

Lookers plc

5 August 2021

Grant of share options under the Lookers plc Long-Term Incentive Plan

The Board of Directors of Lookers plc (“Lookers” or the “Company”) announces that, following approval by the Company’s Remuneration Committee, the Company has today granted options to a number of senior employees (the “Options”).

The Options have been granted pursuant to the rules of the Lookers Long-Term Incentive Plan.

The Options have been granted over a total of 2,048,190 ordinary shares of £0.05 each in the capital of the Company, including to the following Persons Discharging Material Responsibilities (“PDMR”):

PDMR	Basis of award	Number of awards
Mark Raban	150% of salary	1,016,566
Duncan McPhee	100% of salary	421,686

In normal circumstances, the Options are exercisable three years from the date of grant, subject to meeting stretching Absolute Total Shareholder Return and Underlying Earnings Per Share performance targets over a three year period to 31 December 2023.

The Options are subject to malus and clawback in line with the Company’s Directors’ Remuneration Policy. A two year holding period is applicable to all vested awards.

In accordance with Article 19 of the UK Market Abuse Regulation, detailed information about the grant of the Options to PDMRs is attached to this announcement.

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	Mark Raban
2.	Reason for the notification	
a)	Position / status	Chief Executive Officer
b)	Initial notification / amendment	Initial Notification
3.	Details of the issuer or emission allowance market participant	
a)	Name	Lookers plc
b)	LEI	213800TSB8PJEACDAV33
4.	Details of the transaction(s):	
a)	Description of the financial instrument Identification code	Nil cost options over ordinary shares of 5 pence GB00B17MMZ46
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	Volume: 1,016,566 Price: nil cost options
d)	Aggregated information - Aggregated volume - Price	N/A – single transaction
e)	Date of the transaction	4 August 2021
f)	Place of the transaction	London Stock Exchange

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	Duncan McPhee
2.	Reason for the notification	
a)	Position / status	Chief Operating Officer
b)	Initial notification / amendment	Initial Notification
3.	Details of the issuer or emission allowance market participant	
a)	Name	Lookers plc
b)	LEI	213800TSB8PJEACDAV33
4.	Details of the transaction(s):	
a)	Description of the financial instrument	Nil cost options over ordinary shares of 5 pence
	Identification code	GB00B17MMZ46
b)	Nature of the transaction	Grant of options
c)	Price(s) and volume(s)	Volume: 421,686 Price: nil cost options
d)	Aggregated information	N/A – single transaction
	- Aggregated volume	
	- Price	
e)	Date of the transaction	4 August 2021
f)	Place of the transaction	London Stock Exchange

Enquiries:

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The Company is registered in England at Lookers House, 3 Etchells Road, West Timperley, Altrincham WA14 5XS. Company registration number 00111876. LEI number 213800TSB8PJEACDAV33