

10 March 2026

LPA GROUP PLC

(“LPA”, the “Company” or the “Group”)

Share Options Awarded

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 (“PSP 2023”), to the following directors and employees of the Company (together, the “Award Holders”) as follows:

Award Holder	Position	Number of Options	Exercise Price	Total Number of Options held following this award
Philo Daniel-Tran	CEO	100,000	56p	297,500
Stuart Stanyard	CFO	70,000	56p	195,000
William Nelson	Group Operations and Supply Chain Director	65,000	56p	65,000
Martin Ramsden	Group Technical Director	65,000	56p	65,000

Under the terms of the PSP 2023, the Share Options are exercisable from 10 March 2029. 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.

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 Holders.

For further information, please contact:

LPA Group plc

Tel: +44 (0) 1799 512800

Robert B Horvath, *Chairman*

www.lpa-group.com

Philo Daniel-Tran, *Chief Executive Officer*

Stuart Stanyard, *Chief Financial Officer*

Cavendish Capital Markets Limited (Nominated Adviser & Broker)

Tel: +44 (0) 20 7220 0500

Corporate Finance

Ed Frisby / Elysia Bough /Joe Smith

Corporate Broking

Ella Bedford

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 four sites across the UK, selling to customers in the UK and overseas. Three of these are design and manufacturing sites: Saffron Walden, Essex - electro-mechanical systems for rail, aviation and industrial; Knapwell, Cambridge – power supplies for the rail market, Normanton, Yorkshire - LED lighting and electronic systems for rail and infrastructure. The fourth site is Newbury, 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	a) Philo Daniel-Tran b) Stuart Stanyard c) William Nelson d) Martin Ramsden
2	Reason for the notification	
a)	Position/status	a) CEO b) CFO c) Group Operations and Supply Chain Director d) Group Technical Director
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	Options over Ordinary shares of 10p each GB0007320806	
b)	Nature of the transaction	Grant of Share Options	
c)	Price(s) and volume(s)	a) Exercise Price: 56p b) Exercise Price: 56p c) Exercise Price: 56p d) Exercise Price: 56p	a) Volume: 100,000 b) Volume: 70,000 c) Volume: 65,000 d) Volume: 65,000
d)	Aggregated information - Aggregated volume - Price	300,000 56p	
e)	Date of the transaction	10 March 2026	
f)	Place of the transaction	Outside a trading venue	
g)	Additional Information	N/A	