

20 July 2020

FIH Group plc
(“FIH” or “the Company”)

Issue of share awards under the Company’s Long Term Incentive Plan and PDMR dealings

FIH group plc, the AIM quoted international group which owns essential services businesses focused on retail, transport and logistics announces that, on 15 July 2020 the Company granted options over 123,822 ordinary shares in the Company (“Options”) to 15 employees of the group under the in the Company 2018 Long Term Incentive Plan.

The Options are subject to the achievement of two sets of performance conditions which include a requirement that the Company’s share price increases to £3.50 before full vesting can occur. The Option grants have been agreed by the Company’s Remuneration Committee whose members are all independent non-executive directors. The Options have an exercise price of ten pence being equal to the nominal value of an ordinary share of the Company and a three year vesting period. The Options expire on the fifth anniversary of the date of the grant. Following the grant of the Options, the total number of options outstanding over shares in the Company is 463,334 equivalent to 3.7% of the Company’s existing issued share capital.

Details of the PDMR option awards have been noted in the disclosure below.

ENDS

Further enquiries:

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**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS
DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY
ASSOCIATED WITH THEM**

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Iain Harrison	
2	Reason for the notification		
a)	Position/status	Group Financial Controller, FIH group plc	
b)	Initial notification/ Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	FIH group plc	
b)	LEI	2138004AXCMSNLBSNB42	
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 10p each granted until the FIH group plc 2018 Long term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of share awards under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	10,256
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 10,256 - Price £1,025.60	
e)	Date of the transaction	15 July 2020	
f)	Place of the transaction	London Stock Exchange, AIM	

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1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Carol Bishop	
2	Reason for the notification		
a)	Position/status	Company Secretary, FIH group plc	
b)	Initial notification/ Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	FIH group plc	
b)	LEI	2138004AXCMSNLBSNB42	
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 10p each granted until the FIH group plc 2018 Long term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of share awards under the Company's Long Term Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	10,000
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 10,000 - Price £1,000	
e)	Date of the transaction	15 July 2020	
f)	Place of the transaction	London Stock Exchange, AIM	