

FY 2021 TRADING UPDATE

13 DECEMBER 2021



FY SUMMARY

A record net fee performance

Right strategy

Right markets

Great execution

Differentiated model



- Momentum has continued through the fourth quarter, generating a record FY net fee performance – surpassing our previous record year of 2019
- Driven by great execution of our strategy, to be positioned at the centre of secular trends of STEM and flexible working
- Remain in 'ongoing management' of COVID-19 but have proven our ability to grow consistently throughout periods of volatility

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

Initial response



Ongoing management



Recovery phase



FY21 – STRONG GROWTH ACROSS CONTRACT & PERMANENT

Record net fees up vs 2020 and vs 2019

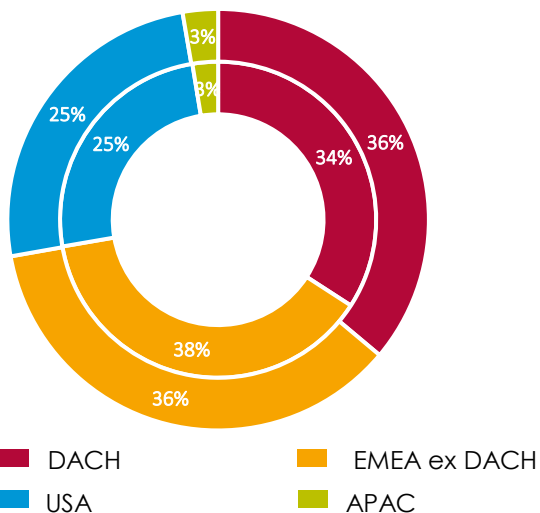
	FY 2021 vs 2020	FY 2021 vs 2019	Q4 2021 vs 2020	Q4 2021 vs 2019
Contract	+17%	+9%	+26%	+18%
Permanent	+24%	+8%	+25%	+12%
Group	+19%	+9%	+25%	+16%

- Q4 net fees up 25% vs 2020
- FY net fees up 19% vs 2020
- **FY net fees up 9% vs 2019**
- Contract net fees up 17% YoY
- Permanent net fees up 24% YoY

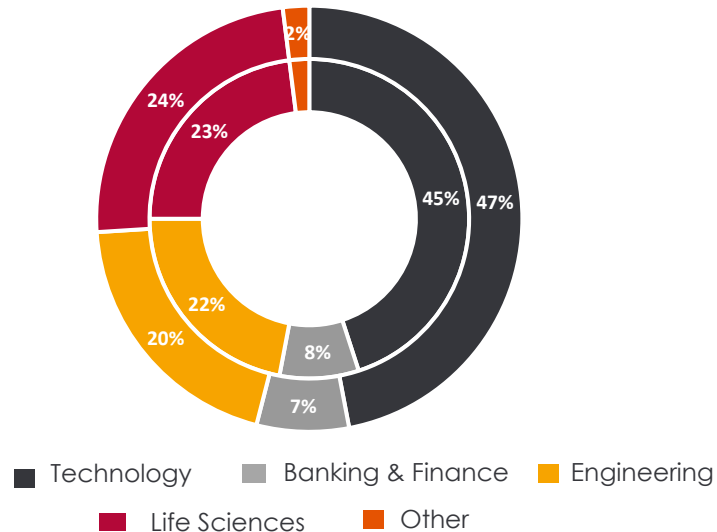
REGIONAL AND SECTOR SPLIT

YoY growth achieved in every large market and sector

- Strong growth in the year driven by our three largest countries: Germany, US and Netherlands



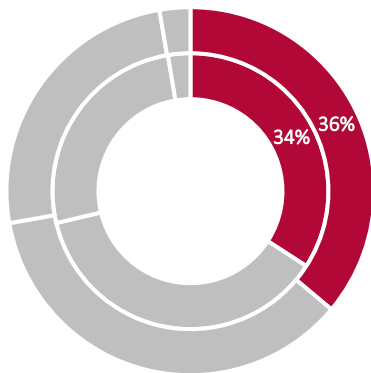
- Strong growth in our largest sector, Technology - up 23% - driven by all our major geographies
- Life Sciences up 25% driven by USA and Germany



FY21 – REGIONAL PERFORMANCE

DACH:

- Strong performance with net fees up 24%
- Germany, our largest country in the region, saw strong net fee growth of 23%
- Technology up 34% and Life Sciences up 25%

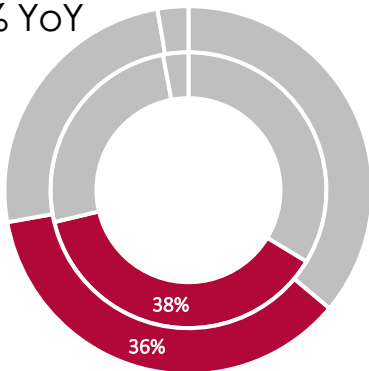


	FY 2021 VS 2020	FY 2021 VS 2019	Q4 2021 VS 2020	Q4 2021 VS 2019
DACH	+24%	+20%	+30%	+28%
Group	+19%	+9%	+25%	+16%

FY21 – REGIONAL PERFORMANCE

EMEA excluding DACH:

- Net fees up 9% YoY
- Strong performance in Netherlands, our largest country in the region, up 19%
- UK net fees up 8% YoY
- In the UK, Technology was up 11% and Life Sciences up 12% YoY

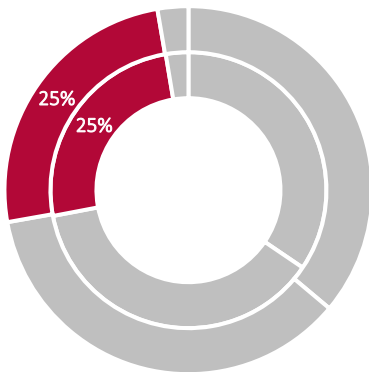


	FY 2021 vs 2020	FY 2021 vs 2019	Q4 2021 vs 2020	Q4 2021 vs 2019
EMEA ex DACH	+9%	-9%	+24%	-1%
Group	+19%	+9%	+25%	+16%

FY21 – REGIONAL PERFORMANCE

USA:

- Excellent performance in the year up 24%
- Technology up 35%, Life Sciences up 25% and Engineering up 11%

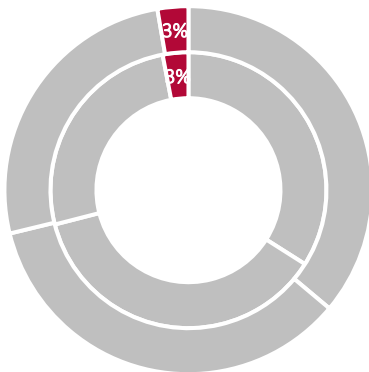


	FY 2021 vs 2020	FY 2021 vs 2019	Q4 2021 vs 2020	Q4 2021 vs 2019
USA	+24%	+26%	+18%	+31%
Group	+19%	+9%	+25%	+16%

FY21 – REGIONAL PERFORMANCE

APAC:

- Net fees up 34%
- Japan, our largest country in the region, up 27%
- Technology up 29% in Japan, and Life Sciences up 48%

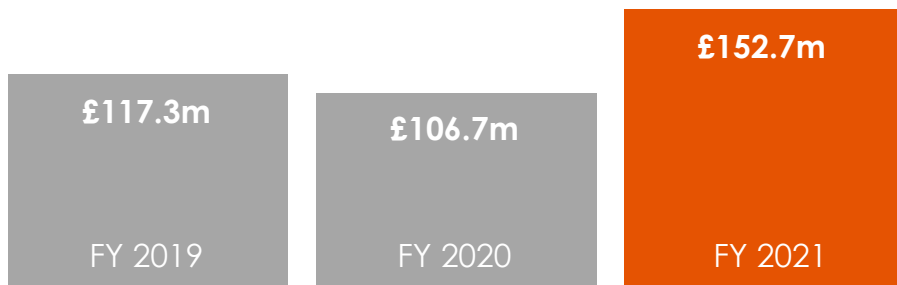


	FY 2021 vs 2020	FY 2021 vs 2019	Q4 2021 vs 2020	Q4 2021 vs 2019
APAC	+34%	-1%	+64%	+16%
Group	+19%	+9%	+25%	+16%

ROBUST FINANCIAL POSITION

Well funded with excellent forward visibility

Contractor order book



Contractor order book **up 43% YoY** and **up 30% vs 2019**

Balance sheet

£58m

Net cash at 30 November 2021

(30 November 2020: £50m;
31 August 2021: £51m)

OUTLOOK

Full year performance expected to be in line with recently upgraded consensus

Right strategy

Right markets

Great execution

Differentiated model



- Demand for STEM skills is expected to continue to grow as we head into a new economic future
- Well positioned moving into 2022 underpinned by contractor order book which is up 43% YoY and provides excellent visibility
- Focus is on investing in our infrastructure, talent acquisition and our global go-to-market propositions
- We aim to maintain our profit margin at current levels, whilst investing in the business to drive long-term sustainable growth
- Although the external environment remains uncertain, we have proven that we can grow through periods of volatility and uncertainty

QUESTIONS?