

Serco Group plc (the Company)

NOTIFICATION OF TRANSACTIONS OF PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES (PDMRS)

The Company notifies the following change in interests in the ordinary shares of 2p each (Shares) of PDMRs, arising pursuant to the grant of dividend equivalents on 3 October 2025 at a price of £2.184 per Share.

Directors	Dividend Equivalents
Anthony Kirby	13,470
Nigel Crossley	12,268
PDMRs	
Gillian Duggan	5,386
David Eveleigh	8,434
Andrew Head	4,509
Philip Malem	5,585
Tom Read	2,898
Helen Shaw	1,881

Dividend equivalents are applied to awards granted under the Long-Term Incentive Plan, the Equity Settled Bonus Plan and the Deferred Bonus Plan. Malus and clawback provisions apply.

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)	<i>Name of natural person</i>	Anthony Kirby		
2	Reason for the notification			
a)	<i>Position/status</i>	Group Chief Executive		
b)	<i>Initial notification/Amendment</i>	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	<i>Name</i>	Serco Group plc		
b)	<i>Legal Entity Identifier code</i>	549300PT2CIHYN5GWJ21		
4	Details of the transaction(s) summary table			
Date of Transaction	Financial Instrument	Identification Code	Place of Transaction	Currency
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	13,470	£29,418.48
	Aggregated	£2.184	13,470	£29,418.48

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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	12,268	£26,793.31
	Aggregated	£2.184	12,268	£26,793.31

1	Details of the person discharging managerial responsibilities/person closely associated			
a)	Name of natural person	Gillian Duggan		
2	Reason for the notification			
a)	Position/status	Group Chief People and Culture 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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	5,386	£11,763.02
	Aggregated	£2.184	5,386	£11,763.02

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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	8,434	£18,419.86
	Aggregated	£2.184	8,434	£18,419.86

1	Details of the person discharging managerial responsibilities/person closely associated				
a)	Name of natural person	Andrew Head			
2 Reason for the notification					
a)	Position/status	Asia Pacific 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	
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound	
Nature of Transaction		Price	Volume	Total	
Dividend equivalents		£2.184	4,509	£9,847.66	
	Aggregated	£2.184	4,509	£9,847.66	

1	Details of the person discharging managerial responsibilities/person closely associated				
a)	Name of natural person	Philip 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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	5,585	£12,197.64
	Aggregated	£2.184	5,585	£12,197.64

1	Details of the person discharging managerial responsibilities/person closely associated			
a)	Name of natural person	Tom Read		
2 Reason for the notification				
a)	Position/status	Group Chief Digital and Technology 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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	2,898	£6,329.23
	Aggregated	£2.184	2,898	£6,329.23

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
3/10/2025	Ordinary shares of 2 pence each	ISIN: GB0007973794	Outside a trading venue	GBP - British Pound
Nature of Transaction		Price	Volume	Total
Dividend equivalents		£2.184	2,898	£6,329.23

Nature of Transaction		PRICE	Volume	Total
Dividend equivalents		£2.184	1,881	£4,108.10
	Aggregated	£2.184	1,881	£4,108.10

Amanda Miller

Group General Counsel and Company Secretary

3 October 2025

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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

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