

24 October 2025

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

Award under Salary Sacrifice Scheme

CPH2, the UK-based green hydrogen technology and manufacturing company that has developed the IP-protected Membrane-Free Electrolyser ("MFE"), announces an award of options (the "Options") under the Salary Sacrifice Scheme established in respect of Chief Executive Officer, Jon Duffy. As announced on 31 July 2025 in connection with the now completed Fundraising, Mr Duffy agreed, pending the successful Site Acceptance Test of the MFE220, to receive 20% of his salary in new Ordinary Shares in lieu of cash remuneration in order to preserve capital and ensure funds are directed towards project activities.

This payment in lieu of salary has been made in the form of the award of Options that will vest on 30 June 2026. The quantum of the award has been calculated based on 5 pence per Ordinary Share, being the price at which shares were issued pursuant to the Fundraising. Accordingly, the Company has awarded 1,038,984 Options under the Company's Unapproved Options Scheme with an exercise price of 1p each and an expiry tenure of ten years from the date of issue.

Following the grant of the Options, the Company has 26,249,883 shares under option, representing 5.23% of the issued share capital of the Company.

ENDS

For more information, please contact:

Clean Power Hydrogen plc

Jon Duffy, Chief Executive Officer
James Hobson, Chief Financial Officer

via Camarco

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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.

1	Details of the person discharging managerial responsibilities ("PDMR") / person closely associated ("PCA")	
a)	Name	Jon Duffy
2	Reason for the notification	
a)	Position/status	PDMR - CEO 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 Unapproved Option 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>1,038,984</td></tr></table>	Price	Volume	£0.01	1,038,984
Price	Volume					
£0.01	1,038,984					
d)	Aggregated information - Aggregated volume - Price	N/A				
e)	Date of the transaction	23 October 2025				
f)	Place of the transaction	Outside a trading venue				

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