

16 June 2025

Empresaria Group plc ("Empresaria" or the "Company")

Awards pursuant to the Company's Long Term Incentive Plan ("LTIP")

Empresaria, the global specialist staffing group, announces that on 16 June 2025, the Remuneration Committee of the Company granted awards in the form of nil cost share options ("**Awards**"), pursuant to the Company's LTIP, to the following Executive Directors over an aggregate 2,071,712 ordinary shares of 5 pence each in the Company ("**Ordinary Shares**"), as follows:

| Name | Position | Number of Ordinary Shares under Award |
|--------------|-------------------------|--|
| Rhona Driggs | Chief Executive Officer | 1,243,027 |
| Tim Anderson | Chief Financial Officer | 828,685 |

Vesting of the Awards is subject to the achievement of the performance criteria of the LTIP over the holding period to March 2028, following release of the Company's preliminary results for the financial year to 31 December 2027. The LTIP's performance criteria are based on growth in profits and share price.

- Ends -

Enquiries:

Empresaria Group plc

Rhona Driggs, Chief Executive Officer
Tim Anderson, Chief Financial Officer

via Alma Strategic Communications

Singer Capital Markets (Nominated Adviser and Broker)

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Notes for editors:

- Empresaria Group plc is an international specialist staffing group driven by our purpose to positively impact the lives of people, while delivering exceptional talent to our clients.
- At present we offer temporary and contract recruitment, permanent recruitment and offshore services across six sectors (Professional, IT, Healthcare, Property, Construction & Engineering, Commercial and Offshore Services) and four regions (UK & Europe, APAC, Americas and Offshore Services).
- Our accelerated strategy will continue to offer the same range of services, but focusses the Group around our UK (IT, Professional), US (IT, Professional and Healthcare) and Offshore Services operations.
- Empresaria is listed on AIM under ticker EMR. For more information visit empresaria.com.

NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM

| | |
|---|---|
| 1 | Details of the person discharging managerial responsibilities / person closely associated |
|---|---|

| | | |
|----|---|---|
| a) | Name | A. A. Rhona Driggs B. B. Tim Anderson |
| 2 | Reason for the notification | |
| a) | Position/status | A. A. Chief Executive Officer B. B. 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 | Empresaria Group plc |
| b) | LEI | 213800B2HE4EMMM7B313 |
| 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 | Grant of share options to acquire Empresaria Group plc 5p ordinary shares ISIN for Empresaria Group plc 5p ordinary shares: GB00B0358N07 |
| b) | Nature of the transaction | Grant of nil cost share options under the Empresaria Group plc Long Term Incentive Plan |
| c) | Price(s) and volume(s) | Price (exercise): Nil Volume(s): A. 1,243,027 B. 828,685 |
| d) | Aggregated information - Aggregated volume - Price | 2,071,712 Nil |
| e) | Date of the transaction | 16 June 2025 |
| f) | Place of the transaction | Outside a trading venue |

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