

GRANT OF OPTIONS & PDMR DEALINGS

REACT GROUP PLC

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07 June 2024

7 June 2024

REACT Group plc
("REACT" or the "Company")

Grant of Options & PDMR Dealings

The Board of REACT (AIM: REAT), the leading specialist cleaning and soft facilities management services provider announces certain dealings in its shares as detailed below.

Grant of Options

On 6 June 2024, the Company granted 910,000 options over new ordinary shares of 12.5p each in the Company (the "**Ordinary Shares**") to certain employees (the "**Options**"). Certain Persons Discharging Managerial Responsibility ("**PDMRs**") were granted Options as follows:

PDMR	Role	Number of Options granted	Total number of Options over Ordinary Shares now held
Spencer Dredge	Chief Financial Officer	440,000	440,000
Dave Rudge*	Director	150,000	150,000
Chris Ryan*	Director	150,000	150,000
Justin Fleming	Group Financial Controller	90,000	90,000
Sam Haywood*	Group Sales Director	80,000	220,366

**Dave Rudge, Chris Ryan & Sam Haywood are Directors of Company subsidiaries and not REACT Group plc*

The Options have an exercise price of 12.5p (equivalent to the nominal value of an Ordinary Share) and, once vested, are exercisable from the date two years after the date of grant up to five years after the date of the grant, subject to performance conditions set out below.

The Options vest subject to performance criteria whereby the average mid-market closing share price of the Company's Ordinary Shares in any consecutive ten-day period until 6 June 2029 remains above the defined levels, as follows:

Share price at or above	% of total vesting	Cumulative % of total vesting
100p	20%	20%
125p	20%	40%
150p	20%	60%
175p	20%	80%
200p	20%	100%

The Options granted represent 6.4% of the Company's current issued share capital. In total 2,442,364 Options are now outstanding, representing 11.2% of the Company's current issued share capital.

Director Dealings

On 7 June 2024, the Company was notified that Rob Gilbert, Non-Executive Director, sold 10,500 Ordinary Shares at a price of 75.55p. Following this transaction, Rob holds 4,303 Ordinary Shares in the Company, representing 0.02% of the issued share capital.

Further details are set out in the below notification, made in accordance with the requirements of the UK Market Abuse Regulation.

For more information:

REACT Group

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About Us:

REACT Group plc, the UK's leading specialist cleaning and soft facilities management services business, operates with three divisions: LaddersFree, one of the largest commercial window cleaning businesses in the UK; Fidelis Contract Services ("Fidelis"), a contract cleaning and soft facilities maintenance business; and REACT business, which primarily provides a solution to emergency and specialist cleaning situations, both through long-term framework agreements and on an ad-hoc basis.

1		Details of the person discharging managerial responsibilities / person closely associated
a)	Name	1. Spencer Dredge 2. Dave Rudge 3. Chris Ryan 4. Justin Fleming 5. Sam Haywood
2		Reason for the notification
a)	Position/status	1. Chief Financial Officer 2. Director 3. Director 4. Group Financial Controller 5. Group Sale Director
b)	Initial notification /Amendment	Initial notification
3		Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor
a)	Name	REACT Group PLC
b)	LEI	213800H54C4GOFN7MO32
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 12.5 pence each GB00BZ2JBG28
b)	Nature of the transaction	Grant of Options

c)	Price(s) and volume(s)	Price(s)	Volume(s)
		1. 12.5p	1. 440,000
		2. 12.5p	2. 150,000
		3. 12.5p	3. 150,000
		4. 12.5p	4. 90,000
		5. 12.5p	5. 80,000
d)	Aggregated information - Aggregated volume - Price	N/A - single transaction	
e)	Date of the transaction	6 June 2024	
f)	Place of the transaction	Off market	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Robert Gilbert	
2	Reason for the notification		
a)	Position/status	Non-Executive Director	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	REACT Group PLC	
b)	LEI	213800H54C4GOFN7MO32	
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 12.5 pence each GB00BZ2JBG28	
b)	Nature of the transaction	Sale of Ordinary Shares	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		75.55p	10,500
d)	Aggregated information - Aggregated volume - Price	N/A - single transaction	
e)	Date of the transaction	7 June 2024	
f)	Place of the transaction	London Stock Exchange	

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