

24th December 2024

SThree plc
("SThree" or the "Company")
Transaction in Own Shares

The Company announces today that, in accordance with the terms of its share buyback programme (the "Buyback Programme") announced on 19th December 2024, it has purchased the following number of its ordinary shares of 1 pence each ("Ordinary Shares") on the London Stock Exchange through Investec.

Ordinary Shares

| | |
|---|--------------------------------|
| Date of purchase: | 23 rd December 2024 |
| Number of ordinary shares purchased: | 37,907 |
| Lowest price per share (pence): | 269.00 |
| Highest price per share (pence): | 277.00 |
| Weighted average price per day (pence): | 275.4666 |

The Company intends to cancel the purchased shares.

The table below contains detailed information about the purchases made as part of the buyback programme.

Aggregate information:

| Venue | Volume-weighted average price (p) | Aggregated volume | Lowest price per share (p) | Highest price per share (p) |
|-------|-----------------------------------|-------------------|----------------------------|-----------------------------|
| XLON | 275.4666 | 37,907 | 269.00 | 277.00 |

Schedule of Purchases - Individual Transactions

In accordance with Article 5(1)(b) of the Market Abuse Regulation (EU) No 596/2014 as it forms part of UK law, a full breakdown of the individual trades made by Investec on behalf of the Company as part of the Programme is detailed below:

| Date and time of each trade | Number of shares purchased | Price (pence per share) | Trading Venue | Transaction Reference Number |
|------------------------------|----------------------------|-------------------------|---------------|------------------------------|
| 23 December 2024 08:04:54 | 100 | 270.00 | XLON | 00317285667TRLO1 |
| 23 December 2024 08:04:54 | 197 | 270.00 | XLON | 00317285668TRLO1 |
| 23 December 2024 08:04:54 | 323 | 270.00 | XLON | 00317285669TRLO1 |
| 23 December 2024 08:04:54 | 324 | 269.00 | XLON | 00317285670TRLO1 |
| 23 December 2024 08:04:54 | 323 | 269.00 | XLON | 00317285671TRLO1 |
| 23 December 2024 08:10:00 | 320 | 269.50 | XLON | 00317286856TRLO1 |
| 23 December 2024 08:10:34 | 261 | 269.00 | XLON | 00317286982TRLO1 |
| 23 December 2024 08:10:34 | 42 | 269.00 | XLON | 00317286983TRLO1 |
| 23 December 2024 08:22:01 | 199 | 270.00 | XLON | 00317289954TRLO1 |
| 23 December 2024 08:22:04 | 200 | 270.00 | XLON | 00317289971TRLO1 |

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| 23 December 2024 08:22:17 | 46 | 271.00 | XLON | 00317290017TRLO1 |
| 23 December 2024 08:22:17 | 257 | 271.00 | XLON | 00317290018TRLO1 |
| 23 December 2024 08:28:20 | 270 | 271.00 | XLON | 00317291077TRLO1 |
| 23 December 2024 08:28:20 | 32 | 271.00 | XLON | 00317291078TRLO1 |
| 23 December 2024 08:28:28 | 125 | 271.00 | XLON | 00317291103TRLO1 |
| 23 December 2024 08:28:28 | 178 | 271.00 | XLON | 00317291104TRLO1 |
| 23 December 2024 08:28:28 | 371 | 271.00 | XLON | 00317291105TRLO1 |
| 23 December 2024 08:34:50 | 291 | 271.50 | XLON | 00317292585TRLO1 |
| 23 December 2024 08:34:50 | 61 | 271.50 | XLON | 00317292586TRLO1 |
| 23 December 2024 08:42:20 | 318 | 271.00 | XLON | 00317293979TRLO1 |
| 23 December 2024 08:55:49 | 167 | 275.00 | XLON | 00317296364TRLO1 |
| 23 December 2024 08:55:49 | 91 | 275.00 | XLON | 00317296365TRLO1 |
| 23 December 2024 08:55:50 | 100 | 275.00 | XLON | 00317296367TRLO1 |
| 23 December 2024 08:55:51 | 319 | 275.00 | XLON | 00317296373TRLO1 |
| 23 December 2024 08:56:02 | 290 | 274.50 | XLON | 00317296395TRLO1 |
| 23 December 2024 08:56:02 | 29 | 274.50 | XLON | 00317296396TRLO1 |
| 23 December 2024 08:56:02 | 274 | 274.50 | XLON | 00317296400TRLO1 |
| 23 December 2024 08:56:02 | 59 | 274.50 | XLON | 00317296401TRLO1 |
| 23 December 2024 08:56:02 | 59 | 274.50 | XLON | 00317296402TRLO1 |
| 23 December 2024 08:56:03 | 307 | 274.00 | XLON | 00317296405TRLO1 |
| 23 December 2024 08:56:04 | 100 | 274.00 | XLON | 00317296407TRLO1 |
| 23 December 2024 08:59:27 | 313 | 274.00 | XLON | 00317297302TRLO1 |
| 23 December 2024 08:59:27 | 327 | 273.50 | XLON | 00317297303TRLO1 |
| 23 December 2024 09:03:02 | 321 | 274.00 | XLON | 00317297782TRLO1 |
| 23 December 2024 09:03:02 | 321 | 274.00 | XLON | 00317297783TRLO1 |
| 23 December 2024 09:09:26 | 306 | 274.00 | XLON | 00317298666TRLO1 |
| 23 December 2024 09:09:31 | 322 | 274.00 | XLON | 00317298671TRLO1 |
| 23 December 2024 09:11:11 | 100 | 274.00 | XLON | 00317298911TRLO1 |
| 23 December 2024 09:11:11 | 225 | 274.00 | XLON | 00317298912TRLO1 |
| 23 December 2024 09:11:31 | 273 | 274.00 | XLON | 00317298958TRLO1 |
| 23 December 2024 09:11:31 | 52 | 274.00 | XLON | 00317298959TRLO1 |
| 23 December 2024 09:13:33 | 325 | 274.00 | XLON | 00317299259TRLO1 |
| 23 December 2024 09:19:22 | 285 | 273.50 | XLON | 00317300102TRLO1 |
| 23 December 2024 09:19:22 | 33 | 273.50 | XLON | 00317300103TRLO1 |

| 09.19.22 | | 273.00 | | |
|------------------------------|-----|--------|------|------------------|
| 23 December 2024 09:22:50 | 265 | 274.00 | XLON | 00317300648TRLO1 |
| 23 December 2024 09:38:55 | 162 | 276.50 | XLON | 00317303618TRLO1 |
| 23 December 2024 09:38:55 | 58 | 276.50 | XLON | 00317303619TRLO1 |
| 23 December 2024 09:38:55 | 63 | 276.50 | XLON | 00317303620TRLO1 |
| 23 December 2024 09:38:55 | 318 | 276.50 | XLON | 00317303621TRLO1 |
| 23 December 2024 09:38:55 | 381 | 276.50 | XLON | 00317303622TRLO1 |
| 23 December 2024 09:38:55 | 187 | 276.50 | XLON | 00317303623TRLO1 |
| 23 December 2024 09:51:19 | 7 | 277.00 | XLON | 00317306895TRLO1 |
| 23 December 2024 09:51:19 | 370 | 277.00 | XLON | 00317306896TRLO1 |
| 23 December 2024 09:51:19 | 99 | 277.00 | XLON | 00317306897TRLO1 |
| 23 December 2024 09:51:19 | 64 | 277.00 | XLON | 00317306901TRLO1 |
| 23 December 2024 09:52:37 | 92 | 276.00 | XLON | 00317307328TRLO1 |
| 23 December 2024 09:52:37 | 150 | 276.00 | XLON | 00317307329TRLO1 |
| 23 December 2024 09:52:37 | 70 | 276.00 | XLON | 00317307330TRLO1 |
| 23 December 2024 09:52:44 | 301 | 276.00 | XLON | 00317307388TRLO1 |
| 23 December 2024 09:55:09 | 192 | 276.50 | XLON | 00317308108TRLO1 |
| 23 December 2024 09:55:09 | 128 | 276.50 | XLON | 00317308109TRLO1 |
| 23 December 2024 09:55:15 | 312 | 276.50 | XLON | 00317308144TRLO1 |
| 23 December 2024 10:05:30 | 250 | 277.00 | XLON | 00317309038TRLO1 |
| 23 December 2024 10:05:30 | 74 | 277.00 | XLON | 00317309039TRLO1 |
| 23 December 2024 10:18:36 | 149 | 276.50 | XLON | 00317309200TRLO1 |
| 23 December 2024 10:18:36 | 174 | 276.50 | XLON | 00317309201TRLO1 |
| 23 December 2024 10:18:54 | 323 | 276.50 | XLON | 00317309205TRLO1 |
| 23 December 2024 10:22:05 | 131 | 276.50 | XLON | 00317309260TRLO1 |
| 23 December 2024 10:22:06 | 171 | 276.50 | XLON | 00317309261TRLO1 |
| 23 December 2024 10:22:06 | 131 | 276.50 | XLON | 00317309262TRLO1 |
| 23 December 2024 10:26:02 | 310 | 276.00 | XLON | 00317309353TRLO1 |
| 23 December 2024 10:26:02 | 14 | 276.50 | XLON | 00317309354TRLO1 |
| 23 December 2024 10:33:48 | 312 | 276.00 | XLON | 00317309459TRLO1 |
| 23 December 2024 10:35:18 | 273 | 276.00 | XLON | 00317309471TRLO1 |
| 23 December 2024 10:42:14 | 307 | 276.00 | XLON | 00317309625TRLO1 |
| 23 December 2024 10:46:16 | 105 | 276.50 | XLON | 00317309713TRLO1 |
| 23 December 2024 10:46:16 | 150 | 276.50 | XLON | 00317309714TRLO1 |

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| 23 December 2024 10:46:16 | 55 | 276.50 | XLON | 00317309715TRLO1 |
| 23 December 2024 10:46:27 | 325 | 276.50 | XLON | 00317309720TRLO1 |
| 23 December 2024 10:47:09 | 94 | 276.50 | XLON | 00317309729TRLO1 |
| 23 December 2024 10:47:09 | 230 | 276.50 | XLON | 00317309730TRLO1 |
| 23 December 2024 10:52:17 | 138 | 276.50 | XLON | 00317309822TRLO1 |
| 23 December 2024 10:52:17 | 175 | 276.50 | XLON | 00317309823TRLO1 |
| 23 December 2024 10:52:26 | 327 | 276.50 | XLON | 00317309829TRLO1 |
| 23 December 2024 10:52:36 | 278 | 276.50 | XLON | 00317309832TRLO1 |
| 23 December 2024 10:52:36 | 25 | 276.50 | XLON | 00317309833TRLO1 |
| 23 December 2024 10:55:49 | 303 | 276.00 | XLON | 00317309864TRLO1 |
| 23 December 2024 11:01:57 | 282 | 275.50 | XLON | 00317309995TRLO1 |
| 23 December 2024 11:01:57 | 20 | 275.50 | XLON | 00317309996TRLO1 |
| 23 December 2024 11:02:36 | 18 | 275.00 | XLON | 00317310027TRLO1 |
| 23 December 2024 11:06:59 | 258 | 275.00 | XLON | 00317310062TRLO1 |
| 23 December 2024 11:07:46 | 33 | 275.00 | XLON | 00317310069TRLO1 |
| 23 December 2024 11:07:46 | 229 | 275.00 | XLON | 00317310070TRLO1 |
| 23 December 2024 11:07:46 | 47 | 275.00 | XLON | 00317310071TRLO1 |
| 23 December 2024 11:09:42 | 299 | 275.00 | XLON | 00317310088TRLO1 |
| 23 December 2024 11:11:21 | 263 | 275.00 | XLON | 00317310105TRLO1 |
| 23 December 2024 11:11:21 | 36 | 275.00 | XLON | 00317310106TRLO1 |
| 23 December 2024 11:11:21 | 11 | 275.00 | XLON | 00317310107TRLO1 |
| 23 December 2024 11:18:33 | 265 | 275.00 | XLON | 00317310149TRLO1 |
| 23 December 2024 11:19:11 | 239 | 275.00 | XLON | 00317310153TRLO1 |
| 23 December 2024 11:33:03 | 11 | 275.50 | XLON | 00317310379TRLO1 |
| 23 December 2024 11:33:03 | 100 | 275.50 | XLON | 00317310380TRLO1 |
| 23 December 2024 11:33:52 | 48 | 275.50 | XLON | 00317310393TRLO1 |
| 23 December 2024 11:33:52 | 100 | 275.50 | XLON | 00317310394TRLO1 |
| 23 December 2024 11:39:41 | 100 | 276.00 | XLON | 00317310493TRLO1 |
| 23 December 2024 11:39:41 | 64 | 276.00 | XLON | 00317310494TRLO1 |
| 23 December 2024 11:41:13 | 221 | 275.50 | XLON | 00317310520TRLO1 |
| 23 December 2024 11:41:13 | 92 | 275.50 | XLON | 00317310521TRLO1 |
| 23 December 2024 11:41:19 | 261 | 275.50 | XLON | 00317310523TRLO1 |
| 23 December 2024 11:47:48 | 240 | 276.00 | XLON | 00317310561TRLO1 |
| 23 December 2024 11:47:48 | 78 | 276.00 | XLON | 00317310562TRLO1 |

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|------------------------------|-----|--------|------|------------------|
| 23 December 2024 12:08:42 | 249 | 276.50 | XLON | 00317310848TRLO1 |
| 23 December 2024 12:11:02 | 100 | 277.00 | XLON | 00317310864TRLO1 |
| 23 December 2024 12:12:00 | 224 | 277.00 | XLON | 00317310869TRLO1 |
| 23 December 2024 12:12:00 | 100 | 277.00 | XLON | 00317310870TRLO1 |
| 23 December 2024 12:12:10 | 30 | 276.50 | XLON | 00317310874TRLO1 |
| 23 December 2024 12:21:46 | 69 | 276.50 | XLON | 00317310981TRLO1 |
| 23 December 2024 12:21:46 | 166 | 276.50 | XLON | 00317310982TRLO1 |
| 23 December 2024 12:21:46 | 52 | 276.50 | XLON | 00317310983TRLO1 |
| 23 December 2024 12:21:46 | 99 | 276.50 | XLON | 00317310984TRLO1 |
| 23 December 2024 12:21:48 | 151 | 276.00 | XLON | 00317310985TRLO1 |
| 23 December 2024 12:21:48 | 137 | 276.00 | XLON | 00317310986TRLO1 |
| 23 December 2024 12:23:50 | 314 | 276.00 | XLON | 00317311049TRLO1 |
| 23 December 2024 12:54:08 | 7 | 277.00 | XLON | 00317311691TRLO1 |
| 23 December 2024 13:01:24 | 319 | 277.00 | XLON | 00317311831TRLO1 |
| 23 December 2024 13:01:26 | 305 | 276.00 | XLON | 00317311832TRLO1 |
| 23 December 2024 13:01:39 | 308 | 276.50 | XLON | 00317311838TRLO1 |
| 23 December 2024 13:13:52 | 200 | 276.50 | XLON | 00317311996TRLO1 |
| 23 December 2024 13:40:20 | 308 | 276.50 | XLON | 00317312369TRLO1 |
| 23 December 2024 13:40:27 | 283 | 276.00 | XLON | 00317312371TRLO1 |
| 23 December 2024 13:40:27 | 30 | 276.00 | XLON | 00317312372TRLO1 |
| 23 December 2024 13:46:18 | 313 | 276.00 | XLON | 00317312536TRLO1 |
| 23 December 2024 13:46:26 | 100 | 276.00 | XLON | 00317312541TRLO1 |
| 23 December 2024 13:46:49 | 100 | 276.00 | XLON | 00317312557TRLO1 |
| 23 December 2024 13:47:10 | 100 | 276.00 | XLON | 00317312563TRLO1 |
| 23 December 2024 13:47:29 | 100 | 276.00 | XLON | 00317312565TRLO1 |
| 23 December 2024 13:49:34 | 100 | 276.00 | XLON | 00317312594TRLO1 |
| 23 December 2024 13:50:54 | 73 | 276.00 | XLON | 00317312613TRLO1 |
| 23 December 2024 13:50:54 | 24 | 276.00 | XLON | 00317312614TRLO1 |
| 23 December 2024 13:50:55 | 74 | 276.00 | XLON | 00317312615TRLO1 |
| 23 December 2024 14:14:02 | 206 | 275.50 | XLON | 00317313010TRLO1 |
| 23 December 2024 14:14:40 | 257 | 276.00 | XLON | 00317313023TRLO1 |
| 23 December 2024 14:14:40 | 70 | 276.00 | XLON | 00317313024TRLO1 |
| 23 December 2024 14:29:58 | 285 | 275.50 | XLON | 00317313447TRLO1 |
| 23 December 2024 | | | | |

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|------------------------------|-------|--------|------|------------------|
| 23 December 2024 14:32:02 | 299 | 276.50 | XLON | 00317314069TRLO1 |
| 23 December 2024 14:40:22 | 12 | 277.00 | XLON | 00317314387TRLO1 |
| 23 December 2024 14:53:06 | 299 | 277.00 | XLON | 00317314701TRLO1 |
| 23 December 2024 14:53:06 | 5 | 277.00 | XLON | 00317314702TRLO1 |
| 23 December 2024 14:53:06 | 7 | 277.00 | XLON | 00317314703TRLO1 |
| 23 December 2024 14:53:06 | 1,500 | 277.00 | XLON | 00317314704TRLO1 |
| 23 December 2024 14:53:06 | 694 | 277.00 | XLON | 00317314705TRLO1 |
| 23 December 2024 15:02:21 | 322 | 277.00 | XLON | 00317315175TRLO1 |
| 23 December 2024 15:02:21 | 238 | 277.00 | XLON | 00317315176TRLO1 |
| 23 December 2024 15:06:42 | 37 | 277.00 | XLON | 00317315415TRLO1 |
| 23 December 2024 15:27:14 | 309 | 277.00 | XLON | 00317315884TRLO1 |
| 23 December 2024 15:57:08 | 309 | 277.00 | XLON | 00317316732TRLO1 |
| 23 December 2024 15:57:45 | 288 | 276.50 | XLON | 00317316738TRLO1 |
| 23 December 2024 15:58:02 | 363 | 277.00 | XLON | 00317316758TRLO1 |
| 23 December 2024 15:58:02 | 164 | 277.00 | XLON | 00317316759TRLO1 |
| 23 December 2024 15:58:02 | 200 | 277.00 | XLON | 00317316760TRLO1 |
| 23 December 2024 15:58:02 | 429 | 277.00 | XLON | 00317316761TRLO1 |
| 23 December 2024 15:58:02 | 234 | 277.00 | XLON | 00317316762TRLO1 |
| 23 December 2024 15:58:09 | 326 | 277.00 | XLON | 00317316766TRLO1 |
| 23 December 2024 16:00:11 | 5 | 277.00 | XLON | 00317316858TRLO1 |
| 23 December 2024 16:00:12 | 1 | 277.00 | XLON | 00317316859TRLO1 |
| 23 December 2024 16:20:02 | 1,300 | 277.00 | XLON | 00317317461TRLO1 |
| 23 December 2024 16:20:07 | 100 | 277.00 | XLON | 00317317470TRLO1 |
| 23 December 2024 16:20:21 | 97 | 277.00 | XLON | 00317317479TRLO1 |
| 23 December 2024 16:20:21 | 16 | 277.00 | XLON | 00317317480TRLO1 |
| 23 December 2024 16:20:21 | 997 | 277.00 | XLON | 00317317481TRLO1 |
| 23 December 2024 16:20:30 | 307 | 277.00 | XLON | 00317317486TRLO1 |
| 23 December 2024 16:20:30 | 948 | 277.00 | XLON | 00317317487TRLO1 |
| 23 December 2024 16:20:44 | 116 | 277.00 | XLON | 00317317489TRLO1 |
| 23 December 2024 16:20:44 | 1,162 | 277.00 | XLON | 00317317490TRLO1 |
| 23 December 2024 16:24:38 | 148 | 277.00 | XLON | 00317317719TRLO1 |
| 23 December 2024 16:24:38 | 828 | 277.00 | XLON | 00317317720TRLO1 |

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