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Miscellaneous

GRANT OF OPTIONS AND SURRENDER OF EXISTING OPTIONS

[SPACEANDPEOPLE PLC](#)

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SpaceandPeople PLC
22 December 2023

SpaceandPeople PLC

("SpaceandPeople" or the "Company")

Grant of Options and Surrender of Existing Options

Grant of New Options

SpaceandPeople (AIM: SAL) the retail, promotional and brand experience specialist, announces that it has today granted options (the "**New Options**") over a total of 37,000 ordinary shares of 10 pence each in the Company ("**Ordinary Shares**") under its existing EMI share option scheme (the "**Scheme**").

The New Options are exercisable at a price of 60 pence per share, being the closing share price on the day immediately preceding the date of grant of the New Options and will vest no earlier than 21 December 2026. The New Options expire on the tenth anniversary of the date of grant.

The New Options become exercisable on the third anniversary of grant, subject to continued employment and the satisfaction of certain performance conditions. These performance conditions (which have been set by the Remuneration Committee of the Company) relate to the achievement of specified financial targets that will be assessed over the three years to 31 December 2026.

Details of the above grants, including confirmation of the New Options granted to the Company's executive directors, (together, the "**Directors**"), are as follows:

Name	Role	No. of Ordinary Shares over which New Options granted
Nancy Cullen	Chief Executive Officer	9,000
Gregor Dunlay	Chief Financial Officer	9,000
Andrew Keiller	Chief Operating Officer	9,000
Various other employees		10,000
Total		37,000

Surrender of Existing Options

In 2015, the Company granted options to acquire shares in the capital of the Company to certain employees and directors of the Company pursuant to the Scheme. On 21 December 2023 the remaining rights to the 2015 Options were surrendered for no consideration.

Details of the above surrender are as follows:

Name	Role	No. of 2015 Options surrendered
Nancy Cullen	Chief Executive Officer	10,000
Gregor Dunlay	Chief Financial Officer	10,000
Andrew Keiller	Chief Operating Officer	2,500
Various other employees		1,750
Total		24,250

Details of resultant holdings

Details of the Directors' resultant holdings of Ordinary Shares and options over Ordinary Shares are as follows:

Name	Role	Total No. Ordinary Shares under Option	Total No. Ordinary Shares held
Nancy Cullen	Chief Executive Officer	26,500	133,300
Gregor Dunlay	Chief Financial Officer	37,750	1,000
Andrew Keiller	Chief Operating Officer	37,750	-

The total number of Ordinary Shares over which options have been granted (including the New Options) is 195,000 representing 9.99% per cent. of the Company's existing issued share capital.

Contact details:

SpaceandPeople Plc 0845 241 8215

Nancy Cullen, Gregor Dunlay

Zeus (Nominated Adviser and Broker) 0203 829 5000

The following notifications are intended to satisfy the Company's obligations under Article 19(3) of EU Regulation No 596/2014 (the Market Abuse Regulation).

1	Details of the person discharging managerial responsibilities/person closely associated	
a)	Name	1. Nancy Cullen 2. Gregor Dunlay 3. Andrew Keiller
2	Reason for the notification	
a)	Position/status	1. Chief Executive Officer 2. Chief Financial Officer 3. Chief Operating Officer
b)	Initial notification/ Amendment	Initial Notification

3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	SpaceandPeople PLC		
b)	LEI	21380026UDE3LKFS DP68		
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 10 pence each ("Ordinary Shares")		
	Identification code	ISIN: GB00B058DS79		
b)	Nature of the transaction	Grant of options over Ordinary Shares pursuant to the SpaceandPeople plc 2012 Enterprise Management Incentive Scheme		
c)	Price(s) and volume(s)		Price(s)	Volume(s)
		1.	60 pence (exercise price)	9,000
		2.	60 pence (exercise price)	9,000
		3.	60 pence (exercise price)	9,000
d)	Aggregated information - Aggregated volume - Price	1. N/A single transaction 2. N/A single transaction 3. N/A single transaction		
e)	Date of the transaction	21 December 2023		
f)	Place of the transaction	Off market		