

3 October 2025

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

**Award 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 an award under the Company's long-term incentive plan (the "LTIP") to Chief Commercial Officer ("CCO"), Richard Scott, following his appointment and in line with the Company's LTIP structure.

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

Subject to the achievement of certain performance criteria, the Options will vest on 31 January 2028. All Options will expire ten years from the date of grant. The LTIP is structured whereby 750,000 Options ("Threshold Options") are awarded subject to total shareholder return performance conditions and the remaining 250,000 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 Mr Scott 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.

Following these option grants, the Company has 25,210,899 shares under option. This represents, following the increase in Options mentioned below, 5.02% 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  
Adam Rae +44 (0)131 220 9778

**Camarco PR**

Owen Roberts  
Kirsty Duff

+ 44(0) 20 3 757 4980

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 has resulted in the delivery of proven and patented disruptive hydrogen technology. Customers benefit from simple, safe and sustainable technology shown to deliver a modular solution to their hydrogen requirements 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 at this scale. CPH2 is listed on the AIM market and trades under the ticker LON:CPH2.

a)	Name	Richard Scott					
2	Reason for the notification						
a)	Position/status	PDMR - CCO of Clean Power Hydrogen plc					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Clean Power Hydrogen plc					
b)	LEI	9845009D2AB08E5BF491					
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	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><tr><td>Price</td><td>Volume</td></tr><tr><td>£0.01</td><td>1,000,000</td></tr></table>		Price	Volume	£0.01	1,000,000
Price	Volume						
£0.01	1,000,000						
d)	Aggregated information  - Aggregated volume  - Price	N/A					
e)	Date of the transaction	1 October 2025					
f)	Place of the transaction	Outside a trading venue					

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