

**The following statement is made pursuant to section 430(2B) of the Companies Act 2006.**

The Remuneration Committee of the Board of Keller Group plc ("Keller") approved the arrangements below which are consistent with the Directors' Remuneration Policy approved by Keller's shareholders on 15 May 2024 ("Directors' Remuneration Policy").

Michael Speakman will step down as Chief Executive Officer ("CEO") and as a Director of Keller with effect from 18 August 2025 in order to continue with his necessary medical treatment. Michael will remain employed by Keller on an advisory basis.

Michael will continue to receive his current contractual salary, benefits and cash in lieu of pension for the duration of his 12-month notice period, after which it is intended that he will move on to a new employment contract with Keller as a strategic adviser.

Michael will remain eligible to receive a bonus for the financial year ending 31 December 2025 (subject to the Remuneration Committee's determination as to the achievement of the applicable performance conditions). Any bonus that is paid will be pro-rated by reference to the period 1 January 2025 to 18 August 2025. 25% of any bonus paid will be deferred into a deferred bonus award under the terms of Keller's Long Term Incentive Plan 2018 ("LTIP"). Information on the payment of any annual bonus will be disclosed in the directors' remuneration report for the financial year ending 31 December 2025.

The existing deferred share bonus and performance share awards that Michael holds under the LTIP will subsist in full in accordance with the rules of the LTIP and the terms on which they were granted, including the normal vesting dates and, in respect of the performance share awards, the applicable performance conditions and holding periods. Michael will not be eligible to receive any further performance share awards under the LTIP. Information on the vesting of the performance share awards under the LTIP will be disclosed in the relevant Directors' Remuneration Reports following vesting.

Michael will be required to maintain a minimum shareholding equivalent to 200% of salary until 18 August 2026 and 100% of salary until 18 August 2027, being two years after the date he ceases to be CEO and a Director of Keller.

Keller will make a contribution of up to a maximum of £5,000 towards Michael's legal fees incurred in connection with the arrangements relating to his stepping down as CEO and a Director of Keller.

Michael will not receive any payment for loss of office.