

PLEASE NOTE

In light of the ongoing risk of COVID-19, the Board considers it appropriate to continue to monitor physical attendance at the 2022 Annual General Meeting.

You can be assured that no business will be considered at the meeting other than the resolutions dealt with in this Notice of Annual General Meeting 2022. Each of the resolutions to be put to the Meeting will be voted on by a poll and not by a show of hands.

Whilst all shareholders are legally entitled to physically attend the Meeting, please consider carefully and responsibly before doing so. **Shareholders wishing to attend the Meeting in person will need to pre-register their intention to do so by emailing cosec@staffline.co.uk (please state 'Staffline Group PLC: AGM' in the subject line of the email and include your full name and shareholder reference number (SRN), which can be found on your proxy form/share certificate) by no later than 9.00 am on 24 May 2022.**

The Board remains keen to ensure the wellbeing of all employees and shareholders is protected and to minimise any public health risks from public gatherings. Shareholders are asked not to attend the 2022 Annual General Meeting if they are displaying any symptoms of COVID-19 or have recently been in contact with anyone who has tested positive. To minimise transmission, we encourage shareholders to take a rapid lateral flow test before attending the meeting, and subject to conditions on the day of the meeting, shareholders may be required to wear face masks. If a change to Government guidelines is announced after the date of this Notice is published and such guidelines limit gatherings and shareholder attendance at the 2022 Annual General Meeting, any changes to the 2022 Annual General Meeting arrangements will be communicated to shareholders through our website: www.stafflinegroupplc.co.uk/investor-relations/agm and, where appropriate, by regulatory announcement.

Shareholders who decide not to attend the 2022 Annual General Meeting will, as with previous years, be permitted to raise questions of the Board on the AGM page of our investor relations website shown above. All shareholders are welcome to submit questions in advance of the meeting. Details of the online Q&A are set out in the accompanying notes.

Whether you intend to attend the Meeting in person or not, you can still vote on the resolutions by proxy and it is strongly recommend that you submit your proxy form in advance.

The form of proxy is enclosed with this Notice. You can also appoint your proxy electronically using the CREST service. Please see the accompanying notes for further details.

Again, you are kindly requested to submit your votes by proxy.

STAFFLINE GROUP PLC

NOTICE OF ANNUAL GENERAL MEETING 2022

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you are in any doubt as to any aspects of the proposals referred to in this document or as to the action you should take, you should consult your stockbroker, bank manager, solicitor, accountant or other independent professional advisor authorised under the Financial Services and Markets Act 2000.

If you have recently sold or otherwise transferred all of your ordinary shares in Staffline Group PLC, please send this document, together with the accompanying form of proxy, as soon as possible to the purchaser or transferee, or to the stockbroker, bank or other agent through whom the sale or transfer was effected for delivery to the purchaser or transferee.

Notice of the 2022 Annual General Meeting of Staffline Group PLC to be held at the registered office of the Company at 19–20 The Triangle, NG2 Business Park, Nottingham NG2 1AE on 26 May 2022 at 9.00 am is set out on pages 2 to 3 of this document. Shareholders are requested to complete and return the enclosed form of proxy, so as to be received no later than 9.00 am on 24 May 2022.

Staffline Group Plc

Notice of Annual General Meeting 2022

NOTICE is hereby given that the Annual General Meeting (the “**Meeting**”) of **Staffline Group PLC** (the “**Company**”) will be held at the registered office of the Company at 19–20 The Triangle, NG2 Business Park, Nottingham NG2 1AE on 26 May 2022 at 9.00 am.

You will be asked to consider and vote on the resolutions below. Resolutions 1 to 11 will be proposed as ordinary resolutions and Resolutions 12 and 13 will be proposed as special resolutions.

Ordinary Resolutions

1. To receive and adopt the accounts of the Company for the financial year ended 31 December 2021, together with the Directors’ Report and the Auditor’s Report.
2. To receive and approve the Directors’ Remuneration Report, in the form set out in the Company’s Annual Report for the year ended 31 December 2021 (pages 56 to 59 of the 2021 Annual Report).
3. To re-elect Albert Ellis as a Director of the Company.
4. To re-elect Daniel Quint as a Director of the Company.
5. To re-elect Ian Lawson as a Director of the Company.
6. To re-elect Catherine Lynch as a Director of the Company.
7. To re-elect Ian Starkey as a Director of the Company.
8. To re-elect Tom Spain as a Director of the Company.
9. To reappoint Grant Thornton UK LLP as auditors of the Company to hold office from conclusion of the meeting to the conclusion of the next meeting at which accounts are laid before the Company.
10. To authorise the Directors to fix the remuneration of the auditors.
11. **THAT** in substitution for all existing authorities to the extent unused, the Directors be and are hereby generally and unconditionally authorised for the purposes of section 551 of the Companies Act 2006 (the “**Act**”) to exercise all the powers of the Company to allot shares in the Company and grant rights to subscribe for or to convert any security into shares in the Company up to a maximum aggregate nominal amount of £828,838 (being approximately 5% of the issued share capital of the Company) provided that this authority shall expire at the conclusion of the next Annual General Meeting of the Company after the passing of this Resolution or at the close of business on the date 15 months from the date of the passing of this Resolution (whichever is the earlier) and that the Company may before such expiry make an offer or agreement which would or might require such securities to be allotted after such expiry and the Directors may allot such securities in pursuance of such offer or agreement, notwithstanding that the authority conferred hereby has expired.

Special Resolutions

12. **THAT** pursuant to section 701 of the Act, the Company be and is hereby granted general and unconditional authority to make market purchases (as defined in section 693(4) of the Act) of ordinary shares of £0.10 each in the capital of the Company ("**Shares**") on such terms and in such manner as the Directors may determine, provided that:
- (a) the maximum number of Shares authorised to be purchased is 16,576,772 Shares;
 - (b) the minimum price (exclusive of expenses) which may be paid for a Share is £0.10;
 - (c) the maximum price (exclusive of expenses) which may be paid for a Share is the higher of: (i) an amount equal to 105 per cent of the average of the middle market quotations for the Shares as derived from the AIM Appendix of the Daily Official List of London Stock Exchange plc for the five business days immediately preceding the day on which the purchase is made; and (ii) an amount equal to the higher of the price of the last independent trade of a Share and the highest current independent bid for a Share on the trading venue where the purchase is carried out;
- and (unless previously revoked, varied or renewed) shall expire at the conclusion of the next Annual General Meeting of the Company after the passing of this Resolution or at the close of business on the date 15 months from the date of the passing of this Resolution (whichever is the earlier), save that the Company may enter into a contract to purchase Shares before the expiry of this authority under which such purchase will or may be completed or executed wholly or partly after this authority expires and may make a purchase of Shares pursuant to any such contract as if this authority had not expired.
13. **THAT** a general meeting (other than an annual general meeting) may be called on not less than 14 clear days' notice.

By Order of the Board**Louise Barber FCG**

Company Secretary
Staffline Group PLC

19-20 The Triangle, NG2 Business Park, Nottingham NG2 1AE

6 April 2022

Explanatory Notes on Resolutions

Notice of Annual General Meeting 2022

Resolution 1: Annual report and accounts

The Directors must present the Company's annual accounts, Director's Report and Auditor's Report to shareholders at a general meeting. Those to be presented at the Meeting are in respect of the financial year ended 31 December 2021 and are called the 2021 Annual Report. The 2021 Annual Report is available on the Company's website at: www.stafflinegroupplc.co.uk/investor-relations/results-reports-and-presentations.

Resolution 2: Directors' Remuneration Report

The Company is seeking shareholder approval for the Directors' Remuneration Report which is set out on pages 56 to 59 of the 2021 Annual Report. This vote is advisory only; therefore, it does not affect the historical remuneration paid to any individual Director.

Resolutions 3 to 8: Re-election of Directors

Albert Ellis, Daniel Quint, Ian Lawson, Catheryn Lynch, Ian Starkey and Tom Spain are all standing for re-election.

Biographies of each of the Directors are set out on pages 48 to 49 of the 2021 Annual Report.

Resolutions 9 and 10: Re-appointment and remuneration of auditors

The Company is required to appoint auditors at each general meeting at which its annual report and accounts are presented to shareholders. Therefore, resolution 9 proposes the re-appointment of Grant Thornton UK LLP as auditors (to hold office until the next such meeting) and, in accordance with normal practice, resolution 10 authorises the Directors to determine the auditors' remuneration.

Grant Thornton UK LLP were first appointed as auditors on 12 August 2020.

Resolution 11: General authority to allot shares

Resolution 11 seeks to provide the Directors' authority to allot shares up to a maximum nominal amount of £828,838, being approximately 5% of the issued share capital of the Company as at 4 April 2022, (being the latest practicable date prior to the publication of this document). This authority will expire at the conclusion of the next Annual General Meeting of the Company after the passing of this Resolution or at close of business on the date 15 months from the date of the passing of this Resolution (whichever is the earlier).

The Directors have no present intention of exercising the authority under this Resolution, but the Directors wish to ensure that the Company has sufficient flexibility in managing the financial resources of the Company.

The Board is not proposing to put forward a resolution to disapply statutory pre-emptions rights, but should the Board believe it in the best interests to issue shares outside of pre-emption, a further shareholder meeting to seek such authority will be required.

Resolution 12: Purchase of own shares

Resolution 12 will be proposed as a Special Resolution and renews the Company's authority to purchase its own shares in the market during the period until the next Annual General Meeting of the Company for up to 16,576,772 shares, representing approximately 10% of the issued ordinary share capital of the Company as at 4 April 2022 (being the latest practicable date prior to the publication of this document).

It is the Board's current intention that any shares repurchased under this authority will be held in treasury, to meet the requirements, as they arise, of the Company's share incentive arrangements. Save as aforementioned, the Directors have no current intention of exercising this authority to purchase the company's shares. The Company will only exercise this authority to make such a purchase in the market if the Directors consider it is in the best interests of the Shareholders generally to do so and could be expected to result in an increase in earnings per share of the Company.

The Company is permitted to hold shares it has purchased in treasury, as an alternative to cancelling them. Shares held in treasury may subsequently be cancelled, sold for cash or used to satisfy options exercised under any of the Company's share schemes. Whilst held in treasury, the shares are not entitled to receive any dividend or dividend equivalent (apart from any issue of bonus shares) and have no voting rights. The Directors believe it is appropriate for the Company to have the option to hold its own shares in treasury if, at a future date, the Directors exercise this authority. The Directors will have regard to investor group guidelines which may be in force at the time of any such purchase, holding or re sale of shares held in treasury.

If given, this authority will expire at the conclusion of the Company's next Annual General Meeting or at close of business on the date 15 months after the passing of the Resolution (whichever is earlier). It is the Directors' intention to renew this authority each year.

Resolution 13: Notice period for general meetings

Resolution 13 will be proposed as a Special Resolution to allow the Company to call general meetings (other than an Annual General Meeting) on 14 clear days' notice. Annual General Meetings will continue to be held on 21 clear days' notice. Although not strictly required under the Act (as the Company is listed on AIM), the Directors consider it prudent to seek shareholder approval for a shorter notice period. If the resolution is passed, the shorter notice period would only be used where it is merited by the business of the meeting and is considered to be in the interests of the shareholders as a whole. If passed the resolution will be effective until the Company's next Annual General Meeting.

Recommendation

The Directors consider that the Resolutions to be proposed at the Meeting are in the best interests of the Company and the shareholders of the Company as a whole. Consequently, the Directors unanimously recommend that you vote in favour of each of the Resolutions to be proposed at the Meeting. The Directors who own ordinary shares intend to vote in favour of the resolutions to be proposed at the Meeting.

Action to be taken

Whether you intend to attend in person or not, you can still vote on the resolutions by proxy and it is strongly recommended that you submit your proxy form in advance.

As a result of the COVID pandemic and the Company's decision to minimise physical attendance at the Meeting, shareholders are encouraged to appoint the Chairman of the Meeting as their proxy with their voting instructions to ensure their votes are counted if ultimately a shareholder (or any other proxy a shareholder might otherwise appoint) is not able to attend the Meeting. Your proxy must be received by 9.00 am on 24 May 2022. Further details relating to voting by proxy are set out in the notes to the Notice.

Notes:

Notice of Annual General Meeting 2022

Physical attendance at the Meeting

1. Whilst all shareholders are legally entitled to physically attend the Meeting, in light of the ongoing risk of COVID-19, shareholders should carefully consider whether or not it is appropriate to attend the 2022 Annual General Meeting. The Board remains keen to ensure the wellbeing of all employees and shareholders is protected and to minimise any public health risks from public gatherings. Shareholders are asked not to attend the 2022 Annual General Meeting if they are displaying any symptoms of COVID-19 or have recently been in contact with anyone who has tested positive. To minimise transmission, we encourage shareholders to take a rapid lateral flow test before attending the meeting, and subject to conditions on the day of the meeting, shareholders may be required to wear face masks. **Shareholders wishing to attend the Meeting in person will need to pre-register their intention to do so by emailing cosec@staffline.co.uk (please state 'Staffline Group PLC: AGM' in the subject line of the email and include your full name and shareholder reference number (SRN), which can be found on your proxy form/share certificate) by no later than 9.00 am on 24 May 2022.**

Entitlement to vote

2. The right to vote by proxy at the Meeting is determined by reference to the register of members of the Company. Only those Shareholders registered in the register of members of the Company as at 5.00 pm on 24 May 2022 (or, if the Meeting is adjourned, 5.00pm on the date which is two days before the date of the adjourned meeting) shall be entitled to vote by proxy in respect of the number of shares registered in their name at that time. Changes to entries in the Company's register of members after that time shall be disregarded in determining the rights of any person to vote (and the number of votes they may cast) by proxy.
3. Each of the resolutions to be put to the Meeting will be voted on by a poll and not by a show of hands. A poll reflects the number of voting rights exercisable by each member and so the Board considers it a more democratic method of voting. The results of the poll will be published on the Company's website after the Meeting.

Proxies

4. A Shareholder entitled to attend and vote at the Meeting is entitled to appoint a proxy or proxies to attend and vote, on a poll, instead of him/her. Should a Shareholder appoint a proxy who is not the 'Chairman of the Meeting', such person should ensure they pre-register their intention to physically attend the Meeting in accordance with note 1 above. Failure to do so, may result in that proxy being refused entry (on grounds of health and safety in accordance with the powers vested in the Chairman of the meeting under the Company's articles of association) and not being able to cast your vote.
5. A Form of Proxy is enclosed. To be valid any Form of Proxy together with any power of attorney or any other authority under which the Form of Proxy is signed (or a duly certified copy of such power or authority) or any other instrument appointing a proxy must be included with the Form of Proxy and received by post or, during normal business hours only, by hand at the Company's Registrars, Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol, BS13 8AE, no later than 9.00 am on 24 May 2022 (or, if the Meeting is adjourned, no later than 48 hours before the time of any adjourned meeting).

CREST Proxy Instructions

6. CREST members who wish to appoint the chair as proxy through the CREST electronic proxy appointment service may do so by using the procedures described in the CREST Manual. CREST Personal Members or other CREST sponsored members, and those CREST members who have appointed (a) voting service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf.
7. In order for a proxy appointment or instruction made using the CREST service to be valid, the appropriate CREST message (a "CREST Proxy Instruction") must be properly authenticated in accordance with Euroclear UK and Ireland Limited's ("Euroclear") specifications, and must contain the information required for such instruction, as described in the CREST Manual (available via www.euroclear.com/CREST). The message, in order to be valid, must be transmitted so as to be received by the Company's agent Computershare Investor Services PLC (ID 3RA50) by 9.00 am on 24 May 2022. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Application Host) from which the Company's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST.
8. CREST members and, where applicable, their CREST sponsors, or voting service providers should note that Euroclear does not make available special procedures in CREST for any particular message. Normal system timings and limitations will, therefore, apply in relation to the input of CREST Proxy Instructions. It is the responsibility of the CREST member concerned to take (or, if the CREST member is a CREST personal member, or sponsored member, or has appointed a voting service provider, to procure that his or her CREST sponsor or voting service provider(s) take(s) such action as shall be necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members and, where applicable, their CREST sponsors or voting service providers are referred, in particular, to those sections of the CREST Manual concerning practical limitations of the CREST system and timings.
9. The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001 (as amended).

Corporate representatives

10. Any corporation which is a member can appoint one or more corporate representatives who may exercise on its behalf all of its powers as a member, provided that they do not do so in relation to the same shares.

Total Voting Rights

11. As at 4 April 2022 (being the latest practicable date prior to the publication of this document) the Company's issued share capital consisted of 165,767,728 ordinary shares of £0.10 each, carrying one vote each, of which the Company effectively holds 1,140,400 shares held by the Employee Benefit Trust. Therefore, the total voting rights in the Company as at 4 April 2022 are 164,627,328.

Information available on the Website

12. A copy of this Notice can be found at:

www.stafflinegroupplc.co.uk/investor-relations/agm

Shareholders may not use any electronic address provided in either this Notice or any related documents (including the Form of Proxy) to communicate with the Company for any purposes other than those expressly stated.

Information available for inspection

13. The following information is available for inspection during normal business hours at the registered office of the Company (excluding weekends and public holidays) from the date of this Notice. It will also be available for inspection at the place of the Meeting from 15 minutes immediately before the Meeting until its conclusion:

- (a) copies of the service contracts and letters of appointment of the Directors;
- (b) a copy of the Company's articles of association; and
- (c) qualifying third party indemnity provisions of which the Directors have the benefit.

Q&A

14. Shareholders who decide not to attend the 2022 Annual General Meeting in person are permitted to raise questions of the Board on the investors page of the Company's website:

www.stafflinegroupplc.co.uk/investor-relations/agm

All shareholders are welcome to submit questions in advance of the Annual General Meeting. The questions will then be addressed by the Directors directly via email or answers to each question will be published on the Company's website (as the Directors consider to be most appropriate).

