Investor factsheet 2024

SThree plc *brings* skilled people together to build the future. We are the global STEM workforce consultancy, placing highly skilled, STEM specialist workers in the industries where they are needed most. We advise businesses, build expert teams, and deliver project solutions for our clients. With more than 38 years of experience in pure-play STEM and a global team with local expertise across 11 countries, we cover high-demand skills across Engineering, Life Sciences and Technology roles.

We provide permanent and flexible contract talent to a diverse base of around 6,000 clients. By combining advanced technology with expertise, we push beyond traditional boundaries to deliver tailored solutions, leveraging data and insights from our world-class operating platform.

SThree is ideally positioned to maximise these opportunities due to:

- Our strong candidate networks with specialist STEM skills
- Our focus on flexible contract and high-barrier to entry Employed Contractor Model (ECM)[1]
- Our investment in a market-leading technology platform to drive growth and margins across our unique global footprint

SThree is part of the Industrial Services sector. We are listed on the London Stock Exchange, trading with the ticker code STEM.

30/11/2024

Market capitalisation	£485m
Shares outstanding	135.6m
Ticker Symbol	STEM

Leadership

Chair
James Bilefield

CEO
Timo Lehne

CFO
Andrew Beach

Well-positioned through a unique combination of focus, scale, digital capabilities and workforce solutions

1 We focus only on hard-to-find STEM skills in the best STEM markets

71%

of global STEM market by revenue covered by Top 5 SThree markets

2 Our focus on contract underpins performance through the cycle and excellent visibility of recognisable fees

84%

Contract Net Fees

3 We are investing in state-of-the-art technology to drive scale and sector-leading returns

£30-35m

Total expenditure

4 Our priority is to become a strategic partner for key clients and move up the value chain

145 countries

Global coverage for compliant STEM workforce solutions

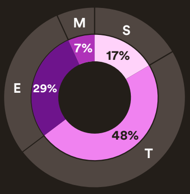
Focused on driving scale in the best STEM markets guided by our market investment model

FY24 Net Fees: skills mix, service mix, and footprint[2]

Top 5 markets
Other markets

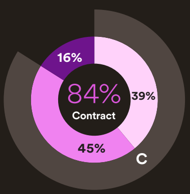
Skills mix

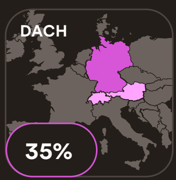
- Life Sciences
- Technology
- Engineering
- Other

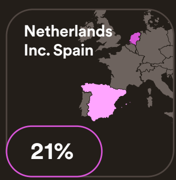


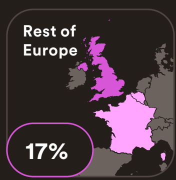
Service mix

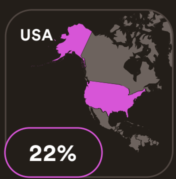
- Employed Contractor
- Independent Contractor
- Permanent
- Contract



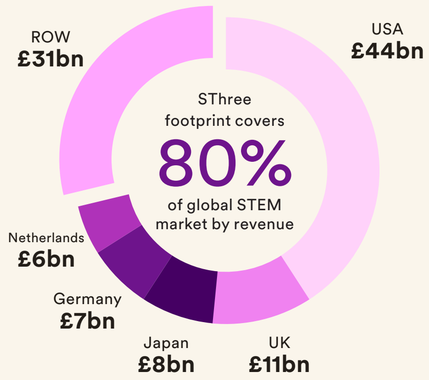








STEM global market: £108bn[3]



Capital allocation policy

is highly disciplined with a core aim of maximising shareholder value by maintaining a strong balance sheet and a sustainable, through-the-cycle dividend[4]. Capital is then allocated in the following order:

1 Organic growth
Investing in our people, ensuring sufficient working capital is on hand to fund growth of the contractor order book while developing new business opportunities

2 Business improvement
Digitalising our business, putting in place the technology and tools that are key to driving both scale and higher margins

3 Acquisitions
Strict inorganic growth discipline, with a focus on complementary and value-enhancing acquisitions

4 Capital return to shareholders
If all organic and inorganic opportunities with an appropriate time horizon have been considered, return excess cash either through special dividends or share buybacks

Five-year financial summary

Financial metrics presented for continuing operations only	30 Nov 2024	30 Nov 2023	30 Nov 2022	30 Nov 2021	30 Nov 2020
Financial highlights					
Revenue (£m)	1,492.9	1,663.2	1,639.4	1,330.7	1,202.6
Net fees (£m)	369.1	418.8	430.6	355.7	308.6
Operating profit (£m)	66.2	76.4	77.6	60.8	31.3
Operating profit conversion ratio	17.9%	18.2%	18.0%	17.1%	10.1%
Basic EPS (pence)	37.4	42.4	41.0	31.8	13.9
Other financial metrics					
Total assets (£m)	506.7	472.3	470.4	400.6	334.5
Total equity (£m)	248.6	222.9	200.4	158.2	128.5
Net cash/(debt) (£m)	69.7	83.2	65.4	57.5	49.9
Cash from operations (£m)[5]	59.8	86.9	70.7	54.5	76.9
Free cash conversion ratio[5]	38.1%	71.6%	48.5%	40.4%	177.8%
Dividends per share (pence)	14.3	16.6	16.0	11.0	5.0
Group operational statistics[6]					
Average total headcount	2,649	2,819	2,890	2,588	2,894
Average sales headcount	1,823	1,981	2,114	1,911	2,219
Active contractors at end of year	9,955	11,606	12,533	11,809	9,523

Top 10 Shareholders as of 31 December 2024	
Kempen Capital Management	12.8%
JO Hambro Capital Management	8.0%
JPMorgan Asset Management	6.5%
Allianz Global Investors	5.1%
BlackRock	5.0%
Harris Associates	3.7%
Man GLG	3.1%
Jupiter Asset Management	2.9%
Montanaro Asset Management	2.8%
Tweedy Browne	2.7%

Financial calendar	
2025	
18 March	**Q1 Trading Update**
29 April	**Annual General Meeting**
24 June	**Half Year Trading Update**
29 July	**Half Year Results**
16 September	**Q3 Trading Results**
16 December	**Full Year Trading Update**
2026	
27 January	**Full Year Results**

Note 1: Employed contractor model (ECM) where a skilled specialist is legally employed by SThree typically on a back-to-back contract with the end client **Note 2:** Not all values sum to 100% because of rounding to nearest whole number **Note 3:** Source SThree analysis and SIA data **Note 4:** Committed to return between one third to 40% of our annual earnings based on a dividend cover range of 2.5x to 3.0x **Note 5:** FY23 cash flow statement has been restated to correct a presentation error of the FY22 interim dividend. £6.4m in funds required for the settlement of the FY22 interim dividend should have been reflected in financing activities in the FY22 cash flow statement rather than in the FY23 cash flow statement. The cash balance for FY23 was not misstated **Note 6:** Based on full-time equivalents