

18th February 2026

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

The Company announces today it has purchased the following number of its ordinary shares of 1 pence each ("Ordinary Shares") through Investec Bank plc.

Ordinary Shares

Date of purchase:	17 th February 2026
Number of ordinary shares purchased:	37,561
Lowest price per share (pence):	171.40
Highest price per share (pence):	174.00
Weighted average price per day (pence):	172.7793

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	172.7793	37,561	171.40	174.00

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
17 February 2026 08:18:42	152	172.00	XLON	00377719253TRL01
17 February 2026 08:43:50	447	173.60	XLON	00377725955TRL01
17 February 2026 08:44:21	276	173.60	XLON	00377726081TRL01
17 February 2026 08:46:42	423	173.20	XLON	00377727035TRL01
17 February 2026 08:49:18	423	173.60	XLON	00377727858TRL01
17 February 2026 08:51:03	261	173.60	XLON	00377728430TRL01
17 February 2026 09:01:24	419	173.60	XLON	00377731296TRL01
17 February 2026 09:10:27	1	173.20	XLON	00377734516TRL01
17 February 2026 09:11:21	1	173.20	XLON	00377734743TRL01
17 February 2026 09:18:55	3	173.20	XLON	00377737014TRL01

17 February 2026 09:29:10	3	173.20	XLON	00377740329TRLO1
17 February 2026 09:29:17	11	173.20	XLON	00377740371TRLO1
17 February 2026 09:32:46	433	173.40	XLON	00377741569TRLO1
17 February 2026 09:45:13	416	173.20	XLON	00377746133TRLO1
17 February 2026 09:51:54	102	172.80	XLON	00377748992TRLO1
17 February 2026 09:51:54	334	172.80	XLON	00377748991TRLO1
17 February 2026 10:11:56	420	172.80	XLON	00377752060TRLO1
17 February 2026 10:18:12	1	172.80	XLON	00377752302TRLO1
17 February 2026 10:25:44	443	172.20	XLON	00377752629TRLO1
17 February 2026 10:50:08	786	172.20	XLON	00377753800TRLO1
17 February 2026 11:27:47	64	171.40	XLON	00377755154TRLO1
17 February 2026 11:27:47	389	171.40	XLON	00377755153TRLO1
17 February 2026 12:11:53	440	172.20	XLON	00377757567TRLO1
17 February 2026 12:19:29	113	172.20	XLON	00377757810TRLO1
17 February 2026 12:19:29	307	172.20	XLON	00377757809TRLO1
17 February 2026 12:35:38	285	172.20	XLON	00377758340TRLO1
17 February 2026 12:40:47	449	172.00	XLON	00377758504TRLO1
17 February 2026 13:15:04	440	172.00	XLON	00377759529TRLO1
17 February 2026 13:28:10	174	172.20	XLON	00377759980TRLO1
17 February 2026 13:28:10	252	172.20	XLON	00377759979TRLO1
17 February 2026 13:51:05	417	172.40	XLON	00377761190TRLO1
17 February 2026 14:06:15	439	172.80	XLON	00377762303TRLO1
17 February 2026 14:22:19	44	172.60	XLON	00377763340TRLO1
17 February 2026 14:22:19	400	172.60	XLON	00377763339TRLO1
17 February 2026 14:25:29	426	172.60	XLON	00377763524TRLO1
17 February 2026 14:25:29	400	172.60	XLON	00377763525TRLO1
17 February 2026 14:25:29	822	172.60	XLON	00377763526TRLO1
17 February 2026 14:25:29	361	172.60	XLON	00377763527TRLO1
17 February 2026 14:38:17	434	173.00	XLON	00377764790TRLO1
17 February 2026 14:42:24	446	173.00	XLON	00377765042TRLO1
17 February 2026 14:50:28	446	172.60	XLON	00377765623TRLO1
17 February 2026 14:50:28	861	172.60	XLON	00377765622TRLO1
17 February 2026 14:50:42	67	172.60	XLON	00377765658TRLO1
17 February 2026 14:57:42	431	172.60	XLON	00377766157TRLO1

17 February 2026 14:57:42	1,155	172.60	XLON	00377766156TRLO1
17 February 2026 15:05:56	427	173.00	XLON	00377767468TRLO1
17 February 2026 15:06:32	342	172.80	XLON	00377767505TRLO1
17 February 2026 15:06:32	86	172.80	XLON	00377767504TRLO1
17 February 2026 15:06:32	423	172.60	XLON	00377767506TRLO1
17 February 2026 15:06:32	1,222	172.60	XLON	00377767507TRLO1
17 February 2026 15:06:35	424	172.60	XLON	00377767513TRLO1
17 February 2026 15:06:35	1,222	172.60	XLON	00377767514TRLO1
17 February 2026 15:06:35	528	172.60	XLON	00377767515TRLO1
17 February 2026 15:06:47	383	172.60	XLON	00377767535TRLO1
17 February 2026 15:06:47	525	172.60	XLON	00377767536TRLO1
17 February 2026 15:06:47	169	172.60	XLON	00377767537TRLO1
17 February 2026 15:06:47	444	172.60	XLON	00377767538TRLO1
17 February 2026 15:07:03	410	172.60	XLON	00377767571TRLO1
17 February 2026 15:07:32	444	172.60	XLON	00377767664TRLO1
17 February 2026 15:07:32	368	172.60	XLON	00377767661TRLO1
17 February 2026 15:07:32	301	172.60	XLON	00377767665TRLO1
17 February 2026 15:07:38	552	172.60	XLON	00377767672TRLO1
17 February 2026 15:16:11	468	173.00	XLON	00377768463TRLO1
17 February 2026 15:16:11	468	173.00	XLON	00377768465TRLO1
17 February 2026 15:16:11	422	173.00	XLON	00377768464TRLO1
17 February 2026 15:16:11	59	173.00	XLON	00377768467TRLO1
17 February 2026 15:16:11	151	173.00	XLON	00377768466TRLO1
17 February 2026 15:17:08	271	173.00	XLON	00377768534TRLO1
17 February 2026 15:17:34	423	173.20	XLON	00377768600TRLO1
17 February 2026 15:28:42	404	174.00	XLON	00377770322TRLO1
17 February 2026 15:28:42	37	174.00	XLON	00377770323TRLO1
17 February 2026 15:28:42	741	174.00	XLON	00377770324TRLO1
17 February 2026 15:28:51	447	173.60	XLON	00377770328TRLO1
17 February 2026 15:29:18	442	173.60	XLON	00377770384TRLO1
17 February 2026 15:32:38	423	173.60	XLON	00377770653TRLO1
17 February 2026 15:32:38	410	173.40	XLON	00377770655TRLO1
17 February 2026 15:38:00	106	174.00	XLON	00377771079TRLO1
17 February 2026				

17 February 2026 15:38:00	1	174.00	XLON	00377771080TRLO1
17 February 2026 15:38:01	430	174.00	XLON	00377771083TRLO1
17 February 2026 15:40:09	10	173.40	XLON	00377771292TRLO1
17 February 2026 15:40:09	412	173.40	XLON	00377771291TRLO1
17 February 2026 15:46:35	421	173.00	XLON	00377771815TRLO1
17 February 2026 15:53:24	442	172.80	XLON	00377772354TRLO1
17 February 2026 15:56:34	369	172.60	XLON	00377772605TRLO1
17 February 2026 15:56:34	1,222	172.60	XLON	00377772606TRLO1
17 February 2026 16:05:46	416	172.60	XLON	00377773357TRLO1
17 February 2026 16:05:46	116	172.60	XLON	00377773358TRLO1
17 February 2026 16:05:46	1,106	172.60	XLON	00377773359TRLO1
17 February 2026 16:05:46	700	172.60	XLON	00377773360TRLO1
17 February 2026 16:05:55	522	172.60	XLON	00377773371TRLO1
17 February 2026 16:05:55	1,200	172.60	XLON	00377773372TRLO1
17 February 2026 16:05:57	1	172.60	XLON	00377773374TRLO1
17 February 2026 16:06:02	21	172.60	XLON	00377773395TRLO1
17 February 2026 16:06:02	336	172.60	XLON	00377773396TRLO1
17 February 2026 16:06:20	426	172.20	XLON	00377773411TRLO1
17 February 2026 16:18:56	180	172.80	XLON	00377774702TRLO1
17 February 2026 16:18:56	271	172.80	XLON	00377774701TRLO1

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