

Capita plc (the Company)  
Director Share Dealing  
Vesting of Share Award and Investment of Own Funds  
Adolfo Hernandez, Chief Executive Officer

The Company confirms that the second tranche of shares awarded to Adolfo Hernandez, Chief Executive Officer under the buy-out share award granted on 19 March 2024, vested on 6 March 2025.

This was a total of 2,497,467 Capita plc Ordinary Shares of 2 1/15p each in the Company ("Ordinary Shares"). Adolfo Hernandez has personally funded £165,697 to cover his liability in respect of income tax and national insurance arising upon the vesting of this second tranche.

Following vesting of these shares, Adolfo Hernandez holds a total of 5,657,176 Ordinary Shares representing 0.33% of the Company's issued share capital.

The information set out below is provided in accordance with the requirements of the UK Market Abuse Regulation.

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

This notification is made in accordance with the requirements of the UK Market Abuse Regulation.

|         |   |  |                             |
|---------|---|--|-----------------------------|
| 1       | Details of the person discharging managerial responsibilities / person closely associated   |  |                             |
| a)      | Name  | Adolfo Hernandez   |                             |
| 2       | Reason for the notification   |  |                             |
| a)      | Position/status   | Chief Executive Officer  |                             |
| b)      | Initial notification /Amendment   | Initial notification   |                             |
| 3       | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor   |  |                             |
| a)      | Name  | Capita plc   |                             |
| b)      | LEI   | CMIGEWPLHL4M7ZV0IZ88   |                             |
| 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<br>Identification code  | Ordinary shares of 2 1/15p each<br>Â<br>Â<br>Â<br>GB00B23K0M20           |                             |
| b)      | Nature of the transaction   | Vesting of Ordinary Shares under second tranche of buy-out share award.Â |                             |
| c)      | Price (s) and Volume(s) - Acquisition of shares on exercise of options  | Price(s)<br>Â<br>Â£nil   | Volume(s)<br>Â<br>2,497,467 |
|         | Retention of shares, following investment   | Â£nil  | 2,497,467                   |
| d)<br>Â | Aggregated information  | Price(s)<br>Â<br>Â£nil   | Volume(s)<br>Â<br>2,497,467 |
|         | Acquisition of shares on exercise of options  | Â£nil  | 2,497,467                   |
|         | Retention of shares, following investment   | Â£nil  | 2,497,467                   |
| e)      | Date of the transaction   | 6 March 2025   |                             |
| f)      | Place of the transaction  | Outside of a trading venue<br>Â  |                             |

