

Mincon Group plc
(“Mincon” or the “Company”)

Director / PDMR Shareholding

The Company announces that it has granted options over ordinary shares of nominal value €0.01 each in the capital of the Company (“Ordinary Shares”) to certain employees pursuant to the Company’s 2022 Long Term Incentive Plan (the “Plan”).

On the 20 March 2026, options over an aggregate of 4,360,000 Ordinary Shares (the “Options”) have been granted under the Plan, exercisable at a price of €0.72 each, being the share price at the time of grant. The Options will vest on the third anniversary of the award date, subject to the achievement of specified performance conditions (see below). Vested Options will expire if they have not been exercised after seven years from the date of grant.

The Options will vest subject to the satisfaction of the following performance conditions: (i) 50% of the Options will vest on the achievement by the Company of a compound annual growth rate (“CAGR”) in Earnings Before Interest and Tax (“EBIT”) on continuing operations greater than or equal to 22.3% over the three financial years ending on 31 December 2028; and (ii) 50% of the Options will vest on the achievement by the Company of a Return on Capital Employed (“ROCE”) of greater than or equal to 12% for the financial year ended 31 December 2028.

Details of the grants of Options over Ordinary Shares to persons discharging managerial responsibilities are set out in the table at the end of this announcement.

Ends

20 March 2026

Mincon Group plc

Joe Purcell CEO

Mark McNamara CFO

Tom Purcell COO

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Mark Percy

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Notification of Transactions by Persons Discharging Managerial Responsibilities and Persons Closely Associated with them

This form is required for disclosure of transactions under Article 19 of Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation)

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	<i>Mark McNamara</i>	
2	Reason for the notification		
a)	Position/status	<i>Chief Financial Officer / PDMR</i>	
b)	Initial Notification Amendment	<i>Initial Notification</i>	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	<i>Mincon Group plc</i>	
b)	LEI	<i>635400LCBSV68KQHN886</i>	
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	<i>Options to subscribe for Ordinary Shares of Nominal Value €0.01 each. ISIN: IE00BD64C665</i>	
b)	Nature of the transaction	<i>i. Grant of Options to subscribe for new Ordinary Shares under the Mincon Group plc Long Term Incentive Plan 2022. Options shall vest over a three year period, subject to the satisfaction of performance conditions.</i> <i>ii. Grant of Options to subscribe for new Ordinary Shares under the Mincon Group plc Long Term Incentive Plan 2022. Options shall vest over a three year period, subject to the satisfaction of performance conditions.</i>	
c)	Price(s) and volume(s)	Price	Volume
	i.	<i>€0.72 (exercise price)</i>	<i>300,000</i>
	ii.	<i>€0.42 (exercise price)</i>	<i>300,000</i>
d)	Aggregated information — Aggregated volume — Price	<i>N/A – Single Transaction</i>	

e)	Date of the transaction	<i>i.</i> 20 March 2026 <i>ii.</i> 8 May 2025
f)	Place of the transaction	<i>i.</i> <i>Outside a trading venue</i> <i>ii.</i> <i>Outside a trading venue</i>
g)	Additional Information	<p>Above transaction dated 8 May 2025 relates to PDMR disclosure in respect of wider grant of options to employees in 2025, the issue of which were previously noted in the Company's financial statements in 2025. For reference, on the 08 May 2025, options over an aggregate of 4,360,000 Ordinary Shares (the "Options") were granted under the Plan, exercisable at a price of €0.42 each, being the share price at the time of grant. The Options will vest on the third anniversary of the award date, subject to the achievement of specified performance conditions (see below). Vested Options will expire if they have not been exercised after seven years from the date of grant.</p> <p>The Options will vest subject to the satisfaction of the following performance conditions: (i) 50% of the Options will vest on the achievement by the Company of a compound annual growth rate ("CAGR") in Earnings Before Interest and Tax ("EBIT") on continuing operations greater than or equal to 33.26% over the three financial years ending on 31 December 2027; and (ii) 50% of the Options will vest on the achievement by the Company of a Return on Capital Employed ("ROCE") of greater than or equal to 11.5% for the financial year ended 31 December 2027.</p>