Capita plc

(the "Companyâ€)

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

27 June 2025

Â

Capita awarded yesterday its 2025 restricted share awards ("2025 RSAsâ€) under the Capita Plc Executive Plan 2021 as set out in tables below.Â

The 2025 RSA granted to Adolfo Hernandez, Chief Executive Officer and Pablo Andres, Chief Financial Officer will normally vest after three years from date of grant subject to: (i) continued employment; (ii) satisfactory personal performance; and (iii) any scaling back (including to nil vesting) on account of the underpins not being met.

The underpin conditions attached to the 2025 RSA include Capita's total shareholder return ("TSRâ€) over the three years ending 31 December 2027 to be positive and the Remuneration Committee being satisfied with the underlying performance of Capita over the vesting period and that there have been no environmental, social or governance issues resulting in material reputational damage. Further details in respect of the underpins will be set out in the Directors' Remuneration Report for the year ending 31 December 2025.

The information set out below is provided in accordance with the requirements of Article 19 of the UK Market Abuse Regulation

1 Details of the person discharging managerial responsibilities / person closely associated		
a)Â NameÂ	Adolfo Hernandez	
2 Reason for the notification		
a)Â Position/statusÂ	Chief Executive Officer (I	Director)
b)Â Initial notification	Initial notification	
ÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment		
3 Details of the issuer, emissic auction monitor	on allowance market par	ticipant, auction platform, auctioneer or
a)Â Name	Capita plc	
b)Â LEI	CMIGEWPLHL4M7ZV0IZ	
		for (i) each type of instrument; (ii) each place where transactions have been
A AA)AAAA A Description of the financial instrument, type of instrument	Ordinary shares of 31p e	each
ÂÂÂÂ Identification code Â	GB00BPCT7534	
b)Â Nature of the transaction	Grant of a conditional sha Plan 2021. Â	are award under the Capita Plc Executive
c)Â Price(s) and volume(s)	Price(s)	Volume(s)
	£nil 304,878	
d)Â Aggregated information Â	Â Â	
-	A 304,878	
Aggregated volume	Â	
ÂÂÂ ÂÂÂÂÂÂÂ Â- Price	£nil	
e)Â Date of transaction	26 June 2025	
f)Â Place of transaction	Outside of a trading venu	e
Â		

1 Det	1 Details of the person discharging managerial responsibilities / person closely associated		
a)Â	a) Name Pablo Andres		
2 Rea	2 Reason for the notification		
a)Â	Position/statusÂ	Chief Financial Officer (Director)	

Ì		Initial notification Â ndment	Initial notification	
•		ails of the issuer, emission on monitor	on allowance market par	ticipant, auction platform, auctioneer or
	a)Â	Name	Capita plc	
•	b)Â	LEIÂ	CMIGEWPLHL4M7ZV0IZ	38
		of transaction; (iii) eac		for (i) each type of instrument; (ii) each place where transactions have been
ìÂ	Â a∖) ÂÂÂÂ	ADescription of the financial instrument, type of instrument	Ordinary shares of 31p ea	ach
		ÂÂÂÂÂÂÂÂÂ ication codeÂ	GB00BPCT7534	
	b)Â	Nature of the transaction	Grant of a conditional sha Plan 2021.	re award under the Capita Plc Executive
Ī	c)Â	Price(s) and volume(s)	Price(s)	Volume(s)
			£nil	156,794
-		Aggregated information ÂÂÂÂÂÂÂÂ gated volume	Â Â 156,794 Â	
		ÂÂÂÂÂÂ Â- Price	£nil	
	e)Â	Date of transaction	26 June 2025	
	f)Â	Place of transaction	Outside of a trading venu	e
1	Â			
1	Â			
	1 Det	ails of the person discha	rging managerial respor	sibilities / person closely associated
Ī	a)Â	NameÂ	Corinne Ripoche	
	2 Rea	son for the notification		
	a)Â	Position/statusÂ	CEO, Capita Experience	(PDMR)
_	/Amer	Initial notification Â ndment	Initial notification	
	3 Deta	ails of the issuer, emission on monitor	on allowance market par	ticipant, auction platform, auctioneer or
	a)Â	Name	Capita plc	
	b)Â	LEIÂ	CMIGEWPLHL4M7ZV0IZ	
		of transaction; (iii) eac		for (i) each type of instrument; (ii) each place where transactions have been
ιÂ	Â aî) ÂÂÂÂ	A Description of the financial instrument, type of instrument	Ordinary shares of 31p ea	ach
Ī		À Identification codeÀ	GB00BPCT7534	
ĹÂ	<i>Â</i> bî) ÂÂÂÂ	À Nature ∂of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
	c)Â	Price(s) and volume(s)	Price(s)	Volume(s)
ŀ	d)Â	Aggregated information	£nil Â	117,595
	Â	ÂÂÂÂÂ - Aggregated	A Â 117,595 Â £nil	
	ÂÂÂ	ÂÂÂ ÂÂ - Price	PALIII	

e)Â

f)Â

Date of transaction

Place of transaction

26 June 2025

Outside of a trading venue

Â		
1 Details of the person discharge	arging managerial respo	nsibilities / person closely associated
a)Â NameÂ	Sameer Vuyyuru	
2 Reason for the notification		
a)Â Position/statusÂ	Chief Al & Product Office	er (PDMR)
b)Â Initial notification	Initial notification	
ÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment		
3 Details of the issuer, emiss	⊥ ion allowance market par	rticipant, auction platform, auctioneer or
auction monitor		
a)Â Name	Capita plc	
b)Â LEIÂ	CMIGEWPLHL4M7ZV0IZ	
		for (i) each type of instrument; (ii) each place where transactions have been
A.A.a)AAA.Desoription of the financial instrument, type of instrument	Ordinary shares of 31p e	each
$\hat{A}\hat{A}\hat{A}\hat{A}$ Identification code \hat{A}	GB00BPCT7534	
â ^{la} b) àààààA Nature aof the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c)Â Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	111,062
d)Â Aggregated information Â - Aggregated volume	Â Â 111,062 Â	
	£nil	
ÂÂÂÂÂÂÂÂÂ-Pricee)Â Date of transaction	26 June 2025	
f)Â Place of transaction	26 June 2025 Outside of a trading venue	
Â	Outside of a trading verice	10
Â		
	arging managerial respo	nsibilities / person closely associated
a)Â NameÂ	Xenia Walters	
2 Reason for the notification	, L	
a)Â Position/statusÂ	Chief Strategy and Trans	sformation Officer (PDMR)
b)Â Initial notification ÂÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment	Initial notification	, ,

1 Det	1 Details of the person discharging managerial responsibilities / person closely associated			
a)Â	NameÂ	Xenia Walters		
2 Rea	ason for the notification			
a)Â	Position/statusÂ	Chief Strategy and Trans	formation Officer (PDMR)	
	Initial notification , Â Â Â Â Â Â Â Â ndment	Initial notification		
	tails of the issuer, emissi on monitor	on allowance market par	ticipant, auction platform, auctioneer or	
a)Â	Name	Capita plc		
b)Â	LEIÂ	CMIGEWPLHL4M7ZV0IZ88		
type			for (i) each type of instrument; (ii) each place where transactions have been	
. Aaî) ÂÂÂ	AADescription of the financial instrument, type of instrument	Ordinary shares of 31p each		
. code/	ÂÂÂÂ Â Â Identification Â	GB00BPCT7534		
. Ábî) ÂÂÂ	AA Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.		
c)Â	Price(s) and volume(s)	Price(s) Volume(s)		

d)Â Aggregated information ÂÂÂ ÂÂ ÂÂÂÂÂÂÂÂ - Aggregated volume ÂÂÂ ÂÂÂÂÂÂÂÂ Â- Price e)Â Date of transaction A A B B A B B A B B A B B A B B B B		£nil	100,696
	ÂÂÂÂÂÂÂ AÂ - Aggregated	Â 100,696 Â	
e)Â Date of transaction 26 June 2025	ÂÂÂÂÂÂÂÂ Â- Price		
	e)Â Date of transaction	26 June 2025	
f)Â Place of transaction Outside of a trading venue	f)Â Place of transaction	Outside of a trading venue	е

Â

A			
1 Details of the person discharging managerial responsibilities / person closely associated			
a)Â NameÂ	Claire Denton		
2 Reason for the notification			
a)Â Position/statusÂ	Chief General Counsel a	nd Company Secretary (PDMR)	
b)Â Initial notification ÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment	Initial notification		
3 Details of the issuer, emission auction monitor	on allowance market par	ticipant, auction platform, auctioneer or	
a)Â Name	Capita plc		
b)Â LEIÂ	CMIGEWPLHL4M7ZV0IZ	88	
		for (i) each type of instrument; (ii) each place where transactions have been ach	
financial instrument, type of instrument	Standary Stands of St.P Gast.		
ÂÂÂÂÂÂÎdentification codeÂ	GB00BPCT7534		
b)Â Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.		
c)Â Price(s) and volume(s)	Price(s)	Volume(s)	
	£nil	96,254	
d)Â Aggregated information ÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂAÂA AGgregated volume	Â Â 96,254 Â £nil		
e)Â Date of transaction	26 June 2025		
	Outside of a trading venue		

ÂÂÂÂ

1 Details of the person discharging managerial responsibilities / person closely associated		
a)Â NameÂ	Scott Hill	
2 Reason for the notificati	on	
a)Â Position/statusÂ	Chief People Officer (PDMR)	
b)Â Initial notification ÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment	Initial notification	
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer o auction monitor		
a)Â Name	Capita plc	
b)Â LEIÂ	CMIGEWPLHL4M7ZV0IZ88	
4 Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each		

type of transaction; (iii) eac conducted	ch date; and (iv) each	place where transactions have been	
ନିଲ୍ଲ)ନିନିନିନିନ ି ଦିଇଛି ଓ ମାନ୍ତର୍ financial instrument, type of instrument	Ordinary shares of 31p each		
ÂÂÂÂÂÂÂ ÂIdentification codeÂ	GB00BPCT7534		
b)Â Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.		
c)Â Price(s) and volume(s)	Price(s) Volume(s)		
	£nil 96,254		
d) Aggregated information A Aggregated volume	Â Â 96,254 Â £nil		
ÂÂÂ ÂÂÂÂ Â- Price			
e)Â Date of transaction	26 June 2025		
f)Â Place of transaction	Outside of a trading venue		
Â			

a)Â	NameÂ	Nicole Dorskind	
2 Rea	ason for the notification		
a)Â	Position/statusÂ	Chief Communications	and Corporate Affairs Officer (PDMR)
	Initial notification À Â Â Â Â Â Â Â Â ndment	Initial notification	
	tails of the issuer, emissi on monitor	ion allowance market pa	articipant, auction platform, auctioneer o
a)Â	Name	Capita plc	
b)Â	LEIÂ	CMIGEWPLHL4M7ZV0	IZ88
cond	lucted	, , ,	•
		Ordinary shares of 31n	each
ânî)âââ	AA A essivation of the financial instrument, type of instrument	Ordinary shares of 31p	each
ân)âââ	AADescription of the financial instrument,	GB00BPCT7534	
â)ÂÂÂ ÂÂÂ Identi	AAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA	GB00BPCT7534	each share award under the Capita Plc Executi
ÂÂÂÂÂ ÂÂÂ İdenti b)Â	AÂÂÆŠĒÑĒÑON OF the financial instrument, type of instrument AÂÂÂÂÂÂÂÂÂ	GB00BPCT7534 Grant of a conditional s	
ÂÂÂÂÂ ÂÂÂ İdenti b)Â	AAADASANIDION of the financial instrument, type of instrument AÂÂÂÂÂÂÂÂÂÂÂÂÂÂ fication codeÂ Nature of the transaction	GB00BPCT7534 Grant of a conditional selection Plan 2021.	share award under the Capita Plc Executi
ÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂ	AAADescription of the financial instrument, type of instrument AÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂAÂAÂAAAAAAAAAAAAAAAA	GB00BPCT7534 Grant of a conditional selan 2021. Price(s)	share award under the Capita Plc Execution Volume(s)
ÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂ	AAADescription of the financial instrument, type of instrument AÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂÂAÂÂÂAÂÂAÂAÂAÂAAAAAA	GB00BPCT7534 Grant of a conditional selection Plan 2021. Price(s) £nil Â 56,620 Â	share award under the Capita Plc Executi Volume(s)

f)Â Â Â

Â

1 Det	1 Details of the person discharging managerial responsibilities / person closely associated		
a)Â	a) Name Richard Holroyd		
2 Rea	2 Reason for the notification		
a)Â	Position/statusÂ	CEO, Capita Public Service (PDMR)	

b)Â Initial notification ÂÂÂÂÂÂÂÂÂÂÂÂÂ /Amendment	Initial notification		
3 Details of the issuer, emissi auction monitor	on allowance mark	et participant, auction platform, auctioneer or	
a)Â Name	Capita plc		
b)Â LEIÂ	CMIGEWPLHL4M7	ZV0IZ88	
		eated for (i) each type of instrument; (ii) each each place where transactions have been	
â.a)âââââ Descripti on of the financial instrument, type of instrument	Ordinary shares of	31p each	
ÂÂÂÂÂÂÂÂÂÂÂ Identification codeÂ	GB00BPCT7534		
b)Â Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.		
c)Â Price(s) and volume(s)	Price(s)	Volume(s)	
	£nil	86,236	
d) Aggregated information - Aggregated volume - Price	Â Â 86,236 Â £nil		
e)Â Date of transaction	26 June 2025		
f)Â Place of transaction	Outside of a trading	g venue	
Â			
Â			
Â			
1 Details of the person discha	arging managerial r	esponsibilities / person closely associated	

a)Â	NameÂ	Manpreet Singh	
2 Re	ason for the notification		
a)Â	Position/statusÂ	Chief Technology Officer	(PDMR)
/Ame	Initial notification À Â Â Â Â Â Â Â endment	Initial notification	
	tails of the issuer, emissi ion monitor	on allowance market par	ticipant, auction platform, auctioneer or
a)Â	Name	Capita plc	
b)Â	LEIÂ	CMIGEWPLHL4M7ZV0IZ	88
	AA.Description of the financial instrument, type of instrument	Ordinary shares of 31p e	ach
ÂÂÂÂÂÂÂÂÂÂÂÂ Identification codeÂ		GB00BPCT7534	
b)Â	Nature of the transaction	Grant of a conditional share award over notional Capita ordinary shares under the Capita Plc Executive Plan 2021.	
c)Â	Price(s) and volume(s)	Price(s)	Volume(s)
		£nil	48,182
	Aggregated information	Â	
d)Â Â ÂÂÂ	À ÂÂÂÂ Â- Aggregated	Â 48,182 Â £nil	

ÂÂÂ ÂÂÂÂ Â- Price

e)Â	Date of transaction	26 June 2025
f)Â	Place of transaction	Outside of a trading venue

Â