

KIER GROUP PLC

SECTION 430(2B) STATEMENT

The following statement is made by Kier Group plc (the “**Company**”) pursuant to section 430(2B) Companies Act 2006.

On 27 September 2019, Bev Dew ceased to be a director of the Company. Mr. Dew will remain on garden leave from that date until 8 May 2020 or (or such earlier date as the Company may determine). Mr Dew will continue to receive his base salary and contractual pension and car allowances during the garden leave period. The monthly payments will be as follows:

- base salary: £33,475; and
- pension allowance: £6,695,

with a *pro rata* adjustment in May 2020 to reflect that his employment will terminate on 8 May 2020. Mr. Dew will remain entitled to his company car until the earlier of the conclusion of his garden leave and the conclusion of the car lease period. Mr. Dew will be entitled to a car allowance if the lease period concludes before the garden leave period.

In accordance with its remuneration policy, the Company will contribute towards Mr. Dew’s legal fees in connection with the termination of his employment with the Company (subject to a cap of £2,500 plus VAT).

Mr. Dew will not receive an annual bonus for the financial years ended 30 June 2019 and ending 30 June 2020. His allocations of “deferred shares” with respect to bonuses in 2016, 2017 and 2018 will be released at the expiry of the respective three-year holding periods in 2019, 2020 and 2021 (subject, if appropriate, to any reduction for malus).

Mr. Dew’s awards under the Company’s Long-Term Incentive Plan granted in October 2016, October 2017 and October 2018 have lapsed.

All payments are subject to deductions for tax and national insurance contributions.