

3 December 2025

Hercules plc
("Hercules" or the "Company")

Strategic Expansion into Scotland

Hercules plc (AIM: HERC), a leading technology enabled labour supply company for the UK infrastructure and construction sectors, is pleased to announce its expansion into Scotland.

This move comes at a pivotal time for the Scottish construction industry, which is experiencing robust growth, record infrastructure investment, and a critical need for skilled workers.

Hercules' entry into the Scottish labour market, which has seen the Company open an office in Motherwell, is designed to address the acute need for skilled labour across both site-based and office roles.

Scotland's construction sector reached £16.7 billion in output in 2024 and is forecast to grow by 2% annually, with the workforce expected to rise to 214,500 by 2029.

This expansion is driven by major infrastructure projects, with long-term investment across power & energy transmission and distribution, water, and highways sectors. A permanent presence allows Hercules to support some of its existing clients more closely, while capturing the significant demand for skilled workers across the region.

The sector faces a persistent skills shortage, with an estimated 3,590 extra workers needed each year to meet demand. By investing in apprenticeships, upskilling, and digital onboarding, Hercules aims to create a sustainable talent pipeline that supports Scotland's ambitious infrastructure and net zero goals.

Commenting on the expansion, Brusk Korkmaz, CEO of Hercules, said: "As Hercules expands into Scotland, we are energised by the opportunity to play a pivotal role in the nation's infrastructure transformation.

"Scotland stands at the forefront of the UK's growth in renewables, transport, and civil engineering, but it faces a critical shortage of skilled labour.

"Our mission is to bridge that gap, delivering not just people, but pre-trained, safety-focused teams who are ready to make an immediate impact on major projects.

"We're investing in local talent, apprenticeships, and digital innovation to ensure our clients benefit from a workforce that is productive, compliant, and resilient. By partnering with Scottish communities, contractors, and authorities, Hercules is committed to supporting economic growth, sustainability, and the delivery of world-class infrastructure. We're here to help Scotland build for the future, safely, efficiently, and with lasting social value."

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