

SThree plc

Notification and public disclosure of transactions by persons discharging managerial responsibilities ("PDMRs") and persons closely associated with them

SThree plc (the "Company") announces that nil-cost performance share awards under the Long Term Incentive Plan ("LTIP") were granted on 6 March 2024 to the PDMRs detailed below:

PDMR	Position	Number of Shares awarded under the LTIP
Timo Lehne	Chief Executive Officer	213,915
Andrew Beach	Chief Financial Officer	155,992

The awards will vest three years after the grant date, subject to the below performance conditions being met. The shares will be subject to a further two-year post-vest holding period.

Performance targets and target ranges are set out as follows:

LTIP targets	EPS	TSR vs. peer group	Operating Profit Conversion Ratio (OPCR)	ESG
2024-2026	Between 50.0 pence (25% vesting) and 61.0 pence (100% vesting).	Between median (25% vesting) and Upper Quartile (100% vesting).	Adjusted operating profit conversion ratio between 18.5% (25% vesting) and 22.0% (100% vesting).	Measuring carbon reduction across scope 1, 2 and 3 emissions. Incremental progress against 2030 milestones 1) Scope 1 and 2 reduction: between threshold 40% (25% vesting) and 50% (100% vesting); and 2) Scope 3 reduction: between threshold 20% (25% vesting) and 25% (100% vesting).
LTIP weighting	50%	20%	20%	10% (5% for each measure)

The relevant notifications are set out below.

1. Details of the person discharging managerial responsibilities / person closely associated		
a) Names	Timo Lehne	
2. Reason for the notification		
a) Position/status	Director and Chief Executive Officer	
b) Initial notification /Amendment	Initial notification	
3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a) Name	SThree plc	
b) LEI	2138003NEBX5VRP3EX50	
4. Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a) Description of the financial instrument, type of instrument	Ordinary shares of 1p	
Identification code	GB00B0KM9T71	
b) Nature of the transaction	A performance share award granted under the SThree plc Long Term Incentive Plan	
c) Price(s) and volume(s)	Price £Nil	Volume(s) 213,915
d) Aggregated information		
- Aggregated volume	213,915	
- Price	£Nil	
e) Date of the transaction	06/03/2024	
f) Place of the transaction	Off market	

1. Details of the person discharging managerial responsibilities / person closely associated		
a) Names	Andrew Beach	
2. Reason for the notification		
a) Position/status	Director and Chief Financial Officer	
b) Initial notification /Amendment	Initial notification	
3. Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a) Name	SThree plc	
b) LEI	2138003NEBX5VRP3EX50	
4. Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a) Description of the financial instrument, type of instrument Identification code	Ordinary shares of 1p GB00B0KM9T71	
b) Nature of the transaction	A performance share award granted under the SThree plc Long Term Incentive Plan	
c) Price(s) and volume(s)	Price £Nil	Volume(s) 155,992
d) Aggregated information - Aggregated volume - Price	155,992 £Nil	
e) Date of the transaction	06/03/2024	
f) Place of the transaction	Off market	

Enquiries:
Bill Warner
Deputy Company Secretary

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