

INVESTMENT CASE CONTINUED

4 | OUR CULTURE AND PEOPLE

Foresight's culture supports our expertise, creating bright ideas and informed decision making.



An experienced specialist team delivering strong returns

c.150

INVESTMENT, PORTFOLIO AND TECHNICAL PROFESSIONALS

"The work is fast-paced, an entrepreneurial attitude is encouraged and there is a culture of working collegiately."

Chris Wardle,
Director, Private Equity

Our sustainable culture

Sustainability is at the core of Foresight's investment approach and it also drives how we think about our people, who are our biggest and most important asset.

Our team are innovative, passionate and look to challenge the norm and improve on what has been done before. We welcome that each employee can bring a unique perspective to the workplace. We aim to foster a collaborative culture, where everyone has a voice – from our most junior team members through to our Executive Committee.

"It is great to work within a team which encourages taking an entrepreneurial mindset and is always open to considering new ideas or approaches."

Anouska Morjaria,
Investment Manager

As we continue to grow, both organically and through acquisitions, we are focused on creating and maintaining a sustainable culture. This year, we worked with our employees to reimagine our Employee Value Proposition ("EVP"). We wanted to ensure we understood and were aligned with our people and their goals, as well as our stated strategic objectives.

Our EVP

**SUCCEED
TODAY.
SHAPE
TOMORROW.**

Growth that lasts

The experience people get from making things happen here will last a lifetime

Impact that inspires

You can create a positive, tangible impact on society and the planet

Culture that empowers

You can take ownership of your ideas and turn them into results



Our values

The focus over the next 12 months will be to embed our four core values; Sustainable Impact, Achieve with Ambition, Relationships with Integrity, and Collective Success.

Connecting with our people

We recognise that effective communication is critical to our success and have developed several channels to allow open and honest communication.

We run Foresight Connect sessions throughout the year, which supplement the quarterly All Company Meetings (“ACMs”) hosted by our Chairman. The ACMs also have speakers from around the business who share compelling stories, from fund launches to new investments and team successes that inspire employees across all departments, helping to build a feeling of collective success.

Our annual engagement survey provides us with qualitative and quantitative data, enabling us to work with our people to shape Foresight for future success. In 2022 we achieved an overall engagement score of 83%, from an 86% participation rate, with 87% of staff saying that they were proud to work at Foresight. Additionally, we have an Employee Forum, chaired by our designated NED for workforce engagement and a Partner from the senior leadership team. This forum has a representative from each grade and area within the business and its purpose is to help cultivate and maintain the sustainable culture we are building at Foresight, with a direct line to the Board.

Leading our people

We lead with ambition from the senior leadership team right throughout the business. Our executive leadership coaching for the senior management team at Foresight continues to have a positive impact and ensures a consistent focus on the people at Foresight. It facilitates building relationships with integrity throughout the business.

Inclusive leadership training has been rolled out over the last year, which ensures that our leaders actively coach their teams and have the tools and skills to do this in an inclusive way.

Over the next 12 months, we will be working to develop our leadership pathway, to train and support managers over the course of their career at Foresight.

Sustainable impact

Creating tangible impact that has long-term benefits and shared values

Achieve with ambition

Executing, achieving our best and delivering results

Relationships with integrity

Maintaining good relationships by earning and keeping trust

Collective success

Getting there together