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Section 430(2B) Companies Act 2006 Statement

The following information is provided in accordance with section 430(2B) of the Companies Act 2006 by Kier Group plc (**"Kier"** or **"the Company"**).

Further to the announcement on 22 July 2025, the Company confirms that Andrew Davies retired from the role of Chief Executive and stepped down from the Board on 31 October 2025.

Salary, pension and benefits

The Company has made a payment to Andrew in lieu of his remaining notice entitlement as at 31 October 2025.

Annual bonus plan

Andrew will remain eligible to receive an annual bonus award in respect of the financial year ending 30 June 2026. Any bonus payment will be subject to Remuneration Committee approval and will be payable at the normal payment date following performance testing and time pro-rating.

Deferred bonus share awards

Reflecting Andrew's long service and contribution to the business, the deferred bonus share awards allocated in 2022, 2023 and 2024 have been released to him from the Employee Benefits Trust. Clawback

Date of grant	Number of shares subject to award	Treatment on termination
31 October 2022	309,808	Vested on 31 October 2025
30 October 2023	151,809	Vested on 31 October 2025
28 October 2024	119,075	Vested on 31 October 2025

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Long-Term Incentive Plan (the "LTIP")

Andrew will retain his existing unvested awards under the LTIP. The awards will vest on the normal vesting date, following performance testing and time pro-rating. Dividend equivalents will be applied to any shares that vest and the two-year post-vest holding period will continue to apply.

All LTIP awards remain subject to the rules of the plan and to the malus and clawback provisions.

Date of grant	Number of shares subject to award	Treatment
28 October 2021 (FY22)	751,884	Awards vested in October 2024. The vested shares are subject to a two-year holding period and will be released in October 2026.
21 October 2022 (FY23)	916,454	Awards vested in October 2025. The vested shares are subject to a two-year holding period and will be released in October 2027.
17 November 2023 (FY24)	1,382,623	Due to vest in November 2026 (subject to performance conditions).

		Any vested shares are subject to the two-year post-vesting holding period and will be released in November 2028.
11 October 2024 (FY25)	956,315	Due to vest in October 2027 (subject to performance conditions). Any vested shares are subject to the two-year post-vesting holding period and will be released in October 2029.

Andrew has not received an LTIP grant in FY26.

All employee share plan, Sharesave

Andrew will have up to 6 months from his date of leaving to exercise his options in line with the scheme rules.

Share Ownership Guideline

Andrew is required to maintain a shareholding of 200% of salary for two years following his date of leaving. The number of shares to be held in order to comply with the requirement has been fixed as at the date of termination of employment.

Malus and Clawback

Malus and clawback provisions will continue to apply to all cash and share-based incentives. All retained incentive awards will continue to be subject to the relevant scheme rules.

All payments and share plan treatments are made on the basis of a good leaver, in line with our approved Remuneration Policy.

Details of remuneration payments made to Andrew Davies for FY26 will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ended 30 June 2026.

10 November 2025

Registered company name: Kier Group plc
Registered office: 2nd Floor, Optimum House, Clippers Quay, Salford, M50 3XP
Registered in England No. 2708030