

20-Jun-2023 / 10:00 GMT/BST

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

**Renewi plc (the "Company") announces the following transactions of Persons Discharging Managerial Responsibility ("PDMR") in ordinary shares of £1 each in the share capital of the Company ("Shares").**

### Grant of Awards under the Long-Term Incentive Plan ("LTIP") and Deferred Annual Bonus Scheme ("DAB")

#### 2023 LTIP

On 19 June 2023, conditional awards were granted to the two Executive Directors of the Company under the Renewi plc 2020 Long-Term Incentive Plan, which will vest on the third anniversary of grant in accordance with their performance conditions:

Plan	Participant	Award	Vesting date
2023 LTIP	Otto de Bont (CEO)	136,590	19 June 2026
2023 LTIP	Annemieke den Otter (CFO)	92,814	19 June 2026

The three-year performance measures and targets relating to 2023 LTIP awards are as disclosed below. The targets will be measured over the three years ending 31 March 2026.

	TSR <sup>1</sup>		ROCE		EPS		Recycling rate <sup>2</sup>	
Weighting	25%		25%		25%		25%	
	Target	Vesting	Target	Vesting	Target	Vesting	Target	Vesting
Threshold	Median	25%	+0.5%	25%	+5.0%	25%	67%	25%
Max	Upper quartile	100%	+2.0%	100%	+15%	100%	70%	100%

Notes:

1. The peer group for the TSR performance target is the FTSE 250 (excluding Investment Trusts). TSR will be calculated using a three-month averaging period at the start and end of the performance period.
2. The recycling rate target has been based on the 2023 recycling rate methodology, as described on pages 51 and 52 of the 2023 Renewi plc Annual Report and Accounts.
3. Vesting for all targets is calculated on a straight line basis.

A two-year post vest holding period applies to the LTIP awards granted to Executive Directors.

#### 2023 DAB

On 19 June 2023, conditional awards were granted to the two Executive Directors of the Company under the Renewi plc 2014 Deferred Annual Bonus Scheme. 50% of the 2023 DAB awards vested immediately, with a further 50% to vest on the third anniversary of grant:

Plan	Participant	Award	Vesting date
2023 DAB	Otto de Bont (CEO)	48,483	50% on 19 June 2023 50% on 19 June 2026
2023 DAB	Annemieke den Otter (CFO)	36,604	50% on 19 June 2023 50% on 19 June 2026

Both Executive Directors elected to retain all of their Shares from the immediate DAB vest on 19 June 2023, satisfying their associated withholding tax and social security liabilities through direct payments to the Company.

### 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	Otto de Bont

<b>2</b>	<b>Reason for the notification</b>							
a)	Position/status	CEO						
b)	Initial notification /Amendment	Initial Notification						
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>							
a)	Name	Renewi plc						
b)	LEI	213800CNEIDZBL17KU22						
<b>4</b>	<b>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</b>							
a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of £1 each  GB00BNR4T868						
b)	Nature of the transaction	Grant of 2023 award under the Renewi plc Long Term Incentive Plan						
c)	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Shares</th> <th>Shares</th> </tr> <tr> <th>Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£NIL</td> <td>136,590</td> </tr> </tbody> </table>	Shares	Shares	Price(s)	Volume(s)	£NIL	136,590
Shares	Shares							
Price(s)	Volume(s)							
£NIL	136,590							
d)	Aggregated information  - Aggregated volume  - Price	  136,590  £NIL						
e)	Date of the transaction	19 June 2023						
f)	Place of the transaction	Outside a trading venue						

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	Annemieke den Otter
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	CFO
b)	Initial notification /Amendment	Initial Notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	Renewi plc
b)	LEI	213800CNEIDZBL17KU22
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d)	Aggregated information  - Aggregated volume  - Price	92,814  £NIL						
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a)	Name	Otto de Bont						
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a)	Description of the financial instrument, type of instrument  Identification code	Ordinary shares of £1 each  GB00BNR4T868						
b)	Nature of the transaction	Grant of 2023 award of 48,483 shares under the Deferred Annual Bonus Scheme , 50% of which vested immediately (24,242 shares), 50% of which will vest on 19 June 2026 (24,241 shares)						
c)	Price(s) and volume(s)	<table border="1"> <tr> <td>Shares</td> <td>Shares</td> </tr> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Shares	Shares	Price(s)	Volume(s)		
Shares	Shares							
Price(s)	Volume(s)							

		£NIL	48,483
d)	Aggregated information		
	- Aggregated volume	48,483	
	- Price	£NIL	
e)	Date of the transaction	19 June 2023	
f)	Place of the transaction	Outside a trading venue	

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>								
a)	Name	Annemieke den Otter							
<b>2</b>	<b>Reason for the notification</b>								
a)	Position/status	CFO							
b)	Initial notification /Amendment	Initial Notification							
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>								
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a)	Description of the financial instrument, type of instrument	Ordinary shares of £1 each							
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b)	Nature of the transaction	Grant of 2023 award of 36,604 shares under the Deferred Annual Bonus Scheme, 50% of which vested immediately, 50% of which will vest on 19 June 2026							
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	- Aggregated volume	36,604							
	- Price	£NIL							
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## About Renewi

Renewi is a pure-play recycling company with a focus on extracting value from waste and used materials rather than disposal through incineration or landfill. The company also plays a key role in limiting resource scarcity through the creation of secondary materials, and by so doing addresses both social and regulatory trends and contributes to creating a cleaner, greener world.

Renewi's vision is to be the leading waste-to-product company in the world's most advanced circular economies. With an industry leading recycling rate of 63.6%, Renewi puts 7m tonnes of low carbon secondary materials back into reuse. This is a significant contribution to climate change mitigation and the circular economy. Our recycling protects virgin resources and avoids emissions of 2.5 million tonnes of CO<sub>2</sub>.

Renewi, which draws on innovation and the latest technology to turn waste into useful materials - paper, metals, plastics, glass, wood, building materials, compost and water - employs over 6,500 people who work on 154 operating sites in 5 countries across Europe and the UK. Renewi is recognised as a market leader in Benelux and a European leader in advanced recycling.

Visit our website for more information: [www.renewi.com](http://www.renewi.com)

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