

3 December 2025

Staffline Group plc

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

Exercise of Options under SAYE Scheme

Director / PDMR Shareholding

Staffline (AIM: STAF), the recruitment group, announces that awards under the Staffline Save As You Earn 2022 Scheme vested on 1 December 2025 including certain Persons Discharging Managerial Responsibilities ("PDMRs") in respect of an aggregate 222,296 SAYE 2022 share options (the "SAYE 2022 Options"). All of the SAYE 2022 Options that vested have been immediately exercised by the PDMRs listed below.

Upon the exercise of the SAYE 2022 Options, 222,296 ordinary shares of 10p each ("Ordinary Shares") will be transferred to the following PDMRs by the Trustee of the Staffline Employee Benefit Trust (the "EBT").

PDMR	Position	Total SAYE 2022 Options exercised
Albert Ellis	Chief Executive Officer	60,080
Daniel Quint	Chief Financial Officer	60,080
Martina McKenzie	Managing Director, Recruitment Ireland	60,080
Frank Atkinson	Managing Director, Recruitment GB	42,056

The scheme was open to all permanent employees in the UK, giving them the opportunity to participate in the future growth of the Group. Eligible employees were invited to subscribe for options in Staffline's Ordinary Shares with an exercise price of 29.96p, a 20% discount to the closing middle market price of 37.45p on the trading day before the invitation to participate was made on 12 October 2022. The options had a contract start date of 1 December 2022 and are exercisable between 1 December 2025 and 31 May 2026.

The notifiable interest of Albert Ellis and Daniel Quint is now 1,291,472 and 1,005,503 Ordinary Shares, respectively, representing 1.0% and 0.8% of the issued share capital of the Company.

For further information, please contact:

Staffline Group plc
www.stafflinegroupplc.co.uk
Albert Ellis, Chief Executive Officer
Daniel Quint, Chief Financial Officer

via Vigo Consulting

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www.panmureliberum.com
Nick How / Satbir Kler

Zeus (Joint Broker) 020 3829 5000
<https://zeuscapital.co.uk/>
David Foreman (Investment Banking)
Nick Searle (Sales)

Vigo Consulting (Financial PR) 020 7390 0230
www.vigoconsulting.com
Staffline@vigoconsulting.com
Jeremy Garcia / Anna Sutton

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

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.

Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014						
1 Details of the person discharging managerial responsibilities/person closely associated						
a.	Name	Albert Ellis				
2 Reason for notification						
a.	Position/Status	Chief Executive Officer				
b.	Initial notification/ Amendment	Initial				
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a.	Name	Staffline Group plc				
b.	LEI	213800BVLFF1BCOJUH828				
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 10p each ISIN: GB00B040L800				
b.	Nature of the transaction	Exercise of SAYE 2022 Options over Ordinary Shares and transfer of Ordinary Shares by Staffline Employee Benefit Trust				
c.	Price(s) and volume(s)	<table border="1"> <tr> <td>Price(s)</td> <td>Vesting of SAYE 2022 Options</td> </tr> <tr> <td>N/A</td> <td>Volume(s) 60,080</td> </tr> </table>	Price(s)	Vesting of SAYE 2022 Options	N/A	Volume(s) 60,080
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N/A	Volume(s) 60,080					
d.	Aggregated information - Aggregated Volume - Price	N/A - single transaction				
e.	Date of the transaction	1 December 2025				
f.	Place of the transaction	Outside a trading venue				

Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014		
1 Details of the person discharging managerial responsibilities/person closely associated		
a.	Name	Daniel Quint
2 Reason for notification		
a.	Position/Status	Chief Financial Officer
b.	Initial notification/ Amendment	Initial
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a.	Name	Staffline Group plc
b.	LEI	213800BVLFF1BCOJUH828
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1 Details of the person discharging managerial responsibilities/person closely associated						
a.	Name	Martina McKenzie				
2 Reason for notification						
Managing Director, Recruitment Ireland						
a.	Position/Status					
b.	Initial notification/ Amendment	Initial				
3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
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Notification of a Transaction pursuant to Article 19(1) of Regulation (EU) No. 596/2014		
1 Details of the person discharging managerial responsibilities/person closely associated		
a.	Name	Frank Atkinson
2 Reason for notification Managing Director, Recruitment GB		

a.	Position/Status						
b.	Initial notification/ Amendment	Initial					
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor						
a.	Name	Staffline Group plc					
b.	LEI	213800BVL1BCOJUH828					
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