NEWS RELEASE

Director LTIP & DSBP Awards

2025-06-12

RNS Number : 5876M

discoverIE Group plc

12 June 2025

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Director LTIP & DSBP Awards

discoverIE Group plc (LSE: DSCV, "discoverIE" or "the Company"), a leading international designer and manufacturer of customised electronics to industry, announces that, on 11 June 2025, options were granted for nil consideration over the following numbers of ordinary shares in the Company ("Ordinary Shares") under the 2021 discoverIE Group plc Long-Term Incentive Plan ("LTIP") and the 2024 Deferred Share Bonus Plan ("DSBP") (together the "Awards"):

Director / PDMR	LTIP Awards granted	DSBP Awards granted
Nick Jefferies	141,822	12,997
Simon Gibbins	84,872	7,086

The LTIP Awards will vest on 12 June 2028, subject to the achievement of performance targets measured over a three-year period. Vested options will be subject to an additional two-year holding period. In addition to the LTIP Awards noted above, a further 7,956 options over Ordinary Shares were granted to Simon Gibbins in return for him bearing a proportion of the Company's liability for the employers' National Insurance Contributions arising on exercise. The additional award ensures he is in a neutral position on an after-tax basis.

The DSBP Awards follow the deferral of 20% of each Director's bonus entitlement for the year ended 31 March 2025. Subject to the Rules of the DSBP, these Awards will also vest on 12 June 2028.

For further information, please contact:

discoverIE Group plc
Greg Davidson - Company Secretary 01483 544 500

Notes to Editors:

About discoverIE Group plc

discoverIE Group plc is an international group of businesses that design and manufacture innovative electronic components for industrial applications.

The Group provides application-specific components to original equipment manufacturers ("OEMs") internationally through its two divisions, Magnetics & Controls, and Sensing & Connectivity. By designing components that meet customers' unique requirements, which are then manufactured and supplied throughout the life of their production, a high level of repeating revenue is generated with long-term, high quality customer relationships.

With a focus on key markets driven by structural growth, increasing electronic content and sustainability, namely medical, electrification of transportation, renewable energy, security and industrial automation & connectivity, the Group aims to achieve organic growth that is well ahead of GDP and to supplement that with complementary acquisitions. The Group is committed to reducing the impact of its operations on the environment in order to reach net zero. With its key markets aligned with a sustainable future, the Group has been awarded an ESG "A" rating by MSCI and is Regional (Europe) Top Rated and Industry (Technology Hardware) Top Rated by Sustainalytics.

The Group employs c.4,500 people across 20 countries with its principal operating units located in Continental Europe, the UK, China, Sri Lanka, India and North America.

discoverIE is listed on the Main Market of the London Stock Exchange and is a member of the FTSE 250, classified within the Electrical Components and Equipment subsector.

1	**Details of the person discharging managerial responsibilities/person closely associated**	
a)	Name	Nick Jefferies
2	**Reason for the notification**	
a)	Position / status	Group Chief Executive
b)	Initial notification / amendment	Initial notification
3	**Details of issuer**	
a)	Name	discoverIE Group plc
b)	LEI	213800BMDLQU1VEEAN68
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 GB0000055888
b)	Nature of the transaction	(a) Award made pursuant to the Company's 2021 Long-Term Incentive Plan ("LTIP Award") (b) Award made pursuant to the Company's 2024 Deferred Share Bonus Plan ("DSBP Award")
c)	Price(s) and volume(s)	
d)	Aggregated information	N/A
e)	Date of the transaction	11 June 2025
f)	Place of the transaction	Outside a trading venue

	Price	Volume
LTIP Award	Nil	141,822
DSBP Award	Nil	12,997

1	**Details of the person discharging managerial responsibilities/person closely associated**	
a)	Name	Simon Gibbins
2	**Reason for the notification**	
a)	Position / status	Group Finance Director
b)	Initial notification / amendment	Initial notification

<table>
<tr><td>3</td><td colspan="2">Details of issuer</td></tr>
<tr><td>a)</td><td>Name</td><td>discoverIE Group plc</td></tr>
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<tr><td>c)</td><td>Price(s) and volume(s)</td><td><table><tr><td></td><td>Price</td><td>Volume</td></tr><tr><td>LTIP Award</td><td>Nil</td><td>92,828</td></tr><tr><td>DSBP Award</td><td>Nil</td><td>7,086</td></tr></table></td></tr>
<tr><td>d)</td><td>Aggregated information</td><td>N/A</td></tr>
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