

## **STHREE PLC - SECTION 430 (2B) COMPANIES ACT STATEMENT – ALEX SMITH**

Following the announcement on 25 January 2021, Alex Smith will step down as a director of SThree plc at the close of business on 15 July 2021. The following arrangements will apply to Alex's remuneration.

### **Salary, pension and benefits**

He will continue to receive his salary, pension allowance, and other contractual benefits until 16 April 2022, subject to him not taking up alternative employment (excluding a single NED role).. In addition to this, a contribution has been made towards legal fees and outplacement services in connection with his departure.

### **Annual Bonus**

Alex will be eligible to receive a partial annual bonus payment in respect of the financial year ending 30 November 2021, pro-rated to 29 October 2021. The amount of any payment will be subject to the satisfaction of the relevant performance conditions, as set at the start of the financial year and will be determined by the Remuneration Committee in early 2022.

### **Share awards**

Awards granted under the 2019-21 and 2020-22 Long-Term Incentive Plan (LTIP) will, after application of the performance conditions, be reduced pro rata from the date of grant to the termination date, as a proportion of the original three-year vesting period. Alex was not eligible to participate in the 2021-23 LTIP

The relevant remuneration information relating to Alex Smith will be included in the Directors' Remuneration Report in the Annual Report & Accounts for the year ending 30 November 2021.

In accordance with section 430 (2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until the Company's next Directors' Remuneration Report is made available.

**For further information please contact: Kate Danson, Group General Counsel & Company Secretary**

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