

20 February 2025

## KIER GROUP PLC

### Notification of transactions by persons discharging managerial responsibilities

#### The Kier Group Share Incentive Plan

Kier Group plc (the "Company") announces that, on 18 February 2025, the trustee of the Kier Group Share Incentive Plan (the "Plan") acquired ordinary shares of 1p each in the capital of the Company ("Shares") for, and allocated free matching Shares in accordance with the rules of the Plan to, certain persons discharging managerial responsibilities as follows:

Name	Shares acquired at £1.5445	Free matching Shares at £1.5273
Mr AW Bradshaw	97	48
Mr LP Thomas	97	48

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 2138002RKCUC20M4Y7O48.

For enquiries please contact:

Jaime Tham  
Company Secretary  
07801 975672

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Andrew Bradshaw	
2	Reason for the notification		
a)	Position / status	Group Managing Director - Natural Resources, Nuclear & Networks	
b)	Initial notification / Amendment	Initial notification	
3	Details of issuer		
a)	Name	Kier Group plc	
b)	LEI	2138002RKCUC2OM4Y7O48	
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	Ordinary shares of 1p in Kier Group plc	
	Identification code	GB0004915632	
b)	Nature of the transaction	Acquisition of ordinary shares under the Kier Group Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£149.82	97 (partnership shares)
		£73.31	48 (matching

			(partnership shares)
d)	Aggregated information - Aggregated volume - Price	145 ordinary shares £223.13	
e)	Date of the transaction	2025-02-18	
f)	Place of the transaction	London Stock Exchange, Main Market (XLON)	

1	Details of the person discharging managerial responsibilities / person closely associated		
a)	Name	Leigh Thomas	
2	Reason for the notification		
a)	Position / status	Group Managing Director - Property	
b)	Initial notification / Amendment	Initial notification	
3	Details of issuer		
a)	Name	Kier Group plc	
b)	LEI	2138002RKCUC20M4Y7O48	
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 1p in Kier Group plc  GB0004915632	
b)	Nature of the transaction	Acquisition of ordinary shares under the Kier Group Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£149.81	97 (partnership shares)
		£73.31	48 (matching shares)
d)	Aggregated information - Aggregated volume - Price	145 ordinary shares £223.12	
e)	Date of the transaction	2025-02-18	
f)	Place of the transaction	London Stock Exchange, Main Market (XLON)	

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