

Dear Shareholder

### **Kier Group plc (the 'Company') Annual General Meeting 2024 ('AGM')**

The reason for this communication is to invite you to submit, or, if you have already voted, resubmit, your vote for all resolutions using the attached revised Form of Proxy, in accordance with the instructions set out below for lodging your vote for the forthcoming AGM to be held on 14 November 2024.

This **revised Form of Proxy** is being sent to you in order to include an additional resolution at the AGM, so that payment of a final dividend of 3.48 pence per ordinary share (the 'Dividend') can be considered by shareholders for approval, consistent with the stated intention in the announcement of the results of the Company for the year ended 30 June 2024 (published on 12 September 2024). Due to an administrative error, the necessary resolution relating to the Dividend payment was omitted from the Notice of AGM and related Form of Proxy, that were sent to shareholders on 4 October 2024. It is proposed that the following resolution be passed as an ordinary resolution:

#### **Resolution 21**

To declare a final dividend of 3.48 pence per ordinary share of the Company for the year ended 30 June 2024.

If approved, a final dividend of 3.48 pence per ordinary share will be paid on 29 November 2024 to shareholders on the register of members at the close of business on 25 October 2024. The shares will be marked ex-dividend on 24 October 2024. When combined with the interim dividend of 1.67 pence that was paid on 31 May 2024, the total dividend for the year ended 30 June 2024 is 5.15 pence per ordinary share.

The Dividend Reinvestment Plan ('DRIP'), which allows shareholders to reinvest their cash dividends in the shares of the Company, is available in respect of the Dividend. Further information on the DRIP is available on our website at [www.kier.co.uk](http://www.kier.co.uk) or from the Company's Registrars, Equiniti, whose contact details are set out below. The final election date for the DRIP is 8 November 2024.

#### **Lodging your vote**

Your votes are important to us and I encourage you to submit your voting instructions as early as possible. You can submit your voting instructions, or if you have already voted, resubmit your instructions for all the resolutions, in the following ways:

- by going to Equiniti's Shareview website, [www.shareview.co.uk](http://www.shareview.co.uk), and logging in to your Shareview Portfolio. To register for a Shareview Portfolio, go to [www.shareview.co.uk](http://www.shareview.co.uk) and enter the requested information
- by completing the revised Form of Proxy **in respect of all resolutions** and returning it to our registrars using the Freepost address on the back of the revised Form of Proxy. If you are posting outside the UK, please return the completed Form of Proxy in an envelope with the correct postage to Equiniti Limited, Aspect House, Spencer Road, Lancing, West Sussex, BN99 6DA, United Kingdom
- via the CREST electronic proxy appointment service (for CREST members)
- for institutional investors, via the Proxymity platform at [www.proxymity.io](http://www.proxymity.io).

**To be valid, your completed revised Form of Proxy or online voting instruction must have been received by 10.00 a.m. on Tuesday, 12 November 2024.**

If you have any queries, please contact Equiniti, our Registrars, on +44 (0)371 384 2030 (calls from outside the UK will be charged at the applicable international rate). Lines are open between 8.30 a.m. and 5.30 p.m. (UK time), Monday to Friday, excluding public holidays in England and Wales. Alternatively, you can send your enquiry via secure email from the Shareview website at [www.shareview.co.uk](http://www.shareview.co.uk).

Yours faithfully

Jaime Tham  
Company Secretary