

Billington Holdings Plc
("Billington" or the "Company" or the "Group")

Director/PDMR Dealings
Awards under the Company's Long Term Incentive Plan and the Deferred Bonus Plan

Billington Holdings Plc (AIM: BILN), one of the UK's leading structural steel and construction safety solutions specialists, confirms that, following the publication of the 2025 Annual Results, the following awards are made under the Long-Term Incentive Plan and under the Deferred Bonus Plan to the Company's Executive Directors, who are Persons Discharging Managerial Responsibility (PDMRs) under the UK Market Abuse Regulation (MAR).

Long Term Incentive Plan awards (the "Plan" or "LTIP")

The following awards have been awarded under the LTIP to the Executive Directors. 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 LTIP awards over ordinary shares of 10p each in the Company ("Ordinary Shares") specifically relates to the profitability of the Company. The awards will vest three years from award date subject to meeting profitability targets with full vesting only occurring should the profitability targets be achieved during the performance period of the award.

The awards which have been made under the Plan, relate to the financial years 2026 to 2028. The performance criteria for this award requires the Group to achieve a cumulative statutory underlying Profit Before Tax (PBT) range of £27 million (25% vests), with vesting increasing on a straight line basis up to £37 million (100% vests), for the three years.

The following Persons Discharging Managerial Responsibility (PDMRs) have received awards under this Plan.

PDMR	Title	Number of Options
Mark Smith	Chief Executive Officer	79,333
Trevor Taylor	Chief Operating Officer	68,000
David Jones	Chief Financial Officer	20,148

Awards under the Company's Deferred Bonus Plan ("DBP")

The following awards have been made under the DBP to the Executive Directors in respect of the annual bonus for the 2025 Financial Year. Under this plan the Executive Directors receive a proportion of their bonus entitlement in the form of an award of Ordinary Shares. These Ordinary Shares were previously and will continue to be held by the Company's Employee Share Ownership Trust ("ESOT") for a period of three years from the date of award. At the end of this period the Ordinary Shares are released to the awardee for nil consideration subject to the rules of the Deferred Bonus Plan.

PDMR	Title	Number of Ordinary Shares
Mark Smith	Chief Executive Officer	4,987
Trevor Taylor	Chief Operating Officer	4,074
David Jones	Chief Financial Officer	1,006

Following the above transactions, the interests of the executive Directors in Ordinary Shares are:

Director	Total direct shareholding in the Company	Total shareholding under Deferred Bonus Plan (DBP) (held in ESOT)	Total number of LTIP options held	Total number of SAYE Scheme options held	Total potential % shareholding including DBP shares, LTIP options and SAYE Scheme options*
Mark Smith	201,374	76,182	288,655	2,973	4.3%
Trevor Taylor	156,981	59,261	237,444	2,973	3.4%
David Jones	5,948	1,006	40,176	2,973	0.4%

*Assumes future issuance satisfied from ESOT

For further information please contact:

Billington Holdings Plc

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Trevor Taylor, Chief Operating Officer
Dave Jones, Chief Financial Officer

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About Billington Holdings plc

Billington Holdings plc (AIM: BILN), one of the UK's leading structural steel and construction safety solutions specialists, is a UK based Group of companies focused on structural steel and engineering activities throughout the UK and European markets. Group companies pride themselves on the provision of high technical and professional standards of service to niche markets with emphasis on building strong, trusted and long-standing partnerships with all of our clients. <https://billington-holdings.plc.uk/>

**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 Identification code	Ordinary Shares of 10p each GB0000332667	
b)	Nature of the transaction	1. Award of Options under LTIP 2. Award of Ordinary Shares under Deferred Bonus Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		1. Nil	79,333
		2. Nil	4,987
d)	Aggregated information - Aggregated volume - Price	Two transactions as in 4c) above 84,320 Nil	
e)	Date of the transaction	21 April 2026	
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 Operating 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 Identification code	Ordinary Shares of 10p each GB0000332667							
b)	Nature of the transaction	1. Award of Options under LTIP 2. Award of Ordinary Shares under Deferred Bonus Plan							
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>1. Nil</td> <td>68,000</td> </tr> <tr> <td>2. Nil</td> <td>4,074</td> </tr> </tbody> </table>	Price(s)	Volume(s)	1. Nil	68,000	2. Nil	4,074	
Price(s)	Volume(s)								
1. Nil	68,000								
2. Nil	4,074								
d)	Aggregated information - Aggregated volume - Price	Two transactions as in 4c) above 72,074 Nil							
e)	Date of the transaction	21 April 2026							
f)	Place of the transaction	Off Market							

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1	Details of the person discharging managerial responsibilities/person closely associated								
a)	Name	David Andrew Jones							
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							
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Price(s)	Volume(s)								
1. Nil	20,148								
2. Nil	1,006								
d)	Aggregated information - Aggregated volume - Price	21,154 Nil							
e)	Date of the transaction	21 April 2026							
f)	Place of the transaction	Off Market							