

18 December 2025

Renew Holdings plc
("Renew" or the "Group")

Director Dealing

Renew (AIM: RNWH), the leading Engineering Services Group supporting the maintenance and renewal of critical UK infrastructure, announces that a total of 232,130 options ("LTIP Options") were granted yesterday to subscribe for ordinary shares of 10p each pursuant to the Company's Long Term Incentive Plan.

The grant includes the following allocation to executive directors of Renew:

P Scott (Chief Executive)	98,400
S Wyndham-Quin (Chief Financial Officer)	68,571

The LTIP Options shall ordinarily vest and become exercisable at an exercise price of 10p per ordinary share from 18 December 2028 but are only exercisable to the extent that certain performance criteria are achieved by the Company over a three-year performance period commencing 1 October 2025. The LTIP Options must be exercised before 18 December 2035. The LTIP Options will ordinarily be forfeit in the event of the grantee's cessation of employment ahead of the time vesting date.

A summary of the performance criteria is set out in the Directors' Remuneration Report in the Annual Report and Accounts which is available on the Company's website and from the registered office.

The current total number of ordinary shares of 10p each in issue is 79,156,691 and following the above LTIP award there is a total of 845,669 ordinary shares outstanding under LTIP options none of which have yet vested.

For further information, please contact: For further information, please contact:

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About Renew Holdings plc

Renew is a leading UK Engineering Services business, performing a critical role in keeping the nation's infrastructure functioning efficiently and safely. The Group operates through independently branded subsidiaries across its chosen markets, delivering non-discretionary maintenance and renewal tasks through its highly skilled, directly employed workforce.

Renew's activities are focused on Engineering Services in the key markets of Rail, Infrastructure, Energy (including Wind and Nuclear) and Environmental which are largely governed by regulation and benefit from non-discretionary spend with long-term visibility of committed funding.

For more information please visit the Renew Holdings plc website: www.renewholdings.com

The information set out below is provided in accordance with the requirements of the UK Market Abuse Regulation.

1	Details of the person discharging managerial responsibilities / person closely associated							
a)	Name	1. P. Scott 2. S. Wyndham-Quin						
2	Reason for the notification							
a)	Position/status	1. Chief Executive Officer 2. Chief Financial Officer						
b)	Initial notification /Amendment	Initial Announcement						
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a)	Name	Renew Holdings plc						
b)	LEI	213800O3DC3V4WYA2E09						
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	Ordinary Shares of 10 pence each						
	Identification code	ISIN: GB0005359004						
b)	Nature of the transaction	Grant of options under the Renew Holdings plc Long Term Incentive Plan						
c)	Price(s) and volume(s)	<table border="1"><thead><tr><th>Price(s)</th><th>Volume(s)</th></tr></thead><tbody><tr><td>1. Nil</td><td>1. 98,400</td></tr><tr><td>3. Nil</td><td>3. 68,571</td></tr></tbody></table>	Price(s)	Volume(s)	1. Nil	1. 98,400	3. Nil	3. 68,571
Price(s)	Volume(s)							
1. Nil	1. 98,400							
3. Nil	3. 68,571							
d)	Aggregated information - Aggregated volume - Price	166,971 Nil						
e)	Date of the transaction	17 December 2025						
f)	Place of the transaction	Outside of a trading venue						

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