

13 November 2025

KIER GROUP PLC

RESULT OF ANNUAL GENERAL MEETING

Kier Group plc (the "Company") announces the results of its Annual General Meeting held on 13 November 2025. The voting was held on a poll and the results for each resolution were as follows:

| Resolution | | Votes for | % votes for¹ | Votes against | % votes against¹ | Votes withheld² | Total votes validly cast² | % voted³ |
|-------------------|--|------------------|--------------------------------|----------------------|------------------------------------|-----------------------------------|---|----------------------------|
| 1 | To receive the Annual Report and Accounts for the year ended 30 June 2025 | 238,027,944 | 99.99 | 27,651 | 0.01 | 1,394,100 | 238,055,595 | 53.54 |
| 2 | To approve the Directors' remuneration report for the year ended 30 June 2025 | 238,133,261 | 99.51 | 1,180,391 | 0.49 | 132,246 | 239,313,652 | 53.82 |
| 3 | To declare a final dividend for the year ended 30 June 2025 | 239,325,624 | 99.98 | 53,220 | 0.02 | 55,343 | 239,378,844 | 53.84 |
| 4 | To re-elect Mr MJ Lester as a Director | 234,583,092 | 98.02 | 4,730,630 | 1.98 | 131,847 | 239,313,722 | 53.82 |
| 5 | To re-elect Mr SJ Togwell as a Director | 229,475,792 | 95.88 | 9,855,393 | 4.12 | 118,510 | 239,331,185 | 53.83 |
| 6 | To re-elect Mr SJ Kesterton as a Director | 238,983,360 | 99.85 | 362,050 | 0.15 | 104,285 | 239,345,410 | 53.83 |
| 7 | To re-elect Ms AJ Atkinson as a Director | 235,212,608 | 98.28 | 4,108,489 | 1.72 | 106,279 | 239,321,097 | 53.82 |
| 8 | To elect Ms AE Baldock as a Director | 239,088,011 | 99.91 | 211,283 | 0.09 | 144,162 | 239,299,294 | 53.82 |
| 9 | To re-elect Ms MC Browne OBE as a Director | 235,283,847 | 98.32 | 4,026,797 | 1.68 | 134,925 | 239,310,644 | 53.82 |
| 10 | To re-elect Ms MG Hassall as a Director | 234,593,163 | 98.03 | 4,707,519 | 1.97 | 144,887 | 239,300,682 | 53.82 |
| 11 | To re-elect Mr MH Saddiq as a Director | 235,243,140 | 98.31 | 4,035,792 | 1.69 | 151,634 | 239,278,932 | 53.81 |
| 12 | To re-elect Mr CG Watson as a Director | 233,163,370 | 97.44 | 6,116,143 | 2.56 | 134,925 | 239,279,513 | 53.81 |
| 13 | To re-appoint PricewaterhouseCoopers LLP as auditor | 237,004,595 | 99.04 | 2,299,946 | 0.96 | 109,897 | 239,304,541 | 53.82 |
| 14 | To authorise the Risk Management and Audit Committee to agree the remuneration of the auditor | 238,050,796 | 99.46 | 1,288,997 | 0.54 | 74,693 | 239,339,793 | 53.83 |
| 15 | To authorise political donations | 236,271,186 | 98.91 | 2,611,359 | 1.09 | 552,147 | 238,882,545 | 53.72 |
| 16 | To renew the Directors' authority to allot shares | 233,188,937 | 97.43 | 6,140,751 | 2.57 | 100,878 | 239,329,688 | 53.82 |
| 17 | To renew the Directors' authority to disapply pre-emption rights (general) | 235,298,164 | 98.33 | 3,993,499 | 1.67 | 137,575 | 239,291,663 | 53.82 |
| 18 | To renew the Directors' authority to disapply pre-emption rights (acquisition or specified capital investment) | 231,095,962 | 96.57 | 8,195,922 | 3.43 | 137,454 | 239,291,884 | 53.82 |
| 19 | To authorise the Company to make market purchases of the Company's ordinary shares of 1p each | 238,096,609 | 99.91 | 219,983 | 0.09 | 1,113,974 | 238,316,592 | 53.60 |
| 20 | To allow meetings other than annual general meetings to be called on not less than 14 clear days' notice | 233,929,429 | 97.74 | 5,402,504 | 2.26 | 96,210 | 239,331,933 | 53.83 |

Notes:

1. Expressed as a percentage of all votes validly cast (and does not include votes withheld).
2. A vote withheld is not a vote in law and is not counted in the calculation of the proportion of votes validly cast.
3. Expressed as a percentage of the total issued share capital, excluding treasury shares, on 11 November 2025. The number of ordinary shares in issue on 11 November 2025 was 452,875,390. 8,231,263 ordinary shares were held in treasury. Therefore, the total number of voting rights in the Company as at 11 November 2025 was 444,644,127.

Shareholders were entitled to one vote per share. Resolutions 1 to 16 (inclusive) were passed as ordinary resolutions and resolutions 17 to 20 (inclusive) were passed as special resolutions.

A copy of all resolutions passed, other than those concerning ordinary business, will today be submitted to the National Storage Mechanism in accordance with UK Listing Rule 6.4.2. These resolutions will shortly be available for inspection at: <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>.

The Kier Group plc Legal Entity Identifier is 2138002RKC20M4Y7048.

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Kier Group plc

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