

30 May 2025

**Clean Power Hydrogen plc**  
("CPH2", the "Company" or the "Group")

**Awards under the Company's Long-Term Incentive Plan**

CPH2, the UK-based green hydrogen technology and manufacturing company that has developed the IP-protected Membrane-Free Electrolyser ("MFE"), announces awards for 2025 under the Company's long-term incentive plan (the "LTIP").

The Company has awarded options in respect of a total of 8,500,000 Ordinary Shares of 1p each ("Ordinary Shares") under the Company's EMI Share Option Scheme and Unapproved Options Scheme (the "Options") and which are designed to incentivise members of the Company's management (together the "Participants").

Subject to the achievement of certain performance criteria, the 2025 Options will vest on 31 January 2028. All Options will expire ten years from the date of grant. The LTIP is structured whereby 75% of the Options ("Threshold Options") are awarded subject to total shareholder return performance conditions and the remaining 25% of the Options ("RSP Options") are awarded conditional upon continued employment to the scheduled vesting date. The exercise price is £0.01 per share.

The performance conditions of the Threshold Options are dependent on the average closing share price in the 30 days prior to scheduled vesting date (the "Relevant Period") and the continued employment of the Participants as at that date. The calculation of the number of Threshold Options which will vest as follows:

1. If the average share price during the Relevant Period is below 10p, no Threshold Options will vest.
2. If the average share price during the Relevant Period is equal to 10p, 10% of the Threshold Options will vest.
3. If the average share price during the Relevant Period is between 10p and 20p, the number of Threshold Options which vest will be pro-rata between 10% and 100% of the total Threshold Options; and
4. If the average share price is 20p or more during the Relevant Period, 100% of the Threshold Options will vest.

The following directors and members of management have been awarded Options:

Recipient	RSP Options awarded	Threshold Options awarded	Aggregate Options awarded	Option Type
<b>Persons discharging managerial responsibilities (PDMRs)</b>				
Jon Duffy, CEO	1,000,000	3,000,000	4,000,000	2,000,000 EMI 2,000,000 Unapproved
James Hobson, CFO	500,000	1,500,000	2,000,000	EMI
Arash Selahi, COO	250,000	750,000	1,000,000	EMI
Paul Cassidy, CTO	250,000	750,000	1,000,000	EMI
<b>Other</b>				
Management	125,000	375,000	500,000	EMI
	<b>2,125,000</b>	<b>6,375,000</b>	<b>8,500,000</b>	

Following these option grants, the Company has 24,146,215 shares under option. This represents, following the increase in Options mentioned below, 6.81% of the issued share capital of the Company.

The information in this announcement is disclosed in accordance with Article 19 of the EU Market Abuse Regulation.

**ENDS**

**For more information, please contact:**

**Clean Power Hydrogen plc**  
Jon Duffy, Chief Executive Officer  
James Hobson, Chief Financial Officer

via Camarco

**Cavendish Capital Markets Limited - NOMAD & Broker**

Neil McDonald +44 (0)131 220 9771  
Peter Lynch +44 (0)131 220 9772

To find out more, please visit: <https://www.cph2.com>

### Overview of CPH2

CPH2 is the holding company of Clean Power Hydrogen Group Limited which has almost a decade of dedicated research and product development experience. This experience has resulted in the creation of simple, safe and sustainable technology which is designed to deliver a modular solution to the hydrogen production market in a cost-effective, scalable, reliable and long-lasting manner. The Group's strategic objective is to deliver the lowest LCOH in the market in relation to the production of green hydrogen. CPH2 is listed on the AIM market and trades under the ticker LON:CPH2.

<b>1</b>	<b>Details of the person discharging managerial responsibilities ("PDMR") / person closely associated ("PCA")</b>					
a)	Name	Jon Duffy				
<b>2 Reason for the notification</b>						
a)	Position/status	PDMR - CEO of Clean Power Hydrogen plc				
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	Clean Power Hydrogen plc				
b)	LEI	9845009D2AB08E5BF491				
<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	Grant of options to subscribe for new ordinary shares under the Company's EMI Scheme  GB00BP371R64				
b)	Nature of the transaction	Grant of options				
c)	Price(s) and volume(s)	<table> <thead> <tr> <th>Price</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£0.01</td> <td>4,000,000</td> </tr> </tbody> </table>	Price	Volume	£0.01	4,000,000
Price	Volume					
£0.01	4,000,000					
d)	Aggregated information  - Aggregated volume  - Price	N/A				
e)	Date of the transaction	29 May 2025				
f)	Place of the transaction	Outside a trading venue				

<b>1</b>	<b>Details of the person discharging managerial responsibilities ("PDMR") / person closely associated ("PCA")</b>					
a)	Name	James Hobson				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	PDMR - CFO of Clean Power Hydrogen plc				
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	Clean Power Hydrogen plc				
b)	LEI	9845009D2AB08E5BF491				
<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	Grant of options to subscribe for new ordinary shares under the Company's EMI Scheme  GB00BP371R64				
b)	Nature of the transaction	Grant of options				
c)	Price(s) and volume(s)	<table> <thead> <tr> <th>Price</th> <th>Volume</th> </tr> </thead> <tbody> <tr> <td>£0.01</td> <td>2,000,000</td> </tr> </tbody> </table>	Price	Volume	£0.01	2,000,000
Price	Volume					
£0.01	2,000,000					
d)	Aggregated information  - Aggregated volume  - Price	N/A				
e)	Date of the transaction	29 May 2025				
f)	Place of the transaction	Outside a trading venue				

<b>1</b>	<b>Details of the person discharging managerial responsibilities ("PDMR") / person closely associated ("PCA")</b>	
a)	Name	Arash Selahi
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	PDMR - COO of Clean Power Hydrogen Group Limited, subsidiary of Clean Power Hydrogen plc
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	Clean Power Hydrogen plc				
b)	LEI	9845009D2AB08E5BF491				
<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	Grant of options to subscribe for new ordinary shares under the Company's EMI Scheme				
	Identification code	GB00BP371R64				
b)	Nature of the transaction	Grant of options				
c)	Price(s) and volume(s)	<table> <thead> <tr> <th style="text-align: right;"><b>Price</b></th> <th style="text-align: right;"><b>Volume</b></th> </tr> </thead> <tbody> <tr> <td style="text-align: right;">£0.01</td> <td style="text-align: right;">1,000,000</td> </tr> </tbody> </table>	<b>Price</b>	<b>Volume</b>	£0.01	1,000,000
<b>Price</b>	<b>Volume</b>					
£0.01	1,000,000					
d)	Aggregated information  - Aggregated volume  - Price	N/A				
e)	Date of the transaction	29 May 2025				
f)	Place of the transaction	Outside a trading venue				

<b>1</b>	<b>Details of the person discharging managerial responsibilities ("PDMR") / person closely associated ("PCA")</b>	
a)	Name	Paul Cassidy
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	PDMR - CTO of Clean Power Hydrogen Group Limited, subsidiary of Clean Power Hydrogen plc
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	Clean Power Hydrogen plc
b)	LEI	9845009D2AB08E5BF491
<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	Grant of options to subscribe for new ordinary shares under the Company's EMI Scheme
	Identification code	GB00BP371R64

b)	Nature of the transaction	Grant of options	
c)	Price(s) and volume(s)	<b>Price</b> £0.01 <b>Volume</b> 1,000,000	
d)	Aggregated information  - Aggregated volume  - Price	N/A	
e)	Date of the transaction	29 May 2025	
f)	Place of the transaction	Outside a trading venue	

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [ms@seg.com](mailto:ms@seg.com) or visit [www.ms.com](http://www.ms.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHPKCBKPBKDBPB