

# Vesting of shares under the Company's Long Term Incentive Plan and the Deferred Bonus Plan

17 March 2021

# G4S PLC

# (the "Company")

Notification and public disclosure of transactions by persons discharging managerial responsibilities ('PDMRs').

## Vesting of shares under the Company's Long Term Incentive Plan ("LTIP") and the Deferred Bonus Plan

On 15 March 2021, the following ordinary shares in the Company were acquired by the following PDMRs within the Company, due to the vesting of shares under the following share plans:

the LTIP awarded in 2018,

the Deferred Bonus Plan in respect of the 2017 annual bonus

Number of shares Vesting		LTIP	Deferred Bonus Plan
Name of PDMR/ Executive director	Role		
Ashley Almanza	Chief Executive Officer	229,775	174,576
Tim Weller	Chief Financial Officer	125,920	79,001
Mel Brooks	Regional President – Africa	45,117	n/a
John Kenning	Regional CEO – Americas	75,419	55,431
Graham Levinsohn	Regional CEO – UK & Middle East	62,584	42,885
Søren Lundsberg-Nielsen	Group General Counsel	51,893	30,963
Jesus Rosano	Global EVP, Growth Technology & Innovation	53,695	23,529
Stephane Verdoy	Regional CEO – Europe	37,395	18,139
Sanjay Verma	Regional President – Asia	46,024	n/a
Debbie Walker	Group Corporate Affairs Director	38,975	18,787

In each case sufficient numbers of such shares were sold to pay for tax and other contributions due in respect of the release of the shares.

After these sales, the PDMRs retained the following numbers of shares from the vesting:

Name of PDMR	Role	Number of shares retained after sale for tax
		purposes
Ashley Almanza	Chief Executive Officer	214,305
Tim Weller	Chief Financial Officer	108,607
Mel Brooks	Regional President – Africa	24,814
John Kenning	Regional CEO – Americas	98,987
Graham Levinsohn	Regional CEO – UK & Middle East	55,486
Søren Lundsberg-Nielsen	Group General Counsel	45,570
Jesus Rosano	Global EVP, Growth Technology & Innovation	35,885
Stephane Verdoy	Regional CEO - Europe	36,672
Sanjay Verma	Regional President – Asia	39,120
Debbie Walker	Group Corporate Affairs Director	30,613

The attached notifications, which have been made in accordance with the requirements of the UK Market Abuse Regulation, provide further details.

1. Details of PDMR / person closely associated with them ('PCA') a) Name Ashley Almanza

#### 2. **Reason for Notification**

a) Position/status Chief Executive 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 G4S plc b) LÉI 549300L3KWKK8X35QR12

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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

#### c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	404,351

#### d) Aggregated

Information

Aggregated volume Price N/A single transactions

**GBP** - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

# Details of PDMR / person closely associated with them ('PCA')

a) Name Ashley Almanza 2.

# **Reason for Notification**

a) Position/status Chief Executive 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 G4S plc

#### b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	190,046

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a) Name Tim Weller

#### 2. Reason for Notification

a) Position/status Chief Financial 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 G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

GB00B01FL62 b) Nature of the Transaction Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	204,921

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a) Name Tim Weller **2**.

# Reason for Notification

a) Position/status Chief Financial 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 G4S plc b) LEI

549300L3KWKK8X35QR12

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

Identification code Ordinary shares of 25 pence each

GB00B01FL62

b) Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c)

Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	96,314

d) Aggregated Information **GBP** - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

#### 1.

2.

3.

#### Details of PDMR / person closely associated with them ('PCA')

a) Name Mel Brooks

#### **Reason for Notification**

a) Position/status Regional President – Africa /PDMR b) Initial notification/ amendment Initial notification

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LÉI

549300L3KWKK8X35QR12

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

Identification code Ordinary shares of 25 pence each

#### GB00B01FL62

b)

Nature of the Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

#### c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	45,117

d) Aggregated Information

Aggregated volume Price N/A single transactions

**GBP** - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a) Name Mel Brooks 2. Reason for Notification a) Position/status Regional President – Africa /PDMR b) Initial notification/ amendment Initial notification 3.

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

GB00B01FL62

b) Nature of the

Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	20,303

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

3.

Details of PDMR / person closely associated with them ('PCA')

a) Name John Kenning

#### 2. Reason for Notification

a) Position/status Regional CEO – Americas/PDMR b) Initial notification/ amendment Initial notification

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12

#### 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

Identification code Ordinary shares of 25 pence each

### GB00B01FL62

#### b)

Nature of the

Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	130,850

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a)

Name John Kenning **2.** 

## **Reason for Notification**

a) Position/status Regional CEO – Americas/PDMR b) Initial notification/ amendment Initial notification

3.

Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

GB00B01FL62 b) Nature of the Transaction Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	31,863

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

# Details of PDMR / person closely associated with them ('PCA')

Details of PDMR / person closely assoc a) Name Graham Levinsohn 2. Reason for Notification a) Position/status Regional CEO – UK & Middle East/PDMR b) Initial notification/ amendment Initial notification 3.

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

GB00B01FL62

b) Notur

Nature of the Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	105,469

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

## Details of PDMR / person closely associated with them ('PCA')

a) Name Graham Levinsohn 2.

## **Reason for Notification**

a) Position/status Regional CEO – UK & Middle East/PDMR b) Initial notification/ amendment Initial notification 3.

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the

Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c)

Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	49,983

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a) Name Soren Lundsberg-Neilson

2. Reason for Notification a) Position/status Group General Counsel/PDMR b) Initial notification/ amendment Initial notification 3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 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 Identification code Ordinary shares of 25 pence each GB00B01FL62 b) Nature of the Transaction Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus c) Price(s) and Volume(s) Price(s) Volume(s) nil 82,856 d) Aggregated Information Aggregated volume Price N/A single transactions **GBP** - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue 1. Details of PDMR / person closely associated with them ('PCA') a) Name Soren Lundsberg-Nielsen 2. **Reason for Notification** a) Position/status Group General Counsel/PDMR b) Initial notification/ amendment

Initial notification 3.

#### Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

### GB00B01FL62

b)

Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c)

Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	37,286

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

Details of PDMR / person closely associated with them ('PCA')

a) Name Jesus Rosano 2. Reason for Notification a) Position/status Global EVP, Growth Technology & Innovation/PDMR b)

Initial notification/ amendment Initial notification

3.

Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

GB00B01FL62 b)

Nature of the

Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	77,224

d) Aggregated Information Aggregated volume Price N/A single transactions **GBP** - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue 1. Details of PDMR / person closely associated with them ('PCA') a) Name Jesus Rosano 2. **Reason for Notification** a) Position/status Global EVP, Growth Technology & Innovation/PDMR b) Initial notification/ amendment Initial notification 3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 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 Identification code Ordinary shares of 25 pence each GB00B01FL62 b) Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	41,339

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue 1. Details of PDMR / person closely associated with them ('PCA') a) Name Stephane Verdoy 2. **Reason for Notification** a) Position/status Regional CEO - Europe/PDMR b) Initial notification/ amendment Initial notification 3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 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 Identification code Ordinary shares of 25 pence each GB00B01FL62 b) Nature of the Transaction Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	55,534

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

Regional CEO – Europe/PDMR b) Initial notification/ amendment Initial notification **3.** 

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b)

549300L3KWKK8X35QR12 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

Identification code Ordinary shares of 25 pence each

#### GB00B01FL62

b)

Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	18,862

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021

f) Place of the Transaction Outside a trading venue

1.

# Details of PDMR / person closely associated with them ('PCA')

a) Name Sanjay Verma 2. **Reason for Notification** a) Position/status Regional President – Asia/PDMR b) Initial notification/ amendment Initial notification 3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 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

Identification code Ordinary shares of 25 pence each

GB00B01FL62

b) Nature of the

Transaction

Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	46,024

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

1.

3.

Details of PDMR / person closely associated with them ('PCA')

a) Name Sanjay Verma **2**.

# **Reason for Notification**

a) Position/status Regional President – Asia/PDMR b) Initial notification/ amendment Initial notification

Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 **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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

Price(s)	Volume(s)	
242.70	6,904	
d)		
Aggregated		
Information		
Aggregated volume Price		
N/A single transactions		
GBP - Pound Sterling		
e)		
Date of the Transaction		
15 March 2021		
f) Place of the Transaction		
Outside a trading venue		
1.		
Details of PDMR / person closely associate	d with them ('PCA')	
a)		
Name		
Debbie Walker		
2. Resear for Notification		
Reason for Notification		
a)		

a) Position/status Group Corporate Affairs Director /PDMR b) Initial notification/ amendment Initial notification

3.

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b) LEI 549300L3KWKK8X35QR12 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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the

Transaction Acquisition of shares following vesting of the 2018 LTIP award and the vesting of the Deferred Bonus Plan award in respect of the 2017 annual bonus

c) Price(s) and Volume(s)

Price(s)	Volume(s)
nil	57,762

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction Outside a trading venue

## Details of PDMR / person closely associated with them ('PCA')

a) Name Debbie Walker **2.** 

1.

## **Reason for Notification**

a) Position/status Group Corporate Affairs Director/PDMR b) Initial notification/ amendment Initial notification

3.

## Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name G4S plc b)

LEI 549300L3KWKK8X35QR12

**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

Identification code Ordinary shares of 25 pence each

## GB00B01FL62

b)

Nature of the

Transaction

Sale of a sufficient number of shares from the vesting of the 2018 LTIP and the 2017 Deferred Bonus plan to satisfy tax and NI liabilities

c) Price(s) and Volume(s)

Price(s)	Volume(s)
242.70	27,149

d) Aggregated Information

Aggregated volume Price N/A single transactions

GBP - Pound Sterling e) Date of the Transaction 15 March 2021 f) Place of the Transaction

Outside a trading venue

# Name of authorised official of issuer responsible for making notification:

Celine Barroche Company Secretary