	LEI	213800H5873O9TC3XT22	
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 10p each GB0001110096	
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		nil	50,491
d)	Aggregated information -Aggregated volume -Price	n/a	
e)	Date of the transaction	23 April 2026	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Edward James Hutchinson

-	Reason for the notification	
a)	Position/status	Managing Director
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		nil
		94,082
d)	Aggregated information -Aggregated volume -Price	n/a
e)	Date of the transaction	23 April 2026
f)	Place of the transaction	Outside a trading venue

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Iain Crawford MacSween
-	Reason for the notification	
a)	Position/status	Managing Director
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		nil
		90,163
d)	Aggregated information -Aggregated volume -Price	n/a
e)	Date of the transaction	23 April 2026
f)	Place of the	Outside a trading venue

	transaction	
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1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Jaimie Louise Read
-	Reason for the notification	
a)	Position/status	Company Secretary
b)	Initial notification/Amendment	Initial Notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Henry Boot PLC
b)	LEI	213800H5873O9TC3XT22
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 10p each GB0001110096
b)	Nature of the transaction	Grant of conditional share awards over ordinary shares, pursuant to the Company's 2025 Long Term Incentive Plan
c)	Price(s) and volume(s)	Price(s)
		Volume(s)
		nil
		15,072
d)	Aggregated information -Aggregated volume -Price	n/a
e)	Date of the transaction	23 April 2026
f)	Place of the transaction	Outside a trading venue

Enquiries to:
Henry Boot PLC
Jaimie Read, Company Secretary
Tel: 0114 255 5444
www.henryboot.co.uk

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