13 November 2026

Carclo plc

Director/PDMR Shareholding

Notification and public disclosure of transactions by Persons Discharging Managerial Responsibilities ("PDMRs") and persons closely associated with them

Carclo plc (the "Company"), a global precision engineering group with comprehensive, end-to-end manufacturing capabilities, announces that conditional awards over Carclo plc ordinary shares of 5 pence each ("Ordinary Shares") granted on 21 September 2023 under the Carclo plc Performance Share Plan 2017 (the "Plan") to certain PDMRs have vested.

The awards were subject to performance conditions measured over a three-year performance period ending on 21 September 2026. The Remuneration Committee has determined that the performance conditions were satisfied to the extent of 22.6% and, accordingly, the awards have vested as to 22.6% of the Ordinary Shares under award with the balance lapsing. The vesting date of the awards is 21 September 2026.

The vested awards have been satisfied by the allotment and issue of new Ordinary Shares to the trustee of the Company's employee benefit trust, of which certain shares have been transferred to Gary Allan and Alan Hook to be held in certificated form in their own names. The Ordinary Shares vesting to Frank Doorenbosch, as an executive director, are subject to a further two-year post-vesting holding period ending on 21 September 2028.

Details of the vesting for each PDMR are set out below:

Name	Position	No. of shares under award	Vesting %	No. of shares vested
Frank Doorenbosch	Chief Executive Officer	1,250,000	22.6%	282,500
Gary Allan	Chief Operating Officer	200,000	22.6%	45,200
Alan Hook	CEO – Aerospace Division	200,000	22.6%	45,200

On 10 November 2026, the trustee of the Company's employee benefit trust sold a total of 170,991 Ordinary Shares at a price of 38.25 pence per Ordinary Share to satisfy the income tax and National Insurance contributions arising on vesting for participants in the Plan, of which 143,618 Ordinary Shares were sold in respect of the PDMRs, as set out below. Following the sale, on 12 November 2026, the trustee transferred the remaining vested Ordinary Shares to the PDMRs, as set out below.

An application was made for 487,030 new Ordinary Shares, issued in connection with the vesting of awards under the Plan, and admission took place on 21 October 2026. The new Ordinary Shares rank pari passu with the existing Ordinary Shares. Consequently, the Company's issued share capital consists of 73,906,223 Ordinary Shares, each with one vote. The Company holds no Ordinary Shares in treasury. Therefore, the total number of voting rights in the Company is 73,906,223. This figure may be used by shareholders as the denominator for the calculations by which they will determine whether they are required to notify their interest in, or a change to their interest in, the Company under the FCA's Disclosure Guidance and Transparency Rules.

This announcement and the following disclosures are made in accordance with Article 19 of the UK Market Abuse Regulation.

1	**Details of the person discharging managerial responsibilities / person closely associated**	
(a)	Name	(i) Frank Doorenbosch (ii) Gary Allan (iii) Alan Hook

2	**Reason for the notification**

(a)	Position/status	(i) Chief Executive Officer (ii) Chief Operating Officer (iii) CEO (Aerospace Division)
(b)	Initial notification / Amendment	Initial notification

3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
(a)	Name	Carclo plc
(b)	LEI	21380078MEM399JPI956

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 5 pence each
	Identification code	ISIN: GB0001751915
(b)	Nature of the transaction	Acquisition of Ordinary Shares on transfer by the trustee of the Company's employee benefit trust following the vesting of conditional awards granted on 21 September 2023 under the Carclo plc Performance Share Plan 2017, net of Ordinary Shares sold to satisfy income tax and National Insurance contributions.
(c)	Price(s) and volume(s)	See table below

Name	**Price**	**Volume (Ordinary Shares transferred)**
Frank Doorenbosch	Nil	161,262
Gary Allan	Nil	44,337
Alan Hook	Nil	23,683

4 (cont.)		
(d)	Aggregated information: Aggregated volume; Price	Not applicable – see individual details above
(e)	Date of the transaction	12 November 2026
(f)	Place of the transaction	Outside a trading venue

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 5 pence each
	Identification code	ISIN: GB0001751915
(b)	Nature of the transaction	Sale of Ordinary Shares to satisfy income tax and National Insurance contributions arising on the vesting of awards under the Plan
(c)	Price(s) and volume(s)	See table below

Name	Price	Volume
Frank Doorenbosch	38.25p	121,238
Gary Allan	38.25p	863
Alan Hook	38.25p	21,517

4 (cont.)		
(d)	Aggregated information: Aggregated volume; Price	Not applicable – see individual details above
(e)	Date of the transaction	10 November 2026
(f)	Place of the transaction	London Stock Exchange, Main Market (XLON)

About Carclo plc:

Carclo is a global precision engineering group that designs, industrialises and manufactures highly reliable solutions for Life Sciences, Aerospace and Safety & Security markets, manufactured in-region, for-region.

Carclo plc is a public company whose shares are quoted on the Main Market of the London Stock Exchange. LEI: 21380078MEM399JPI956

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