

## Director/PDMR Shareholding

### Grant of options under the FirstGroup Save as You Earn ("SAYE") Share Plan

FirstGroup plc (the "Company") announces that today it has granted a total of 9,905,123 options to 2,980 employees under its SAYE share plan. The SAYE share plan is an all employee scheme and the savings contracts will commence on 1 September 2024 and subject to completing the savings plan the options will be normally be exercisable for six months from 1 September 2027.

The following options over ordinary shares were granted to the following Persons Discharging Managerial Responsibilities who are all directors of the company:

Director	Number of options
Graham Sutherland (Chief Executive Officer)	2,413
Ryan Mangold (Chief Financial Officer)	2,413
Ant Green (Group Employee Director)	1,508

This notification is made in accordance with Article 19 of the Market Abuse Regulation.

LEI: 549300DEJZCPWA4HKM93

#### Enquiries:

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#### 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	Graham Sutherland
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Chief Executive Officer
b)	Initial notification /Amendment	Initial
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a)	Name	FirstGroup plc
b)	LEI	549300DEJZCPWA4HKM93
<b>4</b>	<b>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</b>	
a)	Description of the financial instrument, type of instrument	Ordinary shares of 5p each
	Identification code	GB0003452173
b)	Nature of the transaction	(1) Grant of options at £1.23 under the SAYE Share plan
c)	Price(s) and volume(s)	Price(s)      Volume(s)

		Nil	2,413
d)	Aggregated Information		
	- Aggregated volume	2,413	
	- Price	Nil	
e)	Date of the transaction	11 July 2024	
f)	Place of the transaction	Grant of share options occurred outside a trading venue	
<b>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</b>			

**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	Ryan Mangold	
<b>2</b>	<b>Reason for the notification</b>		
a)	Position/status	Chief Financial Officer	
b)	Initial notification /Amendment	Initial	
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>		
a)	Name	FirstGroup plc	
b)	LEI	549300DEJZCPWA4HKM93	
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b)	Nature of the transaction	(1) Grant of options at £1.23 under the SAYE Share plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
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d)	Aggregated Information		
	- Aggregated volume	2,413	
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**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>
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a)	Name	Ant Green				
<b>2</b>	<b>Reason for the notification</b>					
a)	Position/status	Director				
b)	Initial notification /Amendment	Initial				
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a)	Name	FirstGroup plc				
b)	LEI	549300DEJZCPWA4HKM93				
<b>4</b>	<b>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</b>					
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b)	Nature of the transaction	(1) Grant of options at £1.23 under the SAYE Share plan				
c)	Price(s) and volume(s)	<table border="0"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>Nil</td> <td>1,508</td> </tr> </table>	Price(s)	Volume(s)	Nil	1,508
Price(s)	Volume(s)					
Nil	1,508					
d)	Aggregated Information - Aggregated volume - Price	<table border="0"> <tr> <td>1,508</td> </tr> <tr> <td>Nil</td> </tr> </table>	1,508	Nil		
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e)	Date of the transaction	11 July 2024				
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