

FD Technologies plc
(“FD Technologies” or the “Company”)

13 December 2024

Notification of Long-Term Incentive Award to PDMR

FD Technologies (AIM: FDP.L, Euronext Growth: FDP.I) announces the grant of restricted share units and performance share units under a Long Term Incentive Plan (LTIP) to a Person Discharging Managerial Responsibility (“PDMR”) of the Company as follows:

PDMR	Number of shares over which awards were granted on 11 th December 2024	
	RSU Award	PSU Award
Ashok Reddy	14,523 Units	43,570 Units

The LTIP Award has been determined by the Remuneration and Talent Committee composed entirely of independent Non-Executive Directors and advised by independent remuneration consultants, Fariant.

The RSUs will vest annually on the first, second, third and fourth anniversary of the Award.

The PSUs will vest based on the compound annual growth rate in the Company’s share price

	Threshold	Target	Maximum
% Vesting of PSUs	25%	50%	100%
CAGR in Company share price	20%	28.75%	37.5%

Compound annual growth rate (CAGR) is calculated from a starting baseline of the average GBP share price calculated over the 30 day period following the announcement of the Company’s half year results on 26 November 2024 and takes the final point as the average GBP share price calculated over the 30 day period following the publication of the Company’s full year results for the period ended 28 February 2027.

The performance metric has been selected as an appropriate measure and reflects the Company’s commitment to alignment of executive incentives with shareholder interests. The performance targets have been designed to reflect ambitious yet achievable growth, balancing internal expectations and external market forecasts to drive sustained value creation for shareholders.

For further information, please contact:

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