

**22 December 2023**

**Kainos Group plc**  
**("Kainos" or the "Company")**

**Executive Director PSP Award/PDMR shareholdings**

The Company announces that on 20 December 2023, a share award approved by the Board of Directors of the Company under the Kainos Group Performance Share Plan ("**PSP Award**"), in the form of nominal value options over Ordinary Shares was awarded to Richard McCann, CFO. The PSP Award vests, other than in exceptional circumstances, over a three-year period from 20 December 2023. The performance conditions associated with the PSP Award are as follows:

- (a) 25% of each PSP Award is subject to a performance condition based on the Company's Earnings Per Share ("**EPS**") Growth measured over the three financial years commencing 1 April 2023. This portion of the PSP Award will:
- not vest at all if EPS Growth over the measurement period is less than 5%;
  - vest in respect of 30% if EPS Growth over the measurement period is 5%;
  - vest in full if EPS Growth over the measurement period is 13% or higher;
  - vest proportionately, calculated on a straight-line basis if EPS Growth over the measurement period is higher than 5% but less than 13%.
- (b) 45% of each PSP Award is subject to a performance condition based on the Company's Total Shareholder Return ("**TSR**") performance compared with the FTSE techMARK All-Share index ("**Index**") measured over the period of three years commencing 1 April 2023. This portion of the PSP Award will:
- not vest at all if TSR performance over the measurement period is below the mean average Index ("**Initial Vesting Threshold**");
  - vest in respect of 30% if the TSR performance is equal to the mean average Index price;
  - vest in full if TSR performance over the measurement period is above the mean average price growth for the FTSE techMARK All-Share index plus four percentage points ("**Upper Vesting Threshold**");
  - vest proportionately, calculated on a straight-line basis if TSR performance over the measurement period is greater than the Initial Vesting Threshold but less than the Upper Vesting Threshold.
- (c) 30% of each PSP Award is subject to a collection of performance conditions associated with Kainos being a Responsible Company. This portion of the PSP Award will vest as follows:
- 10% of the award will vest if by 31 March 2026 35% of Senior Management Roles are held by women;
  - 10% of the award will vest if by 31 March 2026 the latest available Employee Engagement score equates to 7 or better as measured through our employee engagement tool, Peakon, or such equivalent engagement measure as the Committee considers appropriate;
  - 5% of the award will vest if by 31 March 2026, there is a reduction in the carbon intensity of Scope 3 greenhouse gas emissions of 45%;
  - 5% of the award will vest if by 31 March 2026, the latest available customer engagement score shows positive customer satisfaction with 90% of customers scoring the Company as "Very Good" or better, being a rating of 7 or more as measured through NPS or such equivalent measure as the Committee considers appropriate.

In addition, the Company has been notified that on 20 December 2023, Mr McCann exercised share options granted in 2020 under the Company's Sharesave Plan. Mr McCann retained the ordinary shares on exercise.

Following this notification, Mr McCann and his Person Closely Association (PCA) have a reportable shareholding of 4,630 932, constituting 3.69% of the issued share capital of the Company.

**Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them.  
(A19 Market Abuse Regulation)**

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>					
a.	Name	Richard McCann				
<b>2.</b>	<b>Reason for the notification</b>					
a.	Position/status	CFO/COO				
b.	Initial notification /Amendment	Initial				
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>					
a.	Name	Kainos Group plc				
b.	LEI	213800H2PQMF3OVZY47				
<b>4.</b>	<b>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</b>					
a.	Description of the Financial instrument/ type of instrument Identification code	Options over Ordinary Shares of £0.005 each  KNOS				
b.	Nature of the transaction	PSP Share Award 2023				
c.	Price(s) and volume(s)	<table border="1" style="width: 100%;"> <thead> <tr> <th>Exercise Price(s)</th> <th>Volume(s)</th> </tr> </thead> <tbody> <tr> <td>£0.005</td> <td>9,407</td> </tr> </tbody> </table>	Exercise Price(s)	Volume(s)	£0.005	9,407
Exercise Price(s)	Volume(s)					
£0.005	9,407					
d.	Aggregated information · Aggregated volume · Price	N/A				
e.	Date of the transaction	20-12-23				
f.	Place of the transaction	Outside a trading venue				

<b>1.</b>	<b>Details of the person discharging managerial responsibilities / person closely associated</b>	
a.	Name	Richard McCann
<b>2.</b>	<b>Reason for the notification</b>	
a.	Position/status	CFO/COO
b.	Initial notification /Amendment	Initial
<b>3.</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
a.	Name	Kainos Group plc
b.	LEI	213800H2PQMF3OVZY47
<b>4.</b>	<b>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</b>	

have been conducted						
a.	Description of the Financial instrument/ type of instrument Identification code	Ordinary Shares of £0.005 each  KNOS				
b.	Nature of the transaction	Exercise of share options granted in 2020 under the Company's Sharesave Plan, a UK HMRC approved all-employee SAYE plan, an retention of shares.				
c.	Price(s) and volume(s)	<table border="1"> <thead> <tr> <th>Exercise Price(s)</th> <th>Volume(s)<sup>1</sup></th> </tr> </thead> <tbody> <tr> <td>£6.20</td> <td>580</td> </tr> </tbody> </table> <p>1. Subject to the PSP Awards vesting criteria.</p>	Exercise Price(s)	Volume(s) <sup>1</sup>	£6.20	580
Exercise Price(s)	Volume(s) <sup>1</sup>					
£6.20	580					
d.	Aggregated information · Aggregated volume · Price	N/A				
e.	Date of the transaction	20-12-23				
f.	Place of the transaction	Outside a trading venue				

#### Ends

#### For further information, please contact:

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#### About Kainos

Kainos Group plc is a UK-headquartered IT provider with expertise across three divisions - Digital Services, Workday Services, and Workday Products.

Our Digital Services division develops and supports custom digital service platforms for public sector, commercial, and healthcare customers. Our solutions transform the delivery of these services, ensuring they are secure, accessible, and cost-effective, and provide better outcomes for users.

Our Workday Services division specialises in the deployment of Workday Inc.'s Finance, HR and Planning products to leading organisations across Europe and North America. We are one of Workday's most respected partners, experienced in complex deployment and trusted by our customers to launch, test, expand, and support their Workday systems.

Our Workday Products division develops products that complement Workday. Our Smart product suite, including *Smart Test* (for automated testing), *Smart Audit* (for compliance monitoring), and *Smart Shield* (for data masking), are used by more than 400 customers globally to safeguard their Workday systems.

Our people are central to our success. We employ more than 3,000 people in 23 countries across Europe and the Americas.

We are listed on the London Stock Exchange (LSE: KNOS) and you can discover more about us at [www.kainos.com](http://www.kainos.com).

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