

STHREE PLC - SECTION 430 (2B) COMPANIES ACT STATEMENT – STEVE QUINN

Following the announcement on 29 September 2017, Steve Quinn will step down as a director of STthree plc at the close of business on 30 September 2017.

The following arrangements, which comply with STthree's remuneration policy approved by shareholders at the AGM in April 2017, will apply to Steve's remuneration.

Salary, pension and benefits

In line with his contractual provisions, he will continue to receive his salary, pension, housing allowance and other contractual benefits until 30 September 2018, unless he obtains a comparable position in which case the monthly payments from STthree will be reduced by the amount of that remuneration. In addition to this, a contribution has been made towards legal fees and outplacement services in connection with his departure.

Annual Bonus

Steve will be eligible to receive an annual bonus payment in respect of the financial year ending 30 November 2017, as he will have been in active service for the full financial year. 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 2018. Any outstanding deferred bonus awards will vest on their original terms.

Share awards

Awards granted under the Long Term Incentive Plan will, after application of the performance conditions, will be reduced pro rata from the date of grant to 30 September 2018, as a proportion of the original three-year vesting period.

The relevant remuneration information relating to Steve Quinn will be included in the Directors' Remuneration Report in the Annual Report & Accounts for the year ending 30 November 2017.

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.

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