

Renewi plc (the "Company")

Disclosure pursuant to section 430 (2B) of the Companies Act 2006

The following information is provided in accordance with section 430(2B) of the Companies Act 2006, with regard to Toby Woolrych who stood down as Group Chief Financial Officer and from the Board on 1 April 2022.

The following remuneration arrangements will apply;

- Salary and contractual benefits to be paid up to 1 April 2022.
- Untaken holiday entitlement, equating to £7,096 to be paid in lieu.
- Annual bonus payment in cash for the Company's financial year ended 31 March 2022, subject to the achievement of Company financial and personal objectives, less the 50% deferred share element; the quantum of any payment of such annual bonus to be assessed and determined by the Company's Remuneration Committee. Any payment will be paid on the normal date of payment of the 2021/22 financial year bonus to other UK executive directors.
- Outstanding/unvested awards granted in 2019, 2020 and 2021 under the Company's Long-Term Incentive Plan to be time pro-rated from the date of grant to 1 April 2022 and will vest on the usual, respective 3-year anniversary dates, also subject to outcome of respective Company performance targets, as determined by the Remuneration Committee.
- All outstanding/unvested share awards under the Company's Deferred Annual Bonus Plan to be time pro-rated to 1 April 2022 and will vest on the normal vesting dates, starting from June 2023 and ending in June 2025.
- All outstanding/unvested awards under the Company's Sharesave Scheme to lapse on 1 April 2022.
- Post cessation shareholding requirements will continue to apply in accordance with the prevailing Remuneration Policy, last approved by shareholders at the 2020 AGM.

Details of the above, including any final bonus outcome will be disclosed in the Company's forthcoming 2022 Annual Report.

Philip Griffin-Smith
Renewi plc Company Secretary
1 April 2022