

22 December 2025

**Redcentric plc**  
('Redcentric' or the 'Company')

**Notification and public disclosure of transactions by PDMRs**

**Grant of Options**

Redcentric plc (AIM: RCN), a leading UK IT managed services provider, announces that on 18 December 2025 it granted options over ordinary shares of 0.1 pence in the Company ('Ordinary Shares') to Michelle Senecal De Fonseca (Chief Executive Officer) and options over notional Ordinary Shares ('Notional Ordinary Shares') to Richard McGuire (Non-Executive Chair) as set in the table below:

Participant	Options	Option Price
Michelle Senecal De Fonseca	Options over 2,096,774 Ordinary Shares granted under the Company's 2016 Long Term Incentive Plan ('LTIP')	0.1 pence per Ordinary Share
Richard McGuire	Options over 514,112 Notional Ordinary Shares under a one-off arrangement that operates by reference to the LTIP	Nil per Notional Ordinary Share

The Options will ordinarily vest and become exercisable from 18 December 2028, subject to the recipient's continued employment (or Chairmanship, as relevant) and the performance conditions having been met.

The performance conditions attached to all the Options referred to above relate to the Company's absolute Total Shareholder Return ('TSR') performance period from 10 December 2025 using a base price of 124p, being the average closing mid-market price over the three days prior to the announcement of the Company's interim results on 10 December 2025.

Consistent with past practice, vesting targets over the three-year period performance period (the "Performance Period") have been set as follows:

- No vesting will occur for an annualised TSR over the Performance Period of less than 5%.
- Subject to achieving an annualised TSR over the Performance Period of 5%, 12.5% of the Options referred to above will vest.
- Thereafter vesting will increase on a straight-line basis to full vesting for an annualised TSR over the Performance Period of 15%.

In the past, Redcentric has granted options to executive members of the Board on an annual basis at an award level of 200% of base salary, with the same TSR targets as set out above for at least half the award, with the balance being subject to adjusted EPS targets.

The Board has awarded the Options notified above on the basis they are 'one-off grants' and it is not expected that any further LTIP awards will be made to these individuals over the course of the next three years.

Following the grant of Options to Michelle Senecal De Fonseca under the LTIP (but ignoring options over Notional Ordinary Shares granted to Richard McGuire), there are options outstanding over 7,881,892 Ordinary Shares, representing 4.95% of the Company's issued share capital.

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

**- Ends -**

**Enquiries:**

**Redcentric plc**

Michelle Senecal De Fonseca, CEO  
Tony Ratcliffe, CFO

via Burson Buchanan  
[www.redcentricplc.com](http://www.redcentricplc.com)

**Cavendish Capital Markets Limited - Nomad and Broker**

Marc Milmo / Callum Davidson (Corporate Finance)  
Andrew Burdis / Sunila de Silva (ECM)

Tel: +44 (0) 20 7220 0500

**For media enquiries:**

**Burson Buchanan - Financial Communications**

Henry Harrison-Topham / Jamie Hooper / Toto Berger

Tel: +44 (0) 20 7466 5000

[redcentric@buchanancomms.co.uk](mailto:redcentric@buchanancomms.co.uk)

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**Notes to Editors:**

Redcentric has a strong track record in delivering IT managed services provision that empowers businesses to scale, innovate and grow in a rapidly evolving digital landscape. As technology continues to advance the Company's goal is to be the go-to-all-in-one infrastructure and managed IT service provider for customers of all sizes offering an unmatched range of products and solutions.

The Company's MSP division serves the private and public sectors with all their IT requirements. The MSP division acts as an outsourced IT department, handling day to day maintenance and security of customers' IT infrastructures. This allows customers to improve security and efficiency and focus on growing their core businesses.

From infrastructure management and cloud services to cybersecurity and data analytics, Redcentric has a comprehensive suite of solutions designed to meet the diverse needs of modern businesses.

For additional information please visit [www.redcentricplc.com](http://www.redcentricplc.com)

**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM**

<b>1</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a)	Name	1. Michelle Senecal De Fonseca 2. Richard McGuire
<b>2</b>	<b>Reason for Notification</b>	
a)	Position/status	1. Chief Executive Officer 2. Non-Executive Director and Chairman of Redcentric
b)	Initial notification/Amendment	Initial Announcement

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Redcentric plc	
b)	LEI	213800FGYMMNE9OKFD14	
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	Ordinary Shares of 0.1p each  GB00B7TW1V39	
b)	Nature of the transaction	1. Grant of options over Ordinary Shares  2. Grant of options over notional Ordinary Shares	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		1. Nil	2,096,774
		2. Nil	514,112
d)	Aggregated information  - Aggregated volume  - Price	Not applicable - single transactions  Nil	
e)	Date of the transaction	18 December 2025	
f)	Place of the transaction	Outside a trading venue	

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