

03 June 2024

Kainos Group plc

("Kainos" or the "Company")

Director / PDMR shareholdings

The Company announces that on 3 June 2024, share awards (the "**Awards**") approved by the Board of Directors of the Company under the Kainos Group Performance Share Plan (the "**PSP Awards**"), in the form of nominal value options over Ordinary Shares were awarded to executive directors and executive managers of the Company. The PSP Awards vest, other than in exceptional circumstances, over a three year period from 3 June 2024. The performance conditions associated with the PSP Awards are as follows:

- (a) 40% 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 2024. 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) 30% 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 2024. 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 2027 37% of Senior Management Roles are held by women;
 - 10% of the award will vest if by 31 March 2027 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 2027, 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 2027, the latest available customer engagement score shows positive customer satisfaction as measured through Net Promoter Score of (>30) or equivalent measure as the Committee considers appropriate

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

1.	Details of the person discharging managerial responsibilities / person closely associated							
a.	Name	Russell Sloan						
2.	Reason for the notification							
a.	Position/status	CEO						
b.	Initial notification /Amendment	Initial						
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMF3OVZY47						
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	Options over Ordinary Shares of £0.005 each KNOS						
b.	Nature of the transaction	PSP Share Awards 2024						
c.	Price(s) and volume(s)	<table border="1" style="width: 100%;"> <tr> <td colspan="2" style="text-align: center;">PSP Award¹</td> </tr> <tr> <td style="width: 50%;">Exercise Price(s)</td> <td style="width: 50%;">Volume(s)</td> </tr> <tr> <td style="text-align: center;">£0.005</td> <td style="text-align: center;">34,602</td> </tr> </table> <p>1. Subject to the PSP Awards vesting criteria.</p>	PSP Award¹		Exercise Price(s)	Volume(s)	£0.005	34,602
PSP Award¹								
Exercise Price(s)	Volume(s)							
£0.005	34,602							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	03-06-24						
f.	Place of the transaction	Outside a trading venue						

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Richard McCann
2.	Reason for the notification	
a.	Position/status	CFO/COO
b.	Initial notification /Amendment	Initial
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a.	Name	Kainos Group plc
b.	LEI	213800H2PQMF3OVZY47
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	
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PSP Award ¹								
Exercise Price(s)	Volume(s)							
£0.005	25,951							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	03-06-24						
f.	Place of the transaction	Outside a trading venue						

1.	Details of the person discharging managerial responsibilities / person closely associated							
a.	Name	Kieran Barber						
2.	Reason for the notification							
a.	Position/status	Head of Services						
b.	Initial notification /Amendment	Initial						
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMF3OVZY47						
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							
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PSP Award ¹								
Exercise Price(s)	Volume(s)							
£0.005	8,650							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	03-06-24						
f.	Place of the transaction	Outside a trading venue						

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Malachy Smith
2.	Reason for the notification	
a.	Position/status	Head of Product
b.	Initial notification /Amendment	Initial

3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMF3OVZY47						
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	Options over Ordinary Shares of £0.005 each KNOS						
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Exercise Price(s)	Volume(s)							
£0.005	6,920							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	03-06-24						
f.	Place of the transaction	Outside a trading venue						

Ends

For further information, please contact:

Kainos

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About Kainos

Kainos Group plc is a UK-headquartered provider of sophisticated IT services to major public sector, commercial and healthcare customers. Our expertise spans three divisions: Digital Services, Workday Services, and Workday Products.

Digital Services: We develop and support custom digital service platforms that transform service delivery in public, commercial, and healthcare sectors. Our solutions ensure security, accessibility, cost-effectiveness, and improved user outcomes.

Workday Services: Specialising in deploying Workday, Inc.'s Finance, HR, and Planning products, we are a respected partner in Europe and North America. Experienced in complex deployments, we are trusted to launch, test, expand, and support Workday systems.

Workday Products: Our established product suite, incorporating Smart Test, Smart Audit, and Smart Shield, complements Workday by enhancing system security and compliance. Our Employee Document Management product, launched in October 2023, improves document generation and storage within Workday while supporting global compliance requirements. Over 450 global customers use one or more of our products.

Our people are central to our success. We have more than 2,900 people in 23 countries across Europe, Asia, and the Americas.

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

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