

Performing in line with expectations in our markets.

James Bilefield
Chairman



In my first year as Chairman it has been clearly illustrated that we are a business with good momentum and strong potential, run by a team with experience, depth and passion, operating in one of the most exciting and relevant sectors of our time.

There is a well-documented global shortage of talent in the Science, Technology, Engineering and Mathematics ('STEM') sectors. Our corporate Purpose addresses this fundamental shortage head on, bringing skilled people together to build the future. We continue to be inspired by our Purpose, which, combined with our Vision and Principles, remains at the core of our business as we develop, providing the very best talent to our clients around the world.

Our chosen sectors and geographies boast favourable dynamics and many structural growth opportunities. Our decision to focus on these specific markets is part of what has driven our robust performance this year, but by no means the only factor. Our teams across the globe have worked exceptionally hard to produce this solid set of results. At the same time, we have taken steps to structure the business for the future whilst continuing to drive our Innovation agenda, which is showing momentum.

Governance overview

Nomination Committee

Audit Committee

Remuneration Committee

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Much work has been undertaken in the period to continue to evolve our business to ensure we are best placed to execute efficiently and effectively on behalf of our clients. We believe that a significant constituent of this is a solid internal structure; ensuring cohesive working practices, consistency across the business, and making us better equipped to take advantage of market opportunities. As such, in addition to the strong management team we have in place, we have broadened our talent pool with some significant internal promotions and external hires.

Alongside our internal ambitions of best practice, we believe that sound corporate governance should be at the heart of what we do. I have undertaken a shareholder engagement programme and believe that our Board is well structured and delivers the highest quality of support to our teams and wider organisation. At the same time, I am proud that we are an early adopter of the latest UK Corporate Governance Code, despite the fact that many of these changes are not yet applicable for the reporting year. Illustrating this commitment, to ensure that the employee voice is heard at Board level as well as throughout the business, SThree appointed our Remuneration Committee chair, Denise Collis, to the newly formed role of Employee Engagement Non-Executive Director in December 2018.

After nearly 30 years in the business, the last six of them as CEO, Gary Elden will be leaving SThree in the new financial year. Gary has played an integral part in building the business into what it is today and leaves it with the strategy and operational structure in place to deliver further, sustainable growth. A process to appoint his successor is now underway and further updates will be announced in due course. On behalf of the Board, I would like to take this opportunity to thank him for his vision, drive and unique contribution to the Group over many years. I would also like to thank Clay Brendish for his tenure as Chairman through a period of significant transition as the Group diversified and matured around the world. I look forward to working with the rest of the SThree Board through its next phase of growth.

I speak for the wider Board when I also thank our colleagues for working tirelessly to achieve our Vision and deliver for our clients and candidates, particularly in what has been a year of significant transformation. The strategic project to restructure and relocate our London-based support functions to Glasgow, creating a new Centre of Excellence for the Group, has progressed with admirable professionalism and attention to detail. Our people have exhibited great drive and commitment, not just to SThree but also in supporting our important and expanded Corporate and Social Responsibilities ('CSR') initiatives.

We are entering the new financial year with a strong order book, good visibility and business resilience. We still have much work to do, but I have every confidence that we have set an ambition and strategy for the long term which will enable us to continue to drive growth and deliver value for all of our stakeholders.

James Bilefield
Chairman
25 January 2019

Investment case

The industries we recruit for are growing, and at the forefront of change. An experienced management team and a resilient business model enables us to deliver a proposition that is relevant both now and for the future, providing the platform for growth. We are proud to be different.

Experienced management team



What sets us apart

- Focus on STEM disciplines
 - Specialisms within each market
 - Highly-skilled, high earning candidates
 - Strong in leading STEM geographies
- Investing in Innovation
- Entrepreneurial culture
- Contract weighting



A resilient business model

- Well diversified
- Contract weighting
- Robust and scalable infrastructure
- Flexible cost base
- Motivated workforce



Robust dividend and opportunities for sustainable growth

Balance sheet to support M&A and Innovation