

4- December 2024

Mitchells & Butlers plc
LEI no. 213800JHYNDNB1NS2W10
Director/PDMR Shareholding

1	Details of the person discharging managerial responsibilities / person closely associated					
a)	Name	Phil Urban				
2	Reason for the notification					
a)	Position/status	Director				
b)	Initial notification /Amendment	Initial notification				
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor					
a)	Name	Mitchells & Butlers plc				
b)	LEI	213800JHYNDNB1NS2W10				
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 in Mitchells & Butlers plc				
	Identification code	GB00B1FP6H53				
b)	Nature of the transaction	<p>Grant of a conditional share award under the Mitchells & Butlers Short-Term Deferred Incentive Plan.</p> <p>Under the terms of the Company's Short-Term Deferred Incentive Plan (the STDIP), Phil Urban was granted an award on 3 December 2024 in respect of the year to 28 September 2024 under which part of his annual bonus has been deferred into a conditional award of ordinary shares of the Company (the 'Bonus Shares') in accordance with the Company's Remuneration Policy.</p> <p>The Bonus Shares will be released in two equal tranches, 12 and 24 months after deferral. On release of the Bonus Shares Phil Urban will also receive shares with a market value equal to any aggregate gross dividend paid on the Bonus Shares prior to the release date.</p> <p>On release, the shares are also subject to post cessation holding requirements as detailed in the Company's Remuneration Policy.</p>				
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>121,200</td></tr></table>	Price	Volume	Nil	121,200
Price	Volume					
Nil	121,200					
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)				
e)	Date of the transaction	3 December 2024				
f)	Place of the transaction	n/a				

Mitchells & Butlers plc
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Director/PDMR Shareholding

1	Details of the person discharging managerial responsibilities / person closely associated						
a)	Name	Tim Jones					
2	Reason for the notification						
a)	Position/status	Director					
b)	Initial notification /Amendment	Initial notification					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a)	Name	Mitchells & Butlers plc					
b)	LEI	213800JHYNDNB1NS2W10					
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 in Mitchells & Butlers plc					
	Identification code	GB00B1FP6H53					
b)	Nature of the transaction	<p>Grant of a conditional share award under the Mitchells & Butlers Short-Term Deferred Incentive Plan.</p> <p>Under the terms of the Company's Short-Term Deferred Incentive Plan (the STDIP), Tim Jones was granted an award on 3 December 2024 in respect of the year to 28 September 2024 under which part of his annual bonus has been deferred into a conditional award of ordinary shares of the Company (the 'Bonus Shares') in accordance with the Company's Remuneration Policy.</p> <p>The Bonus Shares will be released in two equal tranches, 12 and 24 months after deferral. On release of the Bonus Shares Tim Jones will also receive shares with a market value equal to any aggregate gross dividend paid on the Bonus Shares prior to the release date.</p> <p>On release, the shares are also subject to post cessation holding requirements as detailed in the Company's Remuneration Policy.</p>					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>101,366</td></tr></table>		Price	Volume	Nil	101,366
Price	Volume						
Nil	101,366						
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)					
e)	Date of the transaction	3 December 2024					
f)	Place of the transaction	n/a					

Mitchells & Butlers plc
LEI no. 213800JHYNDNB1NS2W10
Director/PDMR Shareholding

1	Details of the person discharging managerial responsibilities / person closely associated	
a)	Name	Andrew Freeman
2	Reason for the notification	
a)	Position/status	PDMR
b)	Initial notification /Amendment	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name	Mitchells & Butlers plc
b)	LEI	213800JHYNDNB1NS2W10
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	Ordinary shares in Mitchells & Butlers plc

	instrument, type of instrument	GB00B1FP6H53					
	Identification code						
b)	Nature of the transaction	<p>Grant of a conditional share award under the Mitchells & Butlers Short-Term Deferred Incentive Plan.</p> <p>Under the terms of the Company's Short-Term Deferred Incentive Plan (the STDIP), Andrew Freeman was granted an award on 3 December 2024 in respect of the year to 28 September 2024 under which part of his annual bonus has been deferred into a conditional award of ordinary shares of the Company (the 'Bonus Shares') in accordance with the Company's Remuneration Policy.</p> <p>The Bonus Shares will be released in two equal tranches, 12 and 24 months after deferral. On release of the Bonus Shares Andrew Freeman will also receive shares with a market value equal to any aggregate gross dividend paid on the Bonus Shares prior to the release date.</p>					
c)	Price(s) and volume(s)	<table><tr><td>Price</td><td>Volume</td></tr><tr><td>Nil</td><td>26,771</td></tr></table>		Price	Volume	Nil	26,771
Price	Volume						
Nil	26,771						
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)					
e)	Date of the transaction	3 December 2024					
f)	Place of the transaction	n/a					

Enquiries:

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Deputy Company Secretary

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