

12 March 2025

KIER GROUP PLC

DIRECTOR / PDMR SHAREHOLDING

Kier Group plc (the "Company") announces that, on 12 March 2025, the following transactions took place:

- (i) Mary Watson, a person closely associated ('PCA') to Clive Watson, a person discharging managerial responsibilities ('PDMR'), purchased 17,500 ordinary shares of 1 pence each in the capital of the Company ("Shares") at a price of £1.23857 per Share;
- (ii) Alison Atkinson, a person discharging managerial responsibilities ('PDMR'), purchased 7,978 Shares at a price of £1.2456 per Share; and
- (iii) Chris Browne, a person discharging managerial responsibilities ('PDMR'), purchased 20,325 Shares at a price of £1.234 per Share.

The following notification is made in accordance with the requirements of Article 19(3) of the UK Market Abuse Regulation. The Company's Legal Entity Identifier ("LEI") is 2138002RKCJ2OM4Y7O48.

For enquiries please contact:
Jaime Tham
Company Secretary
Tel: 07801 975 672

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|--------------------|---|---|--|-------|--------|--------------------|---------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | |
| a) | Name | Mary Watson | | | | | |
| 2 | Reason for the notification | | | | | | |
| a) | Position / status | PCA to PDMR | | | | | |
| b) | Initial notification / Amendment | Initial notification | | | | | |
| 3 | Details of issuer | | | | | | |
| a) | Name | Kier Group plc | | | | | |
| b) | LEI | 2138002RKCJ2OM4Y7O48 | | | | | |
| 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 | Purchase of ordinary shares | | | | | |
| | Price(s) and volume(s) | <table><tr><td>Price</td><td>Volume</td></tr><tr><td>£1.23857 per share</td><td>17,500 shares</td></tr></table> | | Price | Volume | £1.23857 per share | 17,500 shares |
| Price | Volume | | | | | | |
| £1.23857 per share | 17,500 shares | | | | | | |
| d) | Aggregated information <ul style="list-style-type: none">– Aggregated volume– Price | 17,500 £21,674.98 | | | | | |
| e) | Date of the transaction | 2025-03-12 | | | | | |
| f) | Place of the transaction | London Stock Exchange, Main Market (XLON) | | | | | |

| | | | | | | | |
|-------------------|---|---|--|-------|--------|-------------------|--------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | |
| a) | Name | Alison Atkinson | | | | | |
| 2 | Reason for the notification | | | | | | |
| a) | Position / status | Non-Executive Director | | | | | |
| b) | Initial notification / Amendment | Initial notification | | | | | |
| 3 | Details of issuer | | | | | | |
| a) | Name | Kier Group plc | | | | | |
| b) | LEI | 2138002RKCU2OM4Y7O48 | | | | | |
| 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 | Purchase of ordinary shares | | | | | |
| | Price(s) and volume(s) | <table><tr><td>Price</td><td>Volume</td></tr><tr><td>£1.2456 per share</td><td>7,978 shares</td></tr></table> | | Price | Volume | £1.2456 per share | 7,978 shares |
| Price | Volume | | | | | | |
| £1.2456 per share | 7,978 shares | | | | | | |
| d) | Aggregated information <ul style="list-style-type: none">– Aggregated volume– Price | 7,978 £9,937.40 | | | | | |
| e) | Date of the transaction | 2025-03-12 | | | | | |
| f) | Place of the transaction | London Stock Exchange, Main Market (XLON) | | | | | |

| | | | | | | | |
|------------------|---|---|--|-------|--------|------------------|---------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | |
| a) | Name | Chris Browne | | | | | |
| 2 | Reason for the notification | | | | | | |
| a) | Position / status | Senior Independent Director | | | | | |
| b) | Initial notification / Amendment | Initial notification | | | | | |
| 3 | Details of issuer | | | | | | |
| a) | Name | Kier Group plc | | | | | |
| b) | LEI | 2138002RKCU2OM4Y7O48 | | | | | |
| 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 | Purchase of ordinary shares | | | | | |
| | Price(s) and volume(s) | <table><tr><td>Price</td><td>Volume</td></tr><tr><td>£1.234 per share</td><td>20,325 shares</td></tr></table> | | Price | Volume | £1.234 per share | 20,325 shares |
| Price | Volume | | | | | | |
| £1.234 per share | 20,325 shares | | | | | | |
| d) | Aggregated information <ul style="list-style-type: none">Aggregated volumePrice | 20,325 £25,081.05 | | | | | |

| | | |
|----|--------------------------|---|
| e) | Date of the transaction | 2025-03-12 |
| f) | Place of the transaction | London Stock Exchange, Main Market (XLON) |

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