

19 March 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 March 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 £1.23	Free matching Shares at £1.2153
Mr AW Bradshaw	123	61
Mr LP Thomas	122	61

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 2138002RKCU2OM4Y7O48.

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	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	Acquisition of ordinary shares under the Kier Group Share Incentive Plan	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		£151.29	123 (partnership shares)
		£74.14	61 (matching shares)

		Shares)
d)	Aggregated information - Aggregated volume - Price	184 ordinary shares £225.43
e)	Date of the transaction	2025-03-18
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		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		Acquisition of ordinary shares under the Kier Group Share Incentive Plan	
c)	Price(s) and volume(s)		Price(s)	Volume(s)
			£150.06	122 (partnership shares)
			£74.14	61 (matching shares)
d)	Aggregated information <ul style="list-style-type: none">Aggregated volumePrice		183 ordinary shares £224.20	
e)	Date of the transaction		2025-03-18	
f)	Place of the transaction		London Stock Exchange, Main Market (XLON)	

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