

5<sup>th</sup> March 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:                       | 4 <sup>th</sup> March 2026 |
| Number of ordinary shares purchased:    | 44,643                     |
| Lowest price per share (pence):         | 171.80                     |
| Highest price per share (pence):        | 176.60                     |
| Weighted average price per day (pence): | 174.4698                   |

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  | 174.4698                          | 44,643            | 171.80                     | 176.60                      |

**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 |
|-----------------------------|----------------------------|-------------------------|---------------|------------------------------|
| 04 March 2026<br>08:01:46   | 196                        | 174.20                  | XLON          | 00379971680TRLO1             |
| 04 March 2026<br>08:01:46   | 249                        | 174.20                  | XLON          | 00379971679TRLO1             |
| 04 March 2026<br>09:06:42   | 810                        | 173.80                  | XLON          | 00380015479TRLO1             |
| 04 March 2026<br>09:06:42   | 467                        | 173.00                  | XLON          | 00380015480TRLO1             |
| 04 March 2026<br>09:13:03   | 329                        | 171.80                  | XLON          | 00380020957TRLO1             |
| 04 March 2026<br>09:14:03   | 138                        | 171.80                  | XLON          | 00380021645TRLO1             |
| 04 March 2026<br>09:14:03   | 125                        | 171.80                  | XLON          | 00380021646TRLO1             |
| 04 March 2026<br>09:33:53   | 100                        | 172.40                  | XLON          | 00380040859TRLO1             |
| 04 March 2026<br>09:38:28   | 100                        | 172.40                  | XLON          | 00380044327TRLO1             |
| 04 March 2026<br>09:42:25   | 100                        | 172.40                  | XLON          | 00380046903TRLO1             |

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|---------------------------|-----|--------|------|------------------|
| 04 March 2026<br>09:46:26 | 807 | 172.40 | XLON | 00380049524TRLO1 |
| 04 March 2026<br>09:46:27 | 152 | 172.20 | XLON | 00380049533TRLO1 |
| 04 March 2026<br>09:46:27 | 440 | 172.20 | XLON | 00380049534TRLO1 |
| 04 March 2026<br>09:46:28 | 69  | 172.20 | XLON | 00380049537TRLO1 |
| 04 March 2026<br>09:49:30 | 912 | 172.20 | XLON | 00380051353TRLO1 |
| 04 March 2026<br>10:00:43 | 69  | 172.60 | XLON | 00380055990TRLO1 |
| 04 March 2026<br>10:01:05 | 32  | 172.60 | XLON | 00380056059TRLO1 |
| 04 March 2026<br>10:01:29 | 16  | 172.60 | XLON | 00380056078TRLO1 |
| 04 March 2026<br>10:01:44 | 15  | 172.60 | XLON | 00380056108TRLO1 |
| 04 March 2026<br>10:02:12 | 38  | 172.60 | XLON | 00380056129TRLO1 |
| 04 March 2026<br>10:02:36 | 180 | 172.60 | XLON | 00380056150TRLO1 |
| 04 March 2026<br>10:03:09 | 97  | 172.60 | XLON | 00380056180TRLO1 |
| 04 March 2026<br>10:05:40 | 32  | 172.60 | XLON | 00380056420TRLO1 |
| 04 March 2026<br>10:06:50 | 20  | 172.60 | XLON | 00380056479TRLO1 |
| 04 March 2026<br>10:49:04 | 580 | 173.00 | XLON | 00380061312TRLO1 |
| 04 March 2026<br>12:16:46 | 868 | 173.60 | XLON | 00380066353TRLO1 |
| 04 March 2026<br>12:16:50 | 269 | 173.60 | XLON | 00380066361TRLO1 |
| 04 March 2026<br>12:17:04 | 797 | 173.40 | XLON | 00380066379TRLO1 |
| 04 March 2026<br>12:17:04 | 129 | 173.40 | XLON | 00380066380TRLO1 |
| 04 March 2026<br>12:41:11 | 448 | 173.40 | XLON | 00380067733TRLO1 |
| 04 March 2026<br>12:41:38 | 27  | 173.60 | XLON | 00380067743TRLO1 |
| 04 March 2026<br>12:41:53 | 10  | 173.60 | XLON | 00380067752TRLO1 |
| 04 March 2026<br>12:43:08 | 3   | 173.60 | XLON | 00380067802TRLO1 |
| 04 March 2026<br>12:46:59 | 19  | 173.60 | XLON | 00380067990TRLO1 |
| 04 March 2026<br>13:07:14 | 545 | 175.80 | XLON | 00380068909TRLO1 |
| 04 March 2026<br>13:07:14 | 470 | 175.80 | XLON | 00380068910TRLO1 |
| 04 March 2026<br>13:07:15 | 777 | 176.60 | XLON | 00380068911TRLO1 |
| 04 March 2026<br>13:07:15 | 470 | 176.60 | XLON | 00380068912TRLO1 |
| 04 March 2026<br>13:07:22 | 33  | 176.20 | XLON | 00380068946TRLO1 |
| 04 March 2026<br>13:07:22 | 247 | 176.20 | XLON | 00380068947TRLO1 |
| 04 March 2026<br>13:07:22 | 441 | 175.60 | XLON | 00380068948TRLO1 |
| 04 March 2026<br>13:07:33 | 38  | 176.00 | XLON | 00380068967TRLO1 |
| 04 March 2026<br>13:07:33 | 114 | 176.00 | XLON | 00380068968TRLO1 |
| 04 March 2026<br>13:07:33 | 803 | 176.00 | XLON | 00380068969TRLO1 |

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|---------------------------|-----|--------|------|------------------|
| 04 March 2026<br>13:07:33 | 470 | 176.00 | XLON | 00380068970TRLO1 |
| 04 March 2026<br>13:07:34 | 402 | 175.80 | XLON | 00380068971TRLO1 |
| 04 March 2026<br>13:08:08 | 454 | 175.40 | XLON | 00380069013TRLO1 |
| 04 March 2026<br>13:08:08 | 439 | 175.40 | XLON | 00380069014TRLO1 |
| 04 March 2026<br>13:08:09 | 738 | 175.80 | XLON | 00380069023TRLO1 |
| 04 March 2026<br>13:08:09 | 468 | 175.80 | XLON | 00380069024TRLO1 |
| 04 March 2026<br>13:08:09 | 114 | 175.80 | XLON | 00380069025TRLO1 |
| 04 March 2026<br>13:09:52 | 456 | 175.40 | XLON | 00380069185TRLO1 |
| 04 March 2026<br>13:13:16 | 455 | 175.00 | XLON | 00380069544TRLO1 |
| 04 March 2026<br>13:52:24 | 454 | 174.60 | XLON | 00380071292TRLO1 |
| 04 March 2026<br>14:03:49 | 457 | 174.20 | XLON | 00380071730TRLO1 |
| 04 March 2026<br>14:03:49 | 895 | 174.80 | XLON | 00380071731TRLO1 |
| 04 March 2026<br>14:03:55 | 101 | 175.00 | XLON | 00380071736TRLO1 |
| 04 March 2026<br>14:04:52 | 467 | 174.80 | XLON | 00380071808TRLO1 |
| 04 March 2026<br>14:11:39 | 235 | 175.40 | XLON | 00380072392TRLO1 |
| 04 March 2026<br>14:11:39 | 450 | 175.40 | XLON | 00380072393TRLO1 |
| 04 March 2026<br>14:11:47 | 453 | 174.40 | XLON | 00380072399TRLO1 |
| 04 March 2026<br>14:20:48 | 395 | 174.00 | XLON | 00380072976TRLO1 |
| 04 March 2026<br>14:20:48 | 37  | 174.00 | XLON | 00380072977TRLO1 |
| 04 March 2026<br>14:24:29 | 244 | 174.80 | XLON | 00380073216TRLO1 |
| 04 March 2026<br>14:24:29 | 664 | 174.80 | XLON | 00380073217TRLO1 |
| 04 March 2026<br>14:24:29 | 450 | 174.80 | XLON | 00380073218TRLO1 |
| 04 March 2026<br>14:24:30 | 430 | 174.40 | XLON | 00380073221TRLO1 |
| 04 March 2026<br>14:24:30 | 619 | 174.80 | XLON | 00380073222TRLO1 |
| 04 March 2026<br>14:35:20 | 456 | 173.80 | XLON | 00380074380TRLO1 |
| 04 March 2026<br>14:35:50 | 2   | 173.80 | XLON | 00380074518TRLO1 |
| 04 March 2026<br>14:35:50 | 250 | 173.80 | XLON | 00380074519TRLO1 |
| 04 March 2026<br>14:35:59 | 110 | 173.80 | XLON | 00380074581TRLO1 |
| 04 March 2026<br>14:37:18 | 110 | 173.80 | XLON | 00380074753TRLO1 |
| 04 March 2026<br>14:39:19 | 462 | 173.40 | XLON | 00380074966TRLO1 |
| 04 March 2026<br>15:05:18 | 467 | 174.00 | XLON | 00380076889TRLO1 |
| 04 March 2026<br>15:11:15 | 576 | 174.80 | XLON | 00380077305TRLO1 |
| 04 March 2026<br>15:14:31 | 2   | 174.80 | XLON | 00380077636TRLO1 |
| 04 March 2026             |     |        |      |                  |

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|---------------------------|--------|--------|------|------------------|
| 04 March 2026<br>15:17:49 | 300    | 174.80 | XLON | 00380077876TRLO1 |
| 04 March 2026<br>15:22:58 | 462    | 174.20 | XLON | 00380078309TRLO1 |
| 04 March 2026<br>15:22:58 | 20     | 174.80 | XLON | 00380078310TRLO1 |
| 04 March 2026<br>15:22:58 | 462    | 174.40 | XLON | 00380078312TRLO1 |
| 04 March 2026<br>15:22:58 | 198    | 174.60 | XLON | 00380078313TRLO1 |
| 04 March 2026<br>15:22:58 | 661    | 174.80 | XLON | 00380078314TRLO1 |
| 04 March 2026<br>15:22:59 | 434    | 174.40 | XLON | 00380078317TRLO1 |
| 04 March 2026<br>15:23:17 | 463    | 174.60 | XLON | 00380078334TRLO1 |
| 04 March 2026<br>15:23:26 | 12,000 | 174.60 | XLON | 00380078337TRLO1 |
| 04 March 2026<br>15:23:58 | 1,058  | 174.60 | XLON | 00380078376TRLO1 |
| 04 March 2026<br>15:31:02 | 40     | 174.20 | XLON | 00380079095TRLO1 |
| 04 March 2026<br>15:51:52 | 880    | 175.00 | XLON | 00380081058TRLO1 |
| 04 March 2026<br>15:51:52 | 446    | 174.80 | XLON | 00380081059TRLO1 |
| 04 March 2026<br>15:52:05 | 446    | 174.60 | XLON | 00380081081TRLO1 |
| 04 March 2026<br>16:00:10 | 137    | 174.20 | XLON | 00380081791TRLO1 |
| 04 March 2026<br>16:00:10 | 294    | 174.20 | XLON | 00380081792TRLO1 |
| 04 March 2026<br>16:03:24 | 347    | 173.80 | XLON | 00380082051TRLO1 |
| 04 March 2026<br>16:16:02 | 95     | 173.80 | XLON | 00380083057TRLO1 |
| 04 March 2026<br>16:16:02 | 124    | 173.80 | XLON | 00380083058TRLO1 |
| 04 March 2026<br>16:16:02 | 223    | 173.80 | XLON | 00380083059TRLO1 |
| 04 March 2026<br>16:17:54 | 137    | 173.80 | XLON | 00380083226TRLO1 |
| 04 March 2026<br>16:18:56 | 53     | 173.80 | XLON | 00380083309TRLO1 |

For further information please contact:

**SThree plc**

Tim Lehne, CEO  
Andrew Beach, CFO  
Charlie Hildesley, Investor Relations Manager

via Alma

**Alma Strategic Communications**

Rebecca Sanders-Hewett  
Hilary Buchanan  
Sam Modlin  
Rose Docherty

+44 20 3405 0205

[SThree@almastrategic.com](mailto:SThree@almastrategic.com)

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