RNS Number : 2461H
SSE PLC
05 June 2026

## SSE plc

## Director/PDMR Shareholding

## SSE plc (the "Company") - Notification of Transactions of Directors/Persons Discharging Managerial Responsibilities and their Closely Associated Persons

**(i) Deferred Bonus Scheme (DBS) - Grant of Awards - 4 June 2026**

On 4 June 2026 the independent Trustee of the SSE Employee Trust notified the Company that it had on 4 June 2026 granted the Directors/PDMRs listed in the table that follows awards over Ordinary shares of 50 pence each fully paid in the Company under the DBS. The number of shares under each award has been calculated by reference to a price of £23.00 per share, being the average of the Company's share price over the three dealing days immediately preceding the date of grant.

Awards granted under the DBS represent a deferral of a proportion of the cash bonus earned for the 2025/26 annual incentive year which is converted into shares. The shares will vest after a period of three years from the date of grant subject normally to the participant remaining in employment with the Company. On vesting, the participant will become entitled to additional shares representing the value of reinvested dividends over the three-year period.

| | | |
|---|---|---|
| **1** | **Details of the person(s) discharging managerial responsibilities/person closely associated with** | |
| a) | Name(s) | Martin Pibworth (Director)<br>Barry O'Regan (Director)<br>Christopher Burchell (PDMR)<br>Nikki Flanders (PDMR)<br>Rhian Kelly (PDMR)<br>Finlay McCutcheon (PDMR)<br>Robert McDonald (PDMR)<br>Sam Peacock (PDMR)<br>John Stewart (PDMR)<br>Elizabeth Tanner (PDMR)<br>Stephen Wheeler (PDMR) |
| **2** | **Reason for the notification** | |
| a) | Position/status | As noted in 1a) above |
| b) | Initial notification/Amendment | Initial notification |
| **3** | **Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor** | |
| a) | Name | SSE plc |
| b) | LEI | 549300KI75VYLLMSK856 |
| **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 50 pence each fully paid<br>ISIN: GB0007908733 |
| b) | Nature of transaction | Grant of Awards under the SSE plc Deferred Bonus Scheme |
| c) | Price(s) and volume(s) | Conditional awards of shares, the number of shares calculated by reference to a price of GBP£23.00, being the average of the Company's share price over the three dealing days immediately preceding the date of grant. |

| Director/PDMR | Total DBS Awards Granted |
|---|---|
| Martin Pibworth (Director) | 18,224 |
| Barry O'Regan (Director) | 13,532 |
| | |

| | | | |
|---|---|---|---|
| | | Christopher Burchell (PDMR) | 4,441 |
| | | Nikki Flanders (PDMR) | 3,340 |
| | | Rhian Kelly (PDMR) | 544 |
| | | Finlay McCutcheon (PDMR) | 3,662 |
| | | Robert McDonald (PDMR) | 5,557 |
| | | Sam Peacock (PDMR) | 2,439 |
| | | John Stewart (PDMR) | 2,934 |
| | | Elizabeth Tanner (PDMR) | 3,178 |
| | | Stephen Wheeler (PDMR) | 4,317 |
| d) | Aggregated information<br>- Aggregated volume<br>- Price | <br>As noted in 4c) above<br>As noted in 4c) above | |
| e) | Date of transaction | 4 June 2026, date of grant | |
| f) | Place of transaction | Outside a trading venue | |

**(ii) Performance Share Plan (PSP) - Grant of Awards - 4 June 2026**

On 4 June 2026 the independent Trustee of the SSE Employee Trust notified the Company that it had on 4 June 2026 granted the Executive Directors/PDMRs listed in the table that follows awards over Ordinary shares of 50 pence each fully paid in the Company under the PSP. The number of shares stated will become available to each Executive Director/PDMR if the performance targets applicable to the award are achieved at their upper limit or above. On vesting, the Executive Directors/PDMRs will become entitled to additional shares representing the value of reinvested dividends over the performance period. The number of shares under each award has been calculated by reference to a price of £23.00 per share, being the average of the Company's share price over the three dealing days immediately preceding the date of grant.

Vesting of these awards will normally only take place if performance conditions are satisfied over the three-year performance period 1 April 2026 to 31 March 2029. These performance conditions are those indicated in the Remuneration Committee Report which forms part of SSE's 2026 Annual Report and Accounts which will be published on 12 June 2026.

Awards granted to Executive Directors will be subject to an additional post-vesting holding period during which time the Executive Director must retain the post-tax number of shares vesting under award.

| | | |
|---|---|---|
| **1** | **Details of the person(s) discharging managerial responsibilities/person closely associated with** | |
| a) | Name(s) | Martin Pibworth (Executive Director)<br>Barry O'Regan (Executive Director)<br>Thomas Broström (PDMR)<br>Christopher Burchell (PDMR)<br>Nikki Flanders (PDMR)<br>Rhian Kelly (PDMR)<br>Finlay McCutcheon (PDMR)<br>Robert McDonald (PDMR)<br>Sam Peacock (PDMR)<br>John Stewart (PDMR)<br>Stephen Wheeler (PDMR) |
| **2** | **Reason for the notification** | |
| a) | Position/status | As noted in 1a) above |
| b) | Initial notification/Amendment | Initial notification |
| **3** | **Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor** | |
| a) | Name | SSE plc |
| b) | LEI | 549300KI75VYLLMSK856 |
| **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 50 pence each fully paid<br>ISIN: GB0007908733 |

| | | |
|---|---|---|
| b) | Nature of transaction | Grant of Awards under the SSE plc Performance Share Plan |
| c) | Price(s) and volume(s) | Conditional awards of shares, the number of shares calculated by reference to a price of GBP£23.00, being the average of the Company's share price over the three dealing days immediately preceding the date of grant. |

| **Executive Director** | **Total PSP Awards Granted** |
|---|---|
| Martin Pibworth | 136,956 |
| Barry O'Regan | 92,065 |
| Thomas Broström (PDMR) | 46,956 |
| Christopher Burchell (PDMR) | 39,624 |
| Nikki Flanders (PDMR) | 34,650 |
| Rhian Kelly (PDMR) | 15,525 |
| Finlay McCutcheon (PDMR) | 34,530 |
| Robert McDonald (PDMR) | 41,304 |
| Sam Peacock (PDMR) | 22,305 |
| John Stewart (PDMR) | 26,828 |
| Stephen Wheeler (PDMR) | 40,710 |

| | | |
|---|---|---|
| d) | Aggregated information<br>- Aggregated volume<br>- Price | <br>As noted in 4c) above<br>As noted in 4c) above |
| e) | Date of transaction | 4 June 2026, date of grant |
| f) | Place of transaction | Outside a trading venue |



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