

Deferred Bonus Plan

Serco Group plc ('Serco' or 'the Company') announced on 1 June 2015 that, on 29 May 2015, the individuals below were awarded a Matching Share award, under the terms of the Company's Deferred Bonus Plan, as follows:

	Investment Shares	Matching Share Award (Maximum)
Rupert Soames	174,446	658,288
Liz Benison	14,358	54,565
David Eveleigh	4,958	18,840
Geoff Lloyd	7,210	27,401

Other than for Rupert Soames, the Investment Shares were purchased at 138 pence per share each on the London Stock Exchange. Rupert Soames' Investment Shares noted above reflect shares Rupert already owned and 138 pence was used to determine the number of shares that he was entitled to invest under the Deferred Bonus Plan. Rupert's entitlement is based on the Bonus which he was awarded but which he chose to waive payment of.

The number of shares that will vest under the Deferred Bonus Plan is conditional upon the satisfaction of the three-year Aggregate EPS performance measure described in the Performance Share Plan disclosures as announced on the same day. At threshold each individual investment share purchased will be matched (on a gross investment basis) by half a 'matching' share, increasing to a maximum of two 'matching' shares at the maximum performance target level. Pre-vesting malus and post-vesting clawback will also apply to the Matching Share Award.

Further details of the DBP and other remuneration information are presented in the Directors' Remuneration Report for the year ended 31 December 2014, available on www.serco.com/investors.