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Kier Group PLC
29 October 2026

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KIER GROUP PLC

Notification of transactions by persons discharging managerial responsibilities

Kier Group plc (the "Company") announces that, on 28 October 2026:

i. beneficial interests in the ordinary shares of 1p each in the capital of the Company ("Shares") were allocated to persons discharging managerial responsibilities ("PDMRs") in connection with the Company's bonus arrangements for the financial year ended 30 June 2026 (the "Deferred Bonus"); and

ii. grants of options for Shares ("Sharesave Options") were made to certain PDMRs under the Kier Group plc Sharesave Scheme 2024 (the "Sharesave Scheme"). The three-year savings contract will commence on 1 December 2026 and the share price applicable to the options is £2.80 per Share.

Details of these transactions are set out in the table below.

Name	Number of Shares allocated under the Deferred Bonus	Number of Sharesave Options granted
James Askew	9,380	975
Tom Hinton	18,752	-
Giuseppe Incutti	10,972	975
Martin Staehr	4,571	975
Leigh Thomas	10,972	-
Stuart Togwell	37,381	975

The numbers of Shares allocated under the Deferred Bonus referred to above represent the Shares allocated to each PDMR following the deferral of a proportion of their net bonus payment. For tax purposes, the market value of a Share for the Deferred Bonus was £3.178, being the closing price of a Share on 27 October 2026. No consideration was paid for the acquisition of these Shares. Legal title to the Deferred Bonus Shares will be held on trust by the Trustee. The Trustee will hold the Shares on trust for such individuals until 28 October 2029 (subject to the rules of the bonus arrangements).

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	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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil; Volume(s): 9,380
Aggregated Information – Aggregated volume – Price	9,380 shares Nil
Date of Transaction	2026-10-28
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 options under the Kier Group plc Sharesave Scheme 2024
Price(s) and Volume(s)	Price(s): £2.80; Volume(s): 975
Aggregated Information – Aggregated volume	975 shares

– Price	£2,730
Date of Transaction	2026-10-28
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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil; Volume(s): 18,752
Aggregated Information – Aggregated volume – Price	 18,752 shares Nil
Date of Transaction	2026-10-28
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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil; Volume(s): 10,972
Aggregated Information - Aggregated volume - Price	10,972 shares Nil
Date of Transaction	2026-10-28
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 options under the Kier Group plc Sharesave Scheme 2024
Price(s) and Volume(s)	Price(s): £2.80; Volume(s): 975
Aggregated Information - Aggregated volume - Price	975 shares £2,730
Date of Transaction	2026-10-28
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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil; Volume(s): 4,571
Aggregated Information – Aggregated volume – Price	 4,571 shares Nil
Date of Transaction	2026-10-28
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 options under the Kier Group plc Sharesave Scheme 2024
Price(s) and Volume(s)	Price(s): £2.80 / Volume(s): 975
Aggregated Information - Aggregated volume - Price	975 shares £2,730
Date of Transaction	2026-10-28
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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil / Volume(s): 10,972
Aggregated Information - Aggregated volume - Price	10,972 shares Nil
Date of Transaction	2026-10-28
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 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	Award of deferred shares - allocation of beneficial interests in shares in connection with the Company's bonus arrangements for the financial year ended 30 June 2026.
Price(s) and Volume(s)	Price(s): Nil; Volume(s): 37,381
Aggregated Information – Aggregated volume – Price	 37,381 shares Nil
Date of Transaction	2026-10-28
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 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 options under the Kier Group plc Sharesave Scheme 2024
Price(s) and Volume(s)	Price(s): £2.80; Volume(s): 975

Aggregated Information – Aggregated volume – Price	 975 shares £2,730
Date of Transaction	2026-10-28
Place of Transaction	Outside a trading venue

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