

Hargreaves Services plc
("Hargreaves", the "Company" or the "Group")

Share Option Awards to Directors, PDMRs and Senior Employees

Hargreaves Services plc (AIM: HSP), a diversified group delivering services to the environmental, infrastructure and property sectors, announces that a total of 210,713 options ("Options") were awarded today to Simon Hicks (a director of Hargreaves), Stephen Craigen (a director of Hargreaves), David Hankin (PDMR), along with twenty-six other senior non-PDMR employees to subscribe for ordinary shares of 10p each pursuant to the Company's Executive Share Option Scheme 2025. The awards comprise the following allocations:

	<i>Options</i>
Simon Hicks	39,981
Stephen Craigen	38,709
David Hankin	4,000
Twenty-six senior non-PDMR employees	128,023

The Options are exercisable at an exercise price of 10p per ordinary share between the period of 12 November 2028 and 11 November 2030.

Following the above option awards, the interests of Simon Hicks and Stephen Craigen in the share capital of the Company are as follows:

	<i>Ordinary Shares</i>	<i>% of issued share capital</i>	<i>Vested but unexercised options</i>	<i>Unvested options</i>
Simon Hicks	4,250	0.01%	Nil	39,981
Stephen Craigen	24,070	0.07%	Nil	103,327

The notifications below, made in accordance with the requirements of the EU Market Abuse Regulation, provide further detail.

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Simon Hicks
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification/Amendment	Initial
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Hargreaves Services plc
b)	LEI	213800O17BER1SHMH466
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	Grant of options over ordinary shares of 10p each in Hargreaves Services plc ISIN: GB00B0MTC970
	Identification code	
b)	Nature of the transaction	Grant of options over ordinary shares
c)	Price(s) and volume(s)	39,981 options at an exercise price of 10p per ordinary share
d)	Aggregated information	N/A
	- Aggregated volume	

	- Price	
e)	Date of the transaction	21 November 2025
f)	Place of the transaction	Off market transaction

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	Stephen Craigen
2	Reason for the notification	
a)	Position/status	Director
b)	Initial notification/Amendment	Initial
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Hargreaves Services plc
b)	LEI	213800O17BER1SHMH466
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 over ordinary shares of 10p each in Hargreaves Services plc ISIN: GB00B0MTC970
b)	Nature of the transaction	Grant of options over ordinary shares
c)	Price(s) and volume(s)	38,709 options at an exercise price of 10p per ordinary share
d)	Aggregated information - Aggregated volume - Price	N/A
e)	Date of the transaction	21 November 2025
f)	Place of the transaction	Off market transaction

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	David Hankin
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification/Amendment	Initial
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Hargreaves Services plc
b)	LEI	213800O17BER1SHMH466
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 over ordinary shares of 10p each in Hargreaves Services plc ISIN: GB00B0MTC970
b)	Nature of the transaction	Grant of options over ordinary shares
c)	Price(s) and volume(s)	4,000 options at an exercise price of 10p per ordinary share
d)	Aggregated information - Aggregated volume - Price	N/A
e)	Date of the transaction	21 November 2025
f)	Place of the transaction	Off market transaction

For further details:

Hargreaves Services
Gordon Banham, Chief Executive Officer
Stephen Craigen, Chief Financial Officer
Simon Hicks, Chief Operating Officer

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About Hargreaves Services plc (<https://www.hsgplc.co.uk/>)

Hargreaves Services plc is a diversified group delivering services to the environmental, industrial and property sectors, supporting key industries within the UK and South East Asia. The Company's three business segments are Services, Hargreaves Land and an investment in a German joint venture, Hargreaves Raw Materials Services GmbH ("HRMS"). Services provides critical support to many core industries including Energy, Environmental, UK Infrastructure and certain manufacturing industries through the provision of materials handling, mechanical and electrical contracting services, logistics and major earthworks. Hargreaves Land is focused on the sustainable development of brownfield sites for both residential and commercial purposes. HRMS trades in specialist commodity markets and owns DK Recycling, a specialist recycler of steel waste material. Hargreaves is headquartered in County Durham and has operational centres across the UK, as well as in Hong Kong and a joint venture in Duisburg, Germany.

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