

**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.

<b>Directors</b>	<b>Dividend Equivalents</b>
Anthony Kirby	13,470
Nigel Crossley	12,268
<b>PDMRs</b>	
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)	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
	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

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>				
----------	--	--	--	--	--

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
			£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

<b>1</b>	<b>Details of the person discharging managerial responsibilities/person closely associated</b>	
a)	Name of natural person	Philip Malem
<b>2</b>	<b>Reason for the notification</b>	
a)	Position/status	Middle East CEO
b)	Initial notification/Amendment	Initial notification
<b>3</b>	<b>Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor</b>	
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
			£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
			£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
			£2.184	2,898	£6,329.23
		Aggregated	£2.184	2,898	£6,329.23

	<b>Nature or Transaction</b>		<b>Price</b>	<b>Volume</b>	<b>Total</b>
	Dividend equivalents		£2.184	1,881	£4,108.10
		<b>Aggregated</b>	£2.184	1,881	£4,108.10

**Amanda Miller**

**Group General Counsel and Company Secretary**

**3 October 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](mailto:jamie.hastings@serco.com)

Scot Marchbank, Group Communications and Marketing Director, tel: +44 (0) 7958 675 706 or email:

[scot.marchbank@serco.com](mailto: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](http://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](mailto:ms@seg.com) or visit [www.ms.com](http://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

DSHUOSSRVBURRAA