



LEI: 213800DQGNQE3X76WS92

26 April 2024

BREEDON GROUP plc
(Breedon or the Company)

Notification of transactions by Directors/Persons Discharging Managerial Responsibility (PDMRs)

The Company announces that on 25 April 2024 the following PDMRs were each granted conditional awards under the Company's Performance Share Plan (**PSP awards**) in respect of the three-year performance period (2024 to 2026), to acquire the number of ordinary shares of £0.01 in the Company (**Ordinary Shares**) set against their names in the table below. The PSP awards will normally vest on 25 April 2027, subject to continued employment and the satisfaction of the undemoted performance conditions. In addition, any resulting shares will be subject to a further holding period of two years from the date of vesting.

| Director & PDMR | Role | Ordinary Shares subject to PSP award |
|------------------|-------------------------|--------------------------------------|
| Rob Wood | Chief Executive Officer | 366,739 |
| James Brotherton | Chief Financial Officer | 217,061 |

| Performance measure | Weighting | Calibration of targets | | Percentage of part of PSP award capable of vesting |
|--|-----------|--|--|---|
| EPS | 42.5% | Company's fully diluted underlying EPS for 2026 | Less than 37.50 pence 37.50 pence Between 37.50 pence and 40.40 pence 40.40 pence Between 40.40 pence and 44.44 pence 44.44 pence or more | 0% 25% Pro-rata straight-line basis between 25% and 50% 50% Pro-rata straight-line basis between 50% and 100% 100% |
| Relative TSR | 42.5% | Company's TSR ranking relative to constituents of the FTSE 250 Index (excluding investment trusts) | Below median Median Between median and upper quartile Upper quartile or better | 0% 25% Pro-rata straight-line basis between 25% and 100% 100% |
| Sustainability-Reduction of Core Carbon Intensity* | 15% | % reduction of Core Carbon Intensity during the three year performance period | Below 4.95% 4.95% Between 4.95% and 6.6% 6.6% Between 6.6% and 8.25% 8.25% or better | 0% 25% Pro-rata straight-line basis between 25% and 50% 50% Pro-rata straight-line basis between 50% and 100% 100% |

* Core Carbon Intensity measures reductions in carbon intensity per tonne of core product sold.

This notification is made in accordance with the requirements of Article 19 of the UK Market Abuse Regulation.

Enquiries:

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Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | |
|----------|--|--|----------|-----------|-----|---------|
| a) | Name | Rob Wood | | | | |
| 2 | Reason for the notification | | | | | |
| a) | Position/status | Chief Executive Officer (PDMR) | | | | |
| b) | Is this an initial notification or an amendment to a prior notification? | Initial notification | | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | | |
| a) | Name | Breedon Group plc | | | | |
| b) | LEI | 213800DQGNQE3X76WS92 | | | | |
| 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 Identification code | Ordinary Shares of £0.01 each GB00BM8NFIJ84 | | | | |
| b) | Nature of the transaction | Grant of Awards under Performance Share Plan | | | | |
| c) | Price(s) and volume(s) | <table border="1"> <thead> <tr> <th>Price(s)</th><th>Volume(s)</th></tr> </thead> <tbody> <tr> <td>Nil</td><td>366,739</td></tr> </tbody> </table> | Price(s) | Volume(s) | Nil | 366,739 |
| Price(s) | Volume(s) | | | | | |
| Nil | 366,739 | | | | | |
| d) | Aggregated information (if any) - Aggregated volume - Price | 366,739 Nil | | | | |
| e) | Date of transaction | 25 April 2024 | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | |

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

| | | |
|----------|---|--------------------------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | |
| a) | Name | James Brotherton |
| 2 | Reason for the notification | |
| a) | Position/status | Chief Financial Officer (PDMR) |
| b) | Is this an initial notification or an amendment to a prior notification? | Initial notification |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | |
| a) | Name | Breedon Group plc |
| b) | LEI | 213800DQGNQE3X76WS92 |
| 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 Identification code | Ordinary Shares of £0.01 each GB00BM8NFJ84 | | | | |
| b) | Nature of the transaction | Grant of Awards under Performance Share Plan | | | | |
| c) | Price(s) and volume(s) | <table><tr><th>Price(s)</th><th>Volume(s)</th></tr><tr><td>Nil</td><td>217,061</td></tr></table> | Price(s) | Volume(s) | Nil | 217,061 |
| Price(s) | Volume(s) | | | | | |
| Nil | 217,061 | | | | | |
| d) | Aggregated information (if any) - Aggregated volume - Price | 217,061 Nil | | | | |
| e) | Date of transaction | 25 April 2024 | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | |

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