

15 May 2023

Update following shareholder engagement on Kier Group plc's 2022 AGM vote on the Directors' Remuneration Report

In accordance with the UK Corporate Governance Code, Kier Group plc ("the Company") is providing an update in relation to the results of the 2022 AGM vote to approve the Directors' Remuneration Report for the year ended 30 June 2022, which received the support of 56.01% of votes cast.

The Board understands the sensitivities around the issue of executive remuneration and the Chairman engaged directly with key investors during March and April to get their views on executive pay at the Company.

The Remuneration Committee continues to actively engage with our investors on executive pay matters with engagement now being led by our new Remuneration Committee Chair, Margaret Hassall, who was appointed to the Board 5 April 2023 and will be consulting on policy review ahead of its triennial renewal at the 2023 AGM.

In accordance with the UK Corporate Governance Code, further information on how investor views have been taken into consideration by the Remuneration Committee will also be included in the 2023 Annual Report.