

15 December 2025

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	Vesting of 121,348 shares on 12 December 2025 under the Mitchells & Butlers Short Term Deferred Incentive Plan ("STDIP") followed by the sale of 57,217 shares on 12 December 2025 in order to discharge the tax and National Insurance contributions arising on that vesting. The disposal of shares to satisfy tax and National Insurance arising on vesting of incentive awards is consistent with the Company's shareholding policy which forms part of the Company's approved remuneration policy. The remainder of the shares after disposal will be retained and held by the director concerned in accordance with that shareholding policy. Vested shares are also subject to post cessation holding requirements as detailed in the Company's Remuneration Policy.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£2.563932 (sale price)</td><td>121,348 vested, of which 64,131 were retained and 57,217 were sold.</td></tr></table>		Price(s)	Volume(s)	£2.563932 (sale price)	121,348 vested, of which 64,131 were retained and 57,217 were sold.
Price(s)	Volume(s)						
£2.563932 (sale price)	121,348 vested, of which 64,131 were retained and 57,217 were sold.						
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)					
e)	Date of the transaction	12 December 2025					
f)	Place of the transaction	London Stock Exchange					

15 December 2025

Mitchells & Butlers plc
 LEI no. 213800JHYNDNB1NS2W10
 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	Vesting of 101,467 shares on 12 December 2025 under the Mitchells & Butlers Short Term Deferred Incentive Plan ("STDIP") followed by the sale of 47,849 shares on 12 December 2025 in order to discharge the tax and National Insurance contributions arising on that vesting. The disposal of shares to satisfy tax and National Insurance arising on vesting of incentive awards is consistent with the Company's shareholding policy which forms part of the Company's approved remuneration policy. The remainder of the shares after disposal will be retained and held by the director concerned in accordance with that shareholding policy. Vested shares are also subject to post cessation holding requirements as detailed in the Company's Remuneration Policy.					
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£2.563932 (sale price)</td><td>101,467 vested, of which 53,618 were retained and 47,849 were sold.</td></tr></table>		Price(s)	Volume(s)	£2.563932 (sale price)	101,467 vested, of which 53,618 were retained and 47,849 were sold.
Price(s)	Volume(s)						
£2.563932 (sale price)	101,467 vested, of which 53,618 were retained and 47,849 were sold.						
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)					
e)	Date of the transaction	12 December 2025					
f)	Place of the transaction	London Stock Exchange					

15 December 2025

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	

Continued						
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares in Mitchells & Butlers plc GB00B1FP6H53				
b)	Nature of the transaction	Vesting of 24,658 shares on 12 December 2025 under the Mitchells & Butlers Short Term Deferred Incentive Plan ("STDIP").				
c)	Price(s) and volume(s)	<table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>£Nil</td><td>24,658 vested, all of which were retained.</td></tr></table>	Price(s)	Volume(s)	£Nil	24,658 vested, all of which were retained.
Price(s)	Volume(s)					
£Nil	24,658 vested, all of which were retained.					
d)	Aggregated information - Aggregated volume - Price	N/A (single transaction)				
e)	Date of the transaction	12 December 2025				
f)	Place of the transaction	n/a				

Enquiries:

Denise Burton

Deputy Company Secretary

0121 498 6514

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@seg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHBELFFELLEFBD