

22 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 UK infrastructure, announces that a total of 6,824 ordinary shares of 10p each in the Company ("Ordinary Shares") have today been issued and allotted to satisfy the Company's obligations under the Long-Term Incentive Plan ("LTIP") and Executive Incentive Scheme ("EIS"). These shares have been issued net of any income tax and national insurance charges which will be settled through the Company's payroll.

Paul Scott, Chief Executive was issued 2,632 Ordinary Shares and Sean Wyndham-Quin, Chief Financial Officer was issued 2,017 Ordinary Shares.

Application has been made to the London Stock Exchange for the admission of 6,824 new Ordinary Shares that were exercised under the LTIP to trading on AIM. Admission is expected to take place at 8.00am on 31 December 2025 and dealings in the placing shares will commence at that time. The Company's total issued share capital immediately following admission will consist of 79,163,515 Ordinary Shares with one voting right per share. The above figure of 79,163,515 Ordinary Shares may be used by shareholders as the denominator for the calculations by which they can determine if they are required to notify their interest in, or a change to their interest in, the Company following admission.

Following the share issue set out above, Mr Scott's shareholding has increased to 242,282 shares representing 0.31% of the issued share capital and Mr Wyndham-Quin's shareholding has increased to 139,691 representing 0.18% of the issued share capital.

Following the exercise set out above, there are a further 613,576 options outstanding under the Company's Long-Term Incentive Plan all of which are subject to performance criteria and none of which have yet vested.

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

Renew Holdings plc

Paul Scott, Chief Executive Officer
Sean Wyndham-Quin, Chief Financial Officer

www.renewholdings.com
via FTI Consulting
020 3727 1000

Deutsche Numis (Nominated Adviser and Joint Broker)

Stuart Skinner / Kevin Cruickshank / Will Wickham

020 7260 1000

Peel Hunt LLP (Joint Broker)

Ed Allsopp Charlotte Sutcliffe

020 7418 8900

FTI Consulting (Financial PR)

Alex Beagley / Amy Goldup / Matthew Young / Harleena Chana

020 3727 1000
Renew@fticonsulting.com

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 Identification code	Ordinary Shares of 10 pence each ISIN: GB0005359004					
b)	Nature of the transaction	Exercise of nominal cost options to acquire ordinary shares of 10p each under the Company's Long-Term Incentive Plan.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>Nominal Cost</td><td>1. 2,634 2. 2,019</td></tr></table>		Price(s)	Volume(s)	Nominal Cost	1. 2,634 2. 2,019
Price(s)	Volume(s)						
Nominal Cost	1. 2,634 2. 2,019						
d)	Aggregated information - Aggregated volume - Price	4,653 16,744 Nominal Cost					
e)	Date of the transaction	22 December 2025					
f)	Place of the transaction	Outside of a trading venue					

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