

HY 2021 TRADING UPDATE

14 JUNE 2021



AGENDA

- **H1 Trading overview**
- **Regional performance**
- **Business composition**
- **Summary**
- **Q&A**

HY – TRADING

Performance ahead of expectations in Q2 drives HY net fees up both YoY and vs 2019

	H1 2021 YoY	Q2 2021 YoY	Q1 2021 YoY	H1 2021 vs 2019	Q2 2021 vs 2019	Q1 2021 vs 2019
Contract	+8%	+18%	-2%	+3%	+6%	-
Permanent	+18%	+36%	-	+4%	+13%	-6%
Group	+10%	+22%	-1%	+3%	+8%	-1%

- **Q2 net fees up 8% vs 2019**
- **H1 net fees up 3% vs 2019**
- Profit expectations for FY21 recently upgraded, as announced 3 June 2021
- Q2 net fees up 22% YoY (21% adjusted for working days)
- Group net fees for H1 up 10% YoY
- Very strong growth achieved in DACH and the USA
- Life Sciences and Technology net fees up significantly across the Group
- Contractor order book up 33% YoY
- Contract and Permanent net fees for H1 up 8% and 18% YoY

HY – REGIONAL PERFORMANCE

DACH:

- Strong performance with net fees up 16% YoY
- Life Sciences up 21% and Technology up 25% YoY

EMEA excluding DACH:

- Represents a robust performance in NL up 8% YoY
- UK saw progress and encouraging productivity gains

USA:

- Very strong performance in H1 up 24% YoY
- Clinical Operations, Renewable Energy-focused Construction and Mobile Applications continue to be in high demand

APAC:

- Encouraged by improvement in Japan, up 23% YoY

	H1 2021 YoY	Q2 2021 YoY	Q1 2021 YoY	H1 2021 vs 2019	Q2 2021 vs 2019
DACH	+16%	+28%	+3%	+15%	+17%
EMEA excl DACH	-2%	+10%	-14%	-14%	-9%
USA	+24%	+28%	+19%	+22%	+26%
APAC	+20%	+59%	-14%	-10%	+2%
Group	+10%	+22%	-1%	+3%	+8%

CONTINUED STRONG POSITIONING

STRONG BALANCE SHEET

£48m

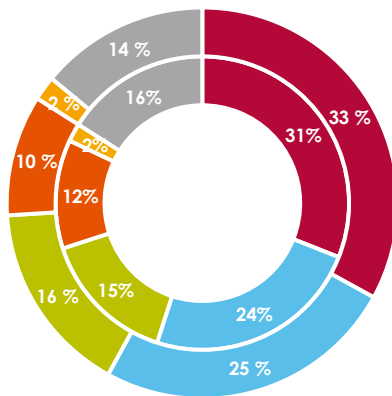
net cash at 31 May 2021
(2020: £31m)

RESILIENT CONTRACT BUSINESS MODEL

74%

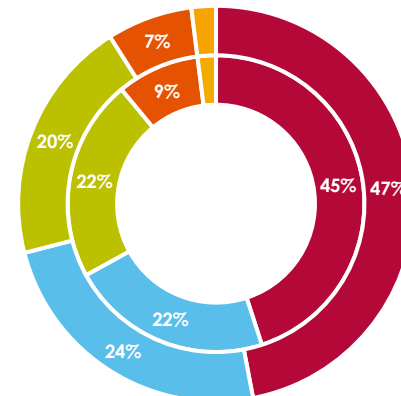
of net fees
(HY 2020: 76%)

GEOGRAPHICALLY & SECTORALLY BALANCED



Germany USA NL UK Japan ROW

Top five countries represent 86% of Group net fees



Technology Life Sciences Engineering
Banking Other

H1 SUMMARY

Strong recovery and growth vs 2019

Success of differentiated model and ongoing strategy



- Strong improvement in performance, with net fees surpassing the equivalent period in 2019
- Upgraded full year profit expectations on 3 June 2021
- Sustained improvement in new deal activity and contractor retention rates
- Publication of ESG Impact report & ranking #69/300 on FT Climate Leaders list
- Our focus on execution, whatever the external circumstances, underpins our confidence in the future

3 phases of response to the COVID-19 crisis by SThree

Initial response



Ongoing management



Recovery phase



QUESTIONS?