

6 December 2021

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

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

FIH group plc, the AIM quoted international group which owns essential services businesses focused on retail, transport and logistics announces that, on 3 December 2021 the Company granted options over 255,304 ordinary shares in the Company (“Options”) to 17 employees of the group under the Company’s 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 £2.75 before any 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 523,521 equivalent to 4.2% of the Company’s existing issued share capital.

Included within the awards described above is an award of 55,814 options to Mr. Stuart Munro who is a director of the company. These options are not deemed to represent a beneficial holding until the vesting conditions have been met.

Further details of the Option awards to persons discharging managerial responsibilities (“PDMR”) have been disclosed below in accordance with the requirements of the Market Abuse Regulation (EU).

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	Stuart Munro	
2	Reason for the notification		
a)	Position/status	Chief Financial Officer, 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	Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	55,814
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 55,814 - Price £5,581.40	
e)	Date of the transaction	3 December 2021	
f)	Place of the transaction	Outside a trading venue	

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1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Iain Harrison	
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	Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	16,270
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 16,270 - Price £1,627.00	
e)	Date of the transaction	3 December 2021	
f)	Place of the transaction	Outside a trading venue	

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1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Kevin Ironside	
2	Reason for the notification		
a)	Position/status	Managing Director of Falkland Islands Company Ltd, a subsidiary of 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	Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	17,421
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 17,421 - Price £1,742.10	
e)	Date of the transaction	3 December 2021	
f)	Place of the transaction	Outside a trading venue	

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1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Stephen Lane	
2	Reason for the notification		
a)	Position/status	Managing Director of Momart Ltd, a subsidiary of 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	Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	19,186
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 19,186 - Price £1,918.60	
e)	Date of the transaction	3 December 2021	
f)	Place of the transaction	Outside a trading venue	

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1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Clive Lane	
2	Reason for the notification		
a)	Position/status	Managing Director of The Portsmouth Harbour Ferry Company Ltd, a subsidiary of 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	Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
	Identification code	GB00BD0CWJ91	
b)	Nature of the transaction	Issue of Options over Ordinary Shares of 10p each granted under the FIH group plc 2018 Long Term Incentive plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		10 pence	11,515
d)	Aggregated information - Aggregated volume - Price	Aggregated information - Aggregated volume 11,515 - Price £1,151.50	
e)	Date of the transaction	3 December 2021	
f)	Place of the transaction	Outside a trading venue	