

Serco Group plc (the Company)

NOTIFICATION OF TRANSACTIONS OF PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES (PDMRs)

The Company notifies the following changes in interests in the ordinary shares of 2p each (Shares) of PDMRs, arising as a result of vestings from the Long-Term Incentive Plan and the Deferred Bonus Plan (Share Awards) that were granted in 2022. The vesting price was £1.529987 per Share.

| Directors | Dividend Equivalents | Number of Share Awards Lapsed | Number of Share Awards Vested | Number of Shares Sold for Tax | Total Number of Shares Retained |
|--------------------|----------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------------|
| Anthony Kirby | 26,056 | 16,172 | 474,206 | 223,661 | 250,545 |
| Nigel Crossley | 22,440 | 45,652 | 408,447 | 192,646 | 215,801 |
| | | | | | |
| Other PDMRs | | | | | |
| David Eveleigh | 23,315 | 11,785 | 424,318 | 200,131 | 224,187 |
| Phil Malem | 10,918 | 22,236 | 198,867 | 198,867 | 0 |
| Helen Shaw | 3,904 | 10,848 | 87,531 | 87,531 | 0 |
| Tom Watson | 10,494 | 26,077 | 217,810 | 65,793 | 152,017 |

Malus and clawback provisions apply to the Share Awards.

This announcement is made in accordance with the requirements of the UK version of the Market Abuse Regulation 596/2014.

| | | | | | |
|----|---|---------------------------------|-----------------------|---|---------------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | | | | |
| a) | Name of natural person | | Anthony Kirby | | |
| 2 | Reason for the notification | | | | |
| a) | Position/status | | Group Chief Executive | | |
| b) | Initial notification/Amendment | | Initial notification | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | |
| a) | Name | | Serco Group plc | | |
| b) | Legal Entity Identifier code | | 549300PT2CIHYN5GWJ21 | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal - Tax Liability | | £1.529987 | 223,661 | £342,198.42 |
| | | Aggregated | £1.529987 | 223,661 | £342,198.42 |

| | | | | | |
|----|---|---------------------------------|-------------------------------|---|---------------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | | | | |
| a) | Name of natural person | | Nigel Crossley | | |
| 2 | Reason for the notification | | | | |
| a) | Position/status | | Group Chief Financial Officer | | |
| b) | Initial notification/Amendment | | Initial notification | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | |
| a) | Name | | Serco Group plc | | |
| b) | Legal Entity Identifier code | | 549300PT2CIHYN5GWJ21 | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal - Tax Liability | | £1.529987 | 192,646 | £294,745.88 |
| | | Aggregated | £1.529987 | 192,646 | £294,745.88 |

| | | | | | |
|----|---|---------------------------------|-----------------------|---|---------------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | | | | |
| a) | Name of natural person | | David Eveleigh | | |
| 2 | Reason for the notification | | | | |
| a) | Position/status | | Group General Counsel | | |
| b) | Initial notification/Amendment | | Initial notification | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | |
| a) | Name | | Serco Group plc | | |
| b) | Legal Entity Identifier code | | 549300PT2CIHYN5GWJ21 | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal - Tax Liability | | £1.529987 | 200,131 | £306,197.83 |
| | | Aggregated | £1.529987 | 200,131 | £306,197.83 |

| | | |
|----|---|------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | |
| a) | Name of natural person | Phil Malem |
| 2 | Reason for the notification | |

| | | | | | |
|----|---|---------------------------------|---------------------|---|---------------------|
| a) | Position/status | Middle East CEO | | | |
| b) | Initial notification/Amendment | Initial notification | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | |
| a) | Name | Serco Group plc | | | |
| b) | Legal Entity Identifier code | 549300PT2CIHYN5GWJ21 | | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal | | £1.529987 | 198,867 | £304,263.92 |
| | | Aggregated | £1.529987 | 198,867 | £304,263.92 |

| | | | | | |
|----|---|---------------------------------|-------------------------|---|---------------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | | | | |
| a) | Name of natural person | | Helen Shaw | | |
| 2 | Reason for the notification | | | | |
| a) | Position/status | | Interim UK & Europe CEO | | |
| b) | Initial notification/Amendment | | Initial notification | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | |
| a) | Name | | Serco Group plc | | |
| b) | Legal Entity Identifier code | | 549300PT2CIHYN5GWJ21 | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal | | £1.529987 | 87,531 | £133,921.29 |
| | | Aggregated | £1.529987 | 87,531 | £133,921.29 |

| | | |
|----|---|----------------------|
| 1 | Details of the person discharging managerial responsibilities/person closely associated | |
| a) | Name of natural person | Tom Watson |
| 2 | Reason for the notification | |
| a) | Position/status | North America CEO |
| b) | Initial notification/Amendment | Initial notification |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | |
| a) | Name | Serco Group plc |

| | | | | | |
|----|---|---------------------------------|---------------------|---|---------------------|
| b) | Legal Entity Identifier code | 549300PT2CIHYN5GWJ21 | | | |
| 4 | Details of the transaction(s) summary table | | | | |
| | Date of Transaction | Financial Instrument | Identification Code | Place of Transaction | Currency |
| | 7 April 2025 | Ordinary shares of 2 pence each | ISIN: GB0007973794 | London Stock Exchange, Main Market (XLON) | GBP - British Pound |
| | Nature of Transaction | | Price | Volume | Total |
| | Disposal - Tax Liability | | £1.529987 | 65,793 | £100,662.43 |
| | | Aggregated | £1.529987 | 65,793 | £100,662.43 |

Nickesha Graham-Burrell

Group Company Secretary

9 April 2025

For further information please contact:

Jamie Hastings, Group Head of Investor Relations, tel: +44 (0) 7718 195 074 or email: jamie.hastings@serco.com

Scot Marchbank, Group Communications and Marketing Director, tel: +44 (0) 7958 675 706 or email: scot.marchbank@serco.com

About Serco

Serco brings together the right people, the right technology and the right partners to create innovative solutions that make positive impact and address some of the most urgent and complex challenges facing the modern world. With a primary focus on serving governments globally, Serco's services are powered by more than 50,000 people working across defence, space, migration, justice, healthcare, mobility and customer services. Serco's core capabilities include service design and advisory, resourcing, complex programme management, systems integration, case management, engineering, and asset & facilities management. Underpinned by Serco's unique operating model, Serco drives innovation and supports customers from service discovery through to delivery. More information can be found at www.serco.com.

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact ms@seg.com or visit www.ms.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHUKUVRVOUSRAR