

Capita plc
(the "Company")

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

27 June 2025

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

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 ("TSR") 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) Name	Adolfo Hernandez	
2 Reason for the notification		
a) Position/status	Chief Executive Officer (Director)	
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	Ordinary shares of 31p each	
Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	304,878
d) Aggregated information - Aggregated volume - Price	304,878 £nil	
e) Date of transaction	26 June 2025	
f) Place of transaction	Outside of a trading venue	

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

b)Â Initial notification Â Â Â Â Â Â Â Â Â /Amendment	Initial notification	
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or 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) each date; and (iv) each place where transactions have been conducted		
a)Â Description of the financial instrument, type of instrument	Ordinary shares of 31p each	
Â Â Â Â Â Â Â Â Â 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)
	Â£nil	156,794
d)Â Aggregated information Â Â Â Â Â Â Â Â Â Â - Aggregated volume Â Â Â Â Â Â Â Â Â - Price	Â Â 156,794 Â Â£nil	
e)Â Date of transaction	26 June 2025	
f)Â 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	Corinne Ripoché	
2 Reason for the notification		
a) Position/status	CEO, Capita Experience (PDMR)	
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	Ordinary shares of 31p each	
b) Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	117,595
d) Aggregated information - Aggregated volume - Price	117,595 £nil	
e) Date of transaction	26 June 2025	
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	Sameer Vuyuru	
2 Reason for the notification		
a) Position/status	Chief AI & Product Officer (PDMR)	
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	Ordinary shares of 31p each	
b) Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	111,062
d) Aggregated information - Aggregated volume - Price	£ 111,062 £nil	
e) Date of transaction	26 June 2025	
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	Xenia Walters	
2 Reason for the notification		
a) Position/status	Chief Strategy and Transformation Officer (PDMR)	
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	Ordinary shares of 31p each	
b) Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)

	Â£nil	100,696
d)Â ÂÂÂ ÂÂÂÂÂÂÂ - Aggregated volume ÂÂÂÂÂÂÂ - Price	Â Â 100,696 Â Â£nil	
e)Â Date of transaction	26 June 2025	
f)Â 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	Claire Denton	
2 Reason for the notification		
a) Position/status	Chief General Counsel and Company Secretary (PDMR)	
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	Ordinary shares of 31p each	
b) Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	96,254
d) Aggregated information - Aggregated volume - Price	£nil 96,254 £nil	
e) Date of transaction	26 June 2025	
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)Â	NameÂ	Scott Hill
2 Reason for the notification		
a)Â	Position/statusÂ	Chief People Officer (PDMR)
b)Â	Initial notification Â Â Â Â Â Â Â Â Â Â /Amendment	Initial notification
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or 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) each date; and (iv) each place where transactions have been conducted

a) Description of the financial instrument, type of instrument	Ordinary shares of 31p each	
Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	96,254
d) Aggregated information	<p>Aggregated volume</p> <p>96,254</p> <p>£nil</p>	
e) Date of transaction	26 June 2025	
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	Nicole Dorskind
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2 Reason for the notification

a) Position/status	Chief Communications and Corporate Affairs Officer (PDMR)
b) Initial notification	Initial notification
Å Å Å Å Å Å Å Å Å Å /Amendment	

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	Ordinary shares of 31p each	
Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	56,620
d) Aggregated information	<p>Aggregated volume</p> <p>56,620</p> <p>£nil</p>	
e) Date of transaction	26 June 2025	
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	Richard Holroyd
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2 Reason for the notification

a) Position/status	CEO, Capita Public Service (PDMR)
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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	Ordinary shares of 31p each	
Identification code	GB00BPCT7534	
b)Nature of the transaction	Grant of a conditional share award under the Capita Plc Executive Plan 2021.	
c)Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	86,236
d)Aggregated information - Aggregated volume - Price	86,236 £nil	
e)Date of transaction	26 June 2025	
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	Manpreet Singh	
2 Reason for the notification		
a) Position/status	Chief Technology Officer (PDMR)	
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	Ordinary shares of 31p each	
Identification code	GB00BPCT7534	
b) Nature of the transaction	Grant of a conditional share award over notional Capita ordinary shares under the Capita Plc Executive Plan 2021.	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	£nil	48,182
d) Aggregated information - Aggregated volume - Price	48,182 £nil	

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

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