

02 June 2025

Kainos Group plc

("Kainos" or the "Company")

Director / PDMR shareholdings

The Company announces that on 2 June 2025, share awards (the "**Awards**") approved by the Board of Directors of the Company under the Kainos Group Performance Share Plan (the "**PSP Awards**"), in the form of nominal value options over Ordinary Shares were awarded to executive directors and executive managers of the Company. The PSP Awards vest, other than in exceptional circumstances, over a three year period from 2 June 2025 (subject to the provisions of the Executive Director Shareholding Policy). The performance conditions associated with the PSP Awards are as follows:

- (a) 50% of each PSP Award is subject to a performance condition based on the Company's Earnings Per Share ("**EPS**") Growth measured over the three financial years commencing 1 April 2024. This portion of the PSP Award will:
- not vest at all if EPS Growth over the measurement period is less than 5%;
 - vest in respect of 30% if EPS Growth over the measurement period is 5%;
 - vest in full if EPS Growth over the measurement period is 13% or higher;
 - vest proportionately, calculated on a straight-line basis if EPS Growth over the measurement period is higher than 5% but less than 13%.
- (b) 30% of each PSP Award is subject to a performance condition based on the Company's Total Shareholder Return ("**TSR**") performance compared with the FTSE techMARK All-Share index ("**Index**") measured over the period of three years commencing 1 April 2024. This portion of the PSP Award will:
- not vest at all if TSR performance over the measurement period is below the mean average Index ("**Initial Vesting Threshold**");
 - vest in respect of 30% if the TSR performance is equal to the mean average Index price;
 - vest in full if TSR performance over the measurement period is above the mean average price growth for the FTSE techMARK All-Share index plus four percentage points ("**Upper Vesting Threshold**");
 - vest proportionately, calculated on a straight-line basis if TSR performance over the measurement period is greater than the Initial Vesting Threshold but less than the Upper Vesting Threshold.
- (c) 20% of each PSP Award is subject to performance conditions associated with Kainos being a Responsible Company. This portion of the PSP Award will vest as follows:
- 10% of the award will vest if by 31 March 2028 if the latest available Employee Engagement score equates to 7.7 or better as measured through our employee engagement tool, Peakon, or such equivalent engagement measure as the Committee considers appropriate;
 - 10% of the award will vest if by 31 March 2028, if there is a reduction in the carbon intensity of Scope 3 greenhouse gas emissions of 45% of the profitability adjusted annual baseline.

**Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them.
(A19 Market Abuse Regulation)**

1.	Details of the person discharging managerial responsibilities / person closely associated							
a.	Name	Brendan Mooney						
2.	Reason for the notification							
a.	Position/status	CEO						
b.	Initial notification /Amendment	Initial						
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMF3OVZY47						
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	Options over Ordinary Shares of £0.005 each KNOS						
b.	Nature of the transaction	PSP Share Awards 2025						
c.	Price(s) and volume(s)	<table border="1"> <tr> <th colspan="2">PSP Award¹</th> </tr> <tr> <th>Exercise Price(s)</th> <th>Volume(s)</th> </tr> <tr> <td>£0.005</td> <td>10,094</td> </tr> </table> <p>1. Subject to the PSP Awards vesting criteria.</p>	PSP Award ¹		Exercise Price(s)	Volume(s)	£0.005	10,094
PSP Award ¹								
Exercise Price(s)	Volume(s)							
£0.005	10,094							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	02-06-25						
f.	Place of the transaction	Outside a trading venue						

1.	Details of the person discharging managerial responsibilities / person closely associated							
a.	Name	Richard McCann						
2.	Reason for the notification							
a.	Position/status	CFO/COO						
b.	Initial notification /Amendment	Initial						
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMF3OVZY47						
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							
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PSP Award ¹								
Exercise Price(s)	Volume(s)							
£0.005	41,829							

		1. Subject to the PSP Awards vesting criteria.
d.	Aggregated information · Aggregated volume · Price	N/A
e.	Date of the transaction	02-06-25
f.	Place of the transaction	Outside a trading venue

1.	Details of the person discharging managerial responsibilities / person closely associated							
a.	Name	Kieran Barber						
2.	Reason for the notification							
a.	Position/status	Head of Services						
b.	Initial notification /Amendment	Initial						
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor							
a.	Name	Kainos Group plc						
b.	LEI	213800H2PQMIF3OVZY47						
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							
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c.	Price(s) and volume(s)	<table border="1"><tr><th colspan="2">PSP Award¹</th></tr><tr><td>Exercise Price(s)</td><td>Volume(s)</td></tr><tr><td>£0.005</td><td>14,173</td></tr></table> 1. Subject to the PSP Awards vesting criteria.	PSP Award ¹		Exercise Price(s)	Volume(s)	£0.005	14,173
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Exercise Price(s)	Volume(s)							
£0.005	14,173							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	02-06-25						
f.	Place of the transaction	Outside a trading venue						

1.	Details of the person discharging managerial responsibilities / person closely associated	
a.	Name	Malachy Smith
2.	Reason for the notification	
a.	Position/status	Head of Product
b.	Initial notification /Amendment	Initial
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a.	Name	Kainos Group plc
b.	LEI	213800H2PQMF3OVZY47
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument;	

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a.	Description of the Financial instrument/ type of instrument Identification code	Options over Ordinary Shares of £0.005 each KNOS						
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c.	Price(s) and volume(s)	<table border="1"><tr><th colspan="2">PSP Award¹</th></tr><tr><td>Exercise Price(s)</td><td>Volume(s)</td></tr><tr><td>£0.005</td><td>17,824</td></tr></table> 1. Subject to the PSP Awards vesting criteria.	PSP Award ¹		Exercise Price(s)	Volume(s)	£0.005	17,824
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Exercise Price(s)	Volume(s)							
£0.005	17,824							
d.	Aggregated information · Aggregated volume · Price	N/A						
e.	Date of the transaction	02-06-25						
f.	Place of the transaction	Outside a trading venue						

Ends

For further information, please contact:

Kainos

Brendan Mooney, Chief Executive Officer
Richard McCann, Chief Financial Officer

via FTI Consulting LLP

Investec Bank plc

Patrick Robb / Ben Griffiths / Nick Prowting

+44 20 7597 5970

FTI Consulting LLP

Dwight Burden / Kwaku Aning

+44 20 3727 1000

About Kainos

Kainos Group plc is a UK-headquartered provider of sophisticated IT services to major public sector, commercial and healthcare customers. Our shares are listed on the London Stock Exchange (LSE: KNOS).

Our expertise spans three divisions: Digital Services, Workday Services, and Workday Products.

Digital Services

Our Digital Services customers face a range of business problems, including the need to improve their customer service, reduce costs and increase productivity. We help them to solve these problems by developing and supporting custom digital service platforms. Our solutions enable customers and their users to work smarter, faster and better, while ensuring the platforms are secure, accessible and cost effective.

Workday Services

We are a respected partner to Workday Inc. in Europe and North America, providing a comprehensive range of services to support customers deploying Workday's Finance, HR and Planning products. Our experience in complex deployments means we are trusted to launch, test, expand and support Workday systems.

Workday Products

We have developed proprietary software products that complement Workday by enhancing our customers' system security and compliance and improving their document generation and storage. Over 550 global customers use one or more of our products, with adoption growing rapidly.

Our people

Our people are central to our success. We have more than 2,800 people in 20 countries across Europe, Asia and the Americas.

Find out more

You can discover more about us at www.kainos.com.

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