

26 June 2025

**Staffline Group plc**  
**("Staffline", the "Company" or the "Group")**

**2025 Grant of Options under Long-Term Incentive Plan ("2025 LTIP")**

Staffline, the recruitment group, announces that on 26 June 2025, under the terms of the Company's long term incentive plan 2021 (the "LTIP"), the Board has approved the award of and granted nil cost options (the "Options") over 3,197,156 ordinary shares of 10 pence each in the Company ("Ordinary Shares") to certain employees, including persons discharging managerial responsibilities ("PDMRs"), as set out below.

The Board believes it is key that the Group retains and incentivises Executive Directors and senior employees to drive the business forward, whilst aligning their interests with those of shareholders. The Group intends to continue to fully satisfy the exercise of the Options through purchases of Ordinary Shares by the Employee Benefit Trust in order to limit the level of dilution experienced by existing shareholders.

The vesting of the Options is subject to the Company achieving certain financial performance criteria for the financial year ending 31 December 2027. For the Executive Directors and relevant senior employees the 2025 Awards will vest subject to sliding scale Group EPS targets in respect of the year ending 31 December 2027 ("FY27").

The Options will vest from 26 June 2028 (the "Vesting Period") and will be exercisable until 26 June 2035.

The Options awarded to PDMRs are set out in the table below.

Director/ PDMR	Position	Options granted
Albert Ellis	Chief Executive Officer	1,026,995
Daniel Quint	Chief Financial Officer	840,269
Martina McKenzie	MD Recruitment Ireland	333,440
Frank Atkinson	MD Recruitment GB	333,440

Following the grant, the total number of Options over Ordinary Shares under the 2025 LTIP is 3,197,156 representing 2.52% of the Company's issued share capital.

**For further information, please contact:**

**Staffline Group plc**  
[www.stafflinegroupplc.co.uk](http://www.stafflinegroupplc.co.uk)

Albert Ellis, Chief Executive Officer  
Daniel Quint, Chief Financial Officer

via Vigo Consulting

**Panmure Liberum (Nominated Adviser and Broker)**

[www.panmureliberum.com](http://www.panmureliberum.com)

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**About Staffline - Recruitment**

Enabling the Future of Work™

Staffline is one of the UK's leading Recruitment groups. It has two divisions:

**Recruitment GB**

The Recruitment GB business is a leading provider of flexible blue-collar workers, supplying up to c.35,000 staff per day on average from around 400 sites, across a wide range of industries including supermarkets, drinks, driving, food processing, logistics and manufacturing.

Recruitment Ireland

**Recruitment Ireland**

The Recruitment Ireland business is a leading end to end solutions provider operating across multiple industries, ten branch locations and ten onsite customer locations, supplying c.4,500 staff per day on average, and offering RPO, MSP, temporary and permanent solutions across public and private sectors throughout the island of Ireland.

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Albert Ellis	
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	Staffline Group plc	
b)	LEI	213800BVL1BCOJUH828	
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 10 pence each  ISIN: GB00B040L800	
b)	Nature of the transaction	Grant of awards over Ordinary Shares under the Company's LTIP	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	1,026,995
d)	Aggregated information  - Aggregated volume  - Price	N/A	
e)	Date of the transaction	26 June 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Daniel Quint	
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	Staffline Group plc	
b)	LEI	213800BVL1BCOJUH828	
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 10 pence each  ISIN: GB00B040L800	
b)	Nature of the transaction	Grant of awards over Ordinary Shares under the Company's LTIP	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	840,269
d)	Aggregated information  - Aggregated volume  - Price	N/A	
e)	Date of the transaction	26 June 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Martina McKenzie	
2	Reason for the notification		
a)	Position/status	MD Recruitment Ireland	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Staffline Group plc	
b)	LEI	213800BVL1BCOJUH828	
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 10 pence each  ISIN: GB00B040L800	
b)	Nature of the transaction	Grant of Options to purchase Ordinary Shares of 10 pence each under the Staffline Group	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	333,440
d)	Aggregated information  - Aggregated volume  - Price	N/A	
e)	Date of the transaction	26 June 2025	
f)	Place of the transaction	Outside a trading venue	

1	Details of the person discharging managerial responsibilities/person closely associated		
a)	Name	Frank Atkinson	
2	Reason for the notification		
a)	Position/status	MD Recruitment GB	
b)	Initial notification /Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Staffline Group plc	
b)	LEI	213800BVL1BCOJUH828	
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 10 pence each  ISIN: GB00B040L800	
b)	Nature of the transaction	Grant of awards over Ordinary Shares under the Company's LTIP	
c)	Price(s) and volume(s)	Price(s)	Volume(s)
		Nil	333,440
d)	Aggregated information  - Aggregated volume  - Price	N/A	
e)	Date of the transaction	26 June 2025	
f)	Place of the transaction	Outside a trading venue	

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