

## Keller Group plc

## Director/PDMR Shareholding

Keller Group plc (the "Company") announces that following the appointment of Paul Leonard as Divisional President - North America, he was granted a Performance Share Award under the Company's Long Term Incentive Plan. Mr Leonard is a Person Discharging Managerial Responsibilities ("PDMR") and the grant was approved by the Remuneration Committee.

Details of the grant are set out below and in the Notification of Dealing form at the end of the announcement:

Grant date	No. of Ordinary shares of 10 pence each ("Shares") awarded <sup>1/2/3</sup>	Total Performance Share Awards outstanding <sup>3</sup>
3 June 2024	32,942	32,942

The price used to calculate the maximum number of Shares under the Performance Share Award was 1,319.00p, being the average closing price on 29, 30, and 31 May 2024 of the Company's Shares on the main market of the London Stock Exchange.

<sup>2</sup> The amount shown above represent the maximum possible number of Shares that may be granted to the PDMR under the 2024 Performance Share Awards.

<sup>3</sup> The award excludes notional dividends.

The measures selected by the Remuneration Committee together with the associated targets are shown on the table below. The weightings are all set at 25% in order to provide balance between measures and materiality to each of them individually.

## Vesting schedule

Measures	% of award that will vest		
	0%	25%	100%
<b>25% weight</b>			
Cumulative EPS over three years <sup>1</sup>	Below 330p	330p	400p
<b>25% weight</b>			
Keller's relative TSR performance vs FTSE 250 <sup>2</sup> Index over three years	Below median	Median	Upper quartile
<b>25% weight</b>			
Average ROCE over three years	Below 12%	12%	18%
<b>25% weight</b>			
Operating profit margin ("OPM") in year three	Below 5.5%	5.5%	6.5%

<sup>1</sup> EPS and ROCE are before non-underlying items on an IFRS 16 basis.

<sup>2</sup> Excluding investment trusts and financial services.

The Performance Share Award performance conditions are measured over a three-year period ending on 31 December 2026, except for the OPM which is measured in year three. The Performance Share Award performance conditions are expected to vest in June 2027. Malus and clawback apply.

Enquiries:

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LEI number: 549300Q04MBL43UHSN10

Classification: 2.2 Inside information

## Notes to editors:

Keller is the world's largest geotechnical specialist contractor providing a wide portfolio of advanced foundation and ground improvement techniques used across the entire construction sector. With around 9,500 staff and operations across five continents, Keller tackles an unrivalled 5,500 projects every year, generating annual revenue of c.£3bn.

1	Details of persons discharging managerial responsibility (“PDMR”) / person closely associated (“PCA”)		
a)	Name	Paul Leonard	
2	Reason for the notification		
a)	Position / status	PDMR (Provide job title)	PCA (Provide name of job title of relevant PDMR)
		Divisional President - North America	N/A
b)	Initial notification/Amendment	Initial notification	

3	Details of the issuer			
a)	Name	Keller Group plc		
b)	LEI and classification	549300QO4MBL43UHSN10 2.2 Inside information		
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 Identification code	Ordinary shares of 10p each GB0004866223		
b)	Indicate nature of the transaction	Acquisition	Disposal	Subscription
	ii) Is the transaction linked to an exercise of a share award?	Yes		No
		X		
	iii) Was the transaction conducted pursuant to an investment programme or a trading plan?	Yes	No	If yes, provide date at which investment programme or trading plan was entered into:
			X	
c)	Price(s) and volume(s)	Price(s) (Please state currency)		Volume(s)
		Nil		32,942
d)	Aggregated information	Aggregated price(s) (Please state currency)		Aggregated volume(s)
		Not applicable - single transaction		Not applicable - single transaction
e)	Date of the transaction	Date: 03.06.2024 Time zone: GMT		
f)	Place of the transaction	Outside trading venue		