RNS Number : 4694E
Earnz PLC
23 October 2025

RNS

23 October 2025

EARNZ plc

("EARNZ", the "Company" or the "Group")

Launch of SAYE Scheme and LTIP Awards

EARNZ (AIM:EARN), the energy services company whose objective is to capitalise on the drive for global decarbonisation, is pleased to announce that it has launched the 2025 Save As You Earn share scheme ("2025 SAYE Scheme") for all eligible UK-based employees.

The 2025 SAYE Scheme allows eligible employees to commit to making a deduction from salary each month over three years. These employees shall be granted a corresponding number of options over the Company's ordinary shares of £0.04 ("Ordinary Shares"), subject to certain customary conditions being satisfied. Participants may opt to withdraw from the 2025 SAYE Scheme, recovering paid-in funds, at any point. Participants who have made 36 monthly payments may also opt to exercise their options at the exercise price of 4.2p or withdraw their savings in full.

The exercise price has been determined by applying a discount of approximately 15% to the average closing price of the Company's Ordinary Shares over the three preceding days (4.93p).

In addition, pursuant to the Earnz PLC Long Term Incentive Plan 2024 (the "Plan"), the Company has granted Nil Cost Options as detailed below:

	Position	**Type of Award**	**Number of Ordinary Shares over which options awarded**
Peter Smith	Chief Executive Officer	LTIP	1,000,000
Elizabeth Lake	Chief Financial Officer	LTIP	1,000,000

The awards will vest and become exercisable on the third anniversary of the grant date, subject to the achievement of specified share price performance hurdles.

Changes to Option Terms

The Admission Document dated 9 August 2024 ("Admission Document") stated that the Company awarded Bob Holt, Elizabeth Lake and John Charlton nil cost options over such Ordinary Shares as shall constitute 3%, 1% and 1% respectively of the issued share capital of the Company at the "Vesting Date".

The Remuneration Committee of the Company has resolved that this will be changed to 3%, 1% and 1% respectively of the issued share capital of the Company at the "Admission Date". This results in the number of options awarded changing as follows:

	Position	**Number of options awarded based on**	**Number of options awarded based on**

		Vesting Date	Admission Date
Bob Holt	Chief Executive Officer	4,017,251	3,066,192
Elizabeth Lake	Chief Financial Officer	1,339,084	1,022,064
John Charlton	Company Secretary	1,339,084	1,022,064

These changes have been made by the remuneration committee to simplify awarding of share incentives.

All other conditions attaching to the LTIP options remain unchanged.

For further information, please contact:

EARNZ plc
Bob Holt - Chair +44 (0) 7778 798 816
Peter Smith - Chief Executive +44 (0) 7736 77 7790
Elizabeth Lake - Chief Financial Officer +44 (0) 7901 514268

Zeus Capital (Nomad and Broker)
Antonio Bossi / Dominic King / Andrew de Andrade
+44 (0) 20 3829 5000

Camarco (Financial PR)
Ginny Pulbrook/Andrew Turner/Rachel Scott
earnz@camarco.co.uk: 44 (0) 203 757 4980

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

1	**Details of the person discharging managerial responsibilities / person closely associated**	
a)	Name	1. Peter Smith 2. Elizabeth Lake
2	**Reason for the notification**	
a)	Position/status	1. Chief Executive Officer 2. Chief Financial Officer
b)	Initial notification/Amendment	Initial Notification
3	**Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor**	
a)	Name	Earnz plc

b)	LEI	213800YWMHGTNXCWZC33	
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 £0.04 each	
	Identification code	GB00BRC2TB67	
b)	Nature of the transaction	Grant of Options	
c)	Price(s) and volumes(s)	Price(s)	Volume(s)
		1. Nil 2. Nil	1. 1,000,000 2. 1,000,000
d)	Aggregated information		
	Aggregated volume	N/A	
	Price	N/A	
e)	Date of the transaction	23 October 2025	
f)	Place of the transaction	AIM	

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact rns@lseg.com or visit www.rns.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our Privacy Policy.

END

DSHMZMZGRZKGKZM