

1 August 2022

Billington Holdings Plc

("the Company" or "Billington")

Long Term Incentive Plan

The Company confirms that its Remuneration Committee (the "Committee") has agreed the following awards under the Long Term Incentive Plan (the "Plan" or "LTIP").

The objective of the Plan is to ensure that the strategic objectives of the company align with those of the senior management and that the structure of the overall remuneration package assists in maximising shareholder value.

The performance criteria for these awards of shares specifically relates to the improvement in the trading performance and profitability of the Company. The full award of shares will only be made should profitability achieve specified targets by the end of the performance period of the award.

The performance criteria for the 2022-2023 plan relate to a profit before tax (PBT) range of £4.5 million (25% vests) to £6.5 million (100% vests). The performance criteria for the 2022-2024 plan relate to a profit before tax (PBT) range of £5.5 million (25% vests) to £7.5 million (100% vests).

The following awards of ordinary shares have been made in this round of the Plan:

Name	Position	Ordinary share options granted under the Plan – 2022-2023	Ordinary share options granted under the Plan – 2022-2024	Total Ordinary share options granted under the Plan	Total shares awarded under Deferred Bonus Plan	Total number of shares options currently held	Total direct shareholding in BILN	Total Potential % Shareholding including options
Mark Smith	Chief Executive Officer	123,359	126,443	318,955	18,160	337,115	19,554	2.758%
Trevor Michael Taylor	Chief Financial Officer	92,519	94,832	239,215	13,620	252,835	19,323	2.014%

These shares will be satisfied from the Billington Holdings Plc Employee Share Ownership Trust and at this time it is not anticipated any new shares will be issued to satisfy the award of shares under the Plan.

The following notifications, made in accordance with the requirements of the EU Market Abuse Regulation, gives further details.

For further information please contact:

Billington Holdings Plc
Mark Smith, Chief Executive
Trevor Taylor, Chief Financial Officer

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WH Ireland Limited
Chris Hardie
Fraser Marshall

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IFC Advisory Limited
Tim Metcalfe
Graham Herring
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THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION AS STIPULATED UNDER THE UK VERSION OF THE MARKET ABUSE REGULATION (EU NO. 596/2014) AS IT FORMS PART OF UK LAW BY VIRTUE OF THE EUROPEAN UNION (WITHDRAWAL) ACT 2018 ("UK MAR").

**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING
MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM**

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Mark Smith	
2	Reason for the notification		
a)	Position/status	Chief Executive Officer	
b)	Initial notification/ Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Billington Holdings Plc	
b)	LEI	213800MUHLXWQQ6MEN67	
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 10p each	
	Identification code	GB0000332667	
b)	Nature of the transaction	Award under Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	123,359 (2022-23)
		Nil	126,443 (2022-24)
d)	Aggregated information		
	- Aggregated volume	249,802	
	- Price	Nil	

e)	Date of the transaction	27 July 2022
f)	Place of the transaction	Off Market

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Trevor Michael Taylor	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer	
b)	Initial notification/ Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Billington Holdings Plc	
b)	LEI	213800MUHLXWQQ6MEN67	
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 10p each	
	Identification code	GB0000332667	
b)	Nature of the transaction	Award under Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	92,519 (2022-23)
		Nil	94,832 (2022-24)
d)	Aggregated information		
	- Aggregated volume	187,351	
	- Price	Nil	
e)	Date of the transaction	27 July 2022	
f)	Place of the transaction	Off Market	