

SThree plc

Notification and public disclosure of transactions by persons discharging managerial responsibilities and persons closely associated with them

SThree plc announces the vesting of conditional awards in the Company granted on 23 February 2022 to Timo Lehne, Chief Executive Officer, and Andrew Beach, Chief Financial Officer, under the SThree plc Long Term Incentive Plan. The awards were subject to meeting EPS, TSR, OP conversion ratio and ESG measures, and vested at 16.2% of the maximum.

1. Details of the person discharging managerial responsibilities / person closely associated				
a) Names		Timo Lehne		
2. Reason for the notification				
a) Position/status		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 Identification code		Ordinary shares of 1p GB00B0KM9T71		
b) Nature of the transaction		1) Vesting of a conditional award granted on 23 February 2022 and dividend equivalents under the SThree plc Long Term Incentive Plan. 2) Sale of shares to cover tax/other liabilities, with the remaining balance of 13,313 retained.		
c) Price(s) and volume(s)		Item	Price(s)	Volume(s)
		1) Vesting	£NIL	24,277
		2) Sale	£2.503024	10,964
d) Aggregated information - Aggregated volume - Price		1) 24,277 £NIL 2) 10,964 £27,443.16		
e) Date of the transactions		24/02/2025		
f) Place of the transaction		1) Off market 2) London Stock Exchange (XLON)		

1. Details of the person discharging managerial responsibilities / person closely associated	
a) Names	Andrew Beach
2. Reason for the notification	
a) Position/status	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	

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	1) Vesting of a conditional award granted on 23 February 2022 and dividend equivalents under the STthree plc Long Term Incentive Plan. 2) Sale of shares to cover tax/other liabilities, with the remaining balance of 11,315 retained.		
c) Price(s) and volume(s)	Item	Price(s)	Volume(s)
	1) Vesting	£NIL	21,416
	2) Sale	£2.503024	10,101
d) Aggregated information - Aggregated volume - Price	1) 21,416 £NIL 2) 10,101 £25,283.05		
e) Date of the transactions	24/02/2025		
f) Place of the transaction	1) Off market 2) London Stock Exchange (XLON)		

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