

Our purpose: 'Bringing skilled people together to build the future'

Our scale, reach, and STEM sector experience (Science, Technology, Engineering, Mathematics) make us the only global pure-play specialist STEM staffing business.

Our purpose is the foundation of everything we do as a business and is why we exist.

As market trends shift and STEM skills become ever more critical, we're helping build communities of talent, future-proofing people's careers while providing our clients with their most valuable asset. In 2020, we had over 9,500 contractors and placed nearly 14,000 candidates across four sectors – Life Sciences, Technology, Engineering and Banking & Finance.

See Market overview on pages 24 to 27

Pure-play
To learn more about our global pure-play specialism, visit sthree.com/pureplay



Our approach to ESG

We are building an inclusive workforce for the future by sourcing and nurturing the diverse talent needed to solve the complex challenges facing our world; challenges such as the global pandemic we faced this year and the ongoing climate crisis.

See Responsible business on pages 60-63

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2020 PERFORMANCE HIGHLIGHTS

During this extraordinary year we saw the benefits of our resilient business model and strategy, which are at the centre of two secular, long-term trends – growing demand for STEM skills and flexible working. This has helped us outperform our peers and shape the results we are reporting for 2020.

While our business was not immune to the economic impact of the COVID-19 health crisis, it was well prepared to embrace the challenging times and adjust its operations to the changing demands of our customers across all markets.

2020	£1.2bn
2019	£1.3bn
2018	£1.2bn

£1.2bn

Revenue
(2019: £1.3bn)

2020	£309m
2019	£338m
2018	£317m

£309m

Net fees
(2019: £338m)

2020	£31m
2019	£60m
2018	£54m

£31m

Adjusted operating profit¹
(2019: £60m)

2020	£32m
2019	£58m
2018	£47m

£32m

Reported operating profit
(2019: £58m)

2020	13.9p
2019	33.2p
2018	30.7p

13.9p

Adjusted basic earnings per share¹
(2019: 33.2p)

2020	14.2p
2019	31.8p
2018	26.6p

14.2p

Basic earnings per share
(2019: 31.8p)

2020	£50m
2019	£11m
2018	£(4)m

£50m

Net cash
(2019: £11m)

1. For details see Alternative performance measures note, page 204.