

March 6 2025

LPA GROUP PLC

(“LPA”, the “Company” or the “Group”)

Performance Share Plan

LPA Group plc, the innovation-led engineering specialist in electronic and electro-mechanical components and systems, announces the award of share options over ordinary shares in the Company (the “Share Options”) under the LPA Group plc Performance Share Plan 2023 (“PSP 2023”) to the following director (the “Award Holder”), as follows:

Director	Position	Number of Options	Exercise Price	Total Number of Options held following this award
Philo Daniel-Tran	CEO	197,500	50p	197,500

Under the terms of the PSP 2023, the Share Options are exercisable from 6 March 2028 subject to three increasingly targeted performance hurdles which are related to earnings per share and market capitalization. Following vesting there is a one year holding period (excluding any ordinary shares sold to pay tax due at exercise). The Share Options are subject to clawback and malus provisions.

In addition, the performance hurdles for the 125,000 options issued in July 2023 to the CFO have been adjusted in order for them to remain a long term incentive.

It is the expectation of the Company that the LPA Employee Benefits Trust (the “EBT”) will satisfy the awards when exercised. In the event that the EBT does not satisfy the awards when exercised, the Company will do so through an issue of new ordinary shares to the Award Holder.

As a result of the grant of the Share Options, there are now a total of 627,500 options over ordinary shares in place for directors and employees of LPA.

For further information, please contact:

LPA Group plc

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About LPA

LPA Group plc (AIM: LPA) is an innovation-led engineering specialist in electronic and electro-mechanical components and systems.

Focused on transport (rail and aviation), aerospace, defence, infrastructure and industrial markets and supplying into hostile and challenging environments, LPA is known for engineering solutions to improve product reliability, reducing maintenance and life cycle costs.

The Group has three sites across the UK, selling to customers in the UK and overseas. Two of these are design and manufacturing sites: Saffron Walden, Essex - electro-mechanical systems for rail, aviation and industrial; Normanton, Yorkshire - LED lighting and electronic systems for rail and infrastructure. The third site is Thatcham, Berkshire - value-added distribution of engineered components for rail, aerospace and defence.

With over 150 years of UK design and manufacture, and with origins in the first ever light installed in 'Electric Avenue', Brixton; innovation is core to LPA and to the products and services supplied to our customers worldwide.

For more information visit www.lpa-group.com

The information below (set out in accordance with the requirements of UK Market Abuse Regulation) provides further detail:

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Philo Daniel-Tran	
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	LPA Group plc	
b)	LEI	2138007S67YLDN6CEF21	
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 GB0007320806	
b)	Nature of the transaction	Issue of Options	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		50p	197,500
d)	Aggregated information - Aggregated volume - Price	N/A	
e)	Date of the transaction	5 March 2025	
f)	Place of the transaction	Outside a trading venue	
g)	Additional Information	N/A	