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RNS Number : 9423Y
Kier Group PLC
14 October 2026

**14 October 2026**

**KIER GROUP PLC**

**Notification of transactions by persons discharging managerial responsibilities**

Kier Group plc (the "Company") announces that, on 13 October 2026, the following persons discharging managerial responsibilities ("PDMRs") were granted share awards under the Kier Group plc 2020 Long-Term Incentive Plan (the "LTIP") (the "Awards"). The Awards were made at no cost to the individuals and will only vest to the extent that certain performance conditions are satisfied by the Company over a three-year performance period which runs from 1 July 2026 to 30 June 2029. The performance conditions relating to the Awards can be found on page 105 of the 2026 Annual Report and Accounts. The price used for the purpose of calculating the Awards was 262.6 pence per ordinary share of 1p each in the capital of the Company ("Share"), being the average three-month Share price prior to the date of grant.

| Name | Number of Awards granted under LTIP |
|---|---|
| James Askew | 143,207 |
| Tom Hinton | 356,930 |
| Giuseppe Incutti | 162,776 |
| Martin Staehr | 143,207 |
| Leigh Thomas | 143,207 |
| Stuart Togwell | 487,347 |

The following notifications are made in accordance with the requirements of Article 19(3) of the UK Market Abuse Regulation. The Company's Legal Entity Identifier ("LEI") is 2138002RKCU2OM4Y7O48.

For enquiries, please contact:
Sara Thomson
Interim Deputy Company Secretary
07928 427323

| **Details of the issuer or emission allowance market participant** | |
|---|---|
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |
| **Reason for the notification** | |
| Position/status | Chief Executive |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |

| | |
|---|---|
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | Stuart Togwell |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 487,347 |
| Aggregated Information<br>- Aggregated volume<br>- Price | <br>487,347 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

| | |
|---|---|
| **Details of the issuer or emission allowance market participant** | |
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |
| **Reason for the notification** | |
| Position/status | Chief Finance Officer |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | Tom Hinton |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 356,930 |
| Aggregated Information<br>- Aggregated volume<br>- Price | <br>356,930 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

| | |
|---|---|
| **Details of the issuer or emission allowance market participant** | |
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |

| **Reason for the notification** | |
|---|---|
| Position/status | Group Commercial Director |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | James Askew |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 143,207 |
| Aggregated Information<br>– Aggregated volume<br>– Price | <br>143,207 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

| **Details of the issuer or emission allowance market participant** | |
|---|---|
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |
| **Reason for the notification** | |
| Position/status | Group Managing Director - Infrastructure |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | Giuseppe Incutti |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 162,776 |
| Aggregated Information<br>– Aggregated volume<br>– Price | <br>162,776 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

| **Details of the issuer or emission allowance market participant** | |
|---|---|
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |
| **Reason for the notification** | |
| Position/status | Group Managing Director - Construction |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | Martin Staehr |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 143,207 |
| Aggregated Information<br>- Aggregated volume<br>- Price | <br>143,207 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

| **Details of the issuer or emission allowance market participant** | |
|---|---|
| Full name of the entity | Kier Group plc |
| Legal Entity Identifier code | 2138002RKCU2OM4Y7O48 |
| **Reason for the notification** | |
| Position/status | Group Managing Director - Property |
| Initial notification/amendment | Initial Notification |
| **Details of the person discharging managerial responsibilities / person closely associated** | |
| Is this a PDMR or PCA Submission | Submission for PDMR |
| Name of natural person | Leigh Thomas |
| **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** | |
| Description of Instrument | Share |
| Identification Code | GB0004915632 |
| Nature of Transaction | Grant of award over ordinary shares under the Kier Group plc 2020 Long-Term Incentive Plan for nil consideration |
| Price(s) and Volume(s) | Price(s): Nil; Volume(s): 143,207 |
| Aggregated Information | |

| | |
|---|---|
| – Aggregated volume<br>– Price | 143,207 shares<br>Nil |
| Date of Transaction | 2026-10-13 |
| Place of Transaction | Outside a trading venue |

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