

## Section 172 Statement

This Statement sets out how the Board of Directors ("the Board", "we" or "us") of Reed Specialist Recruitment Limited ("Reed" or "the Company") complies with the requirements of Section 172 of the Companies Act 2006 and how consideration of stakeholder interests has impacted the Board's activities and decision making during the financial period ending 30th June 2025 ("FY25").

Section 172 of the Companies Act 2006 states that directors of a company must act in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of the members as a whole, and in doing so have regard (amongst other matters) to:

- a) the likely consequences of any decision in the long term,
- b) the interests of the Company's employees ("co-members"),
- c) the need to foster the Company's business relationships with suppliers, customers, and others,
- d) the impact of the Company's operations on the community and the environment,
- e) the desirability of the Company maintaining a reputation for high standards of business conduct, and
- f) the need to act fairly between members of the Company.

These duties are designed to ensure that directors act in such a way as to promote the long-term success of the company by delivering and creating sustainable shareholder value as well as contributing to wider society. The Reed Group ("the Group") comprises Reed Global Limited and its subsidiaries, including the Company.

Engaging with stakeholders to deliver long-term success has remained a priority for us during FY25. We are conscious of the environment in which the Company operates and the importance of engaging with key stakeholders including but not limited to employees ("co-members"); UK government; suppliers; local communities; and clients. A Stakeholder Map, identifying the key internal and external stakeholders and how the Company interacts with them, has been created and may be found, along with other relevant statements, on the 'Corporate Governance' page on our website: <https://www.reed.com/corporate-governance>.

Reed is proud of its culture as a family business, and all Reed directors understand and adhere to the requirements of Section 172 due to the nature, ethos, purpose, vision and values of the Company. In addition, all Reed directors have received formal training on their responsibilities and accountabilities, and principal decisions have been defined and formalised as part of Board meetings.

Principal decisions that we took across FY25 include approval of the Company's accounts for the previous year, as well as approval of a dividend payment. After consideration of the limited impact of the dividend payment on key stakeholders, the Board was comfortable to approve the payment. The Board has supported the Company in the continuation of our tax strategy which is published online and can be found on the 'Corporate Governance' page of our website. HMRC has continued to categorise Reed as low tax risk.

Finally, we also ensured several successful engagement schemes for our various stakeholder groups have been continued during FY25. Further detail on how we have engaged our stakeholders and considered their needs and interests while conducting our operations can be found in our Environment Statement in the Strategic Report and our Employee Engagement and Other Stakeholder Engagement Statements within the Director's Report.