

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 10 March 2025 to the PDMRs detailed below:

PDMR	Position	Number of Shares awarded under the LTIP
Timo Lehne	Chief Executive Officer	307,867
Andrew Beach	Chief Financial Officer	224,505

The awards will vest three years after the grant date. The shares will be subject to a two-year post-vest holding period.

Performance targets and target ranges are set out in the Company's 2024 Directors' Remuneration Report (DRR), except for the ESG metric which comprises 10% of the award. The ESG metric measures carbon reduction across scope 1, 2, and 3 emissions in FY27. 5% of the award will be based on achieving Scope 1 and 2 tCO₂e of between 2,717 and 2,348 for 25% vesting and 100% vesting; the remaining 5% of the award will be based on achieving scope 3 tCO₂e of between 16,206 and 14,662 for 25% vesting and 100% vesting. Vesting will be on a straight line basis either side of a target number within this range.

As noted in the DRR, the Committee has reviewed the share price used to determine the number of shares in the award, and has determined that it is appropriate to grant at the normal policy level of 150% of salary. The Committee will review the share price on vesting to consider whether a scale-back would be appropriate, if in its view there is a windfall benefit caused by a strong recovery in the share price unconnected to company performance.

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) 307,867
d) Aggregated information		
- Aggregated volume	307,867	
- Price	£Nil	
e) Date of the transaction	10/03/2025	
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	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) 224,505
d) Aggregated information		
- Aggregated volume	224,505	
- Price	£Nil	
e) Date of the transaction	10/03/2025	
f) Place of the transaction	Off market	

Enquiries:

Bill Warner
Deputy Company Secretary

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