

Capita plc

(the "Company")

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

28 March 2025

The Company announces that on 27 March 2025 it granted an option over ordinary shares of 2 1/15 pence each in the Company (the "Shares") under the Capita plc Executive Plan 2021 to persons discharging managerial responsibility ("PDMR") as detailed in the table below. No consideration was payable for the grant.

| Name | Position | Number of Shares subject to option |
|------------------|-------------------------|------------------------------------|
| Adolfo Hernandez | Chief Executive Officer | 1,416,184 |
| Pablo Andres | Chief Financial Officer | 331,647 |

This grant is in respect of the 2024 annual bonus awards, with this portion of the bonus being deferred into Capita plc shares and will normally vest after three years from date of grant subject to continued employment, inclusive of any dividend equivalent entitlements and in line with Capita's remuneration policy approved by shareholders. Details are set out in the Company's remuneration policy.

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

| 1 Details of the person discharging managerial responsibilities / person closely associated | | |
|---|--|--|
| 1.a) Name | | Adolfo Hernandez |
| 2 Reason for the notification | | |
| 2.a) Position/status | | Chief Executive Officer (Director) |
| | | |
| 2.b) Initial notification/Amendment | | Initial notification |
| 3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | |
| 3.a) Name | | Capita plc |
| 3.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 | | |
| 4.a) Description of the financial instrument, type of instrument | | Ordinary shares of 2 1/15p each |
| 4.b) Identification code | | GB00B23K0M20 |
| 4.c) Nature of the transaction | | Grant of nil cost options over Capita ordinary shares under the Capita plc Executive Plan 2021 |
| | | |
| 4.d) Price(s) and volume(s) | | Price(s) |
| | | Volume(s) |
| | | |
| | | |
| 4.d) Aggregated information | | Price(s) |
| | | Volume(s) |
| -Aggregated volume | | |
| -Price | | |
| 4.e) Date of transaction | | 27 March 2025 |
| 4.f) Place of transaction | | Outside of a trading venue |

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|---|--|
| 1 Details of the person discharging managerial responsibilities / person closely associated | |
| a) Name | Pablo Andres |
| 2 Reason for the notification | |
| a) Position/status | Chief Financial Officer (Director) |
| b) Initial notification/Amendment | Initial notification |
| 3 Details of the issuer, emission allowance market participant, auction platform, | |

| | | |
|---|--|-----------|
| auctioneer or auction monitor | | |
| 1. Name | Capita plc | |
| 2. 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 | | |
| 3. Description of the financial instrument, type of instrument | Ordinary shares of 2 1/15p each | |
| Identification code | GB00B23K0M20 | |
| 5. Nature of the transaction | Grant of nil cost options over Capita ordinary shares under the Capita plc Executive Plan 2021 | |
| 6. Price(s) and volume(s) | Price(s) | Volume(s) |
| | £nil | 331,647 |
| 7. Aggregated information | Price(s) | Volume(s) |
| | £nil | 331,647 |
| -Aggregated volume | | |
| -Price | | |
| 8. Date of transaction | 27 March 2025 | |
| 9. Place of transaction | Outside of a trading venue | |

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