



23 January 2025

Tristel plc
("Tristel" or the "Company")

Director Option Grant

Tristel plc (AIM: TSTL), the manufacturer of infection prevention products, announces that on 22 January 2025 it granted a total of 127,468 new share options (the "Options") over ordinary shares of 1 pence each ("Ordinary Shares") under the new Long Term Incentive Plan ("LTIP") in the Company, to two directors as follows:

Director's name	Position	Number of Options granted	Aggregate number of options post grant	Current total beneficial holding of Ordinary Shares	Current holding as a % of Issued share capital
Matt Sassone	CEO	77,004	77,004	0	0
Liz Dixon	CFO	50,464	50,464	150,000	0.31

Terms of the new LTIP

The performance targets for the LTIP awards will be 50% based on earning per share (EPS) targets and 50% based on relative total shareholder return (TSR) versus the constituents of the AIM 100 as at the grant of the awards as follows:

50% of Initial awards		50% of Initial awards	
EPS FY 26/27	% of EPS Part that Vests	Relative TSR measured over 3 years from grant	% of TSR Part that Vests
Less than 18p	0%	Below median	0%
Between 18p and 25p	Pro-rata 25% to 100%	Between median and upper quartile	Pro-rata 25% to 100%
25p or better	100%	Upper quartile or above	100%

This announcement was deemed by the company to contain inside information as stipulated under the Market Abuse Regulations (EU) no. 596/2014 as they form part of UK domestic law by virtue of the European Union (withdrawal) Act 2018. With the publication of this announcement, this information is now considered to be in the public domain.

For further information please contact:

Tristel plc

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About Tristel plc

Tristel plc is a global infection prevention company focussed on the manufacture and supply of products using its unique proprietary chlorine dioxide (ClO₂) chemistry. The Company is a market leader in manual decontamination of medical devices, supplying hospitals under the [Tristel](#) brand, and under the [Cache](#) brand provides products for sporicidal surface disinfection, in a format which is a sustainable alternative to commonly used pre-wetted plastic wipes.

Tristel's head office and manufacturing facility is located in Snailwell, near Cambridge, and operates globally employing approximately 250 people across 14 subsidiaries selling into 40 countries.

The Company has been listed on the London Stock Exchange's AIM market since 2005 (AIM: TSTL).

For more information about Tristel's product range please visit: <https://tristel.com>

The information set out below is provided in accordance with the requirements of Article 19(3) of the EU Market Abuse Regulation No 596/2014 which forms part of UK Law by virtue of the European Union (Withdrawal) Act 2018.

1.	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Matthew Sassone
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	Tristel plc
b)	LEI	2138009DZ4LH9CZGF662
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 1p each GB00B07RVT99
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	1pence, 77,004 shares
d)	Aggregated information: · Aggregated volume · Price	See above
e)	Date of the transaction	22 January 2025
f)	Place of the transaction	Outside of a trading venue

1.	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Elizabeth Dixon
2.	Reason for the Notification	
a)	Position/status	CFO

b)	Initial notification/Amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Tristel plc
b)	LEI	2138009DZ4LH9CZGF662
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 1p each GB00B07RVT99
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	1 pence, 50,464 shares
d)	Aggregated information: · Aggregated volume · Price	See above
e)	Date of the transaction	22 January 2025
f)	Place of the transaction	Outside of a trading venue