

# KEY PERFORMANCE INDICATORS

The successful implementation of our strategy resulted in excellent progress against our KPIs during the year.

### AUM

# £8.8bn

(FY21: £7.2bn)

Fiscal Year	AUM (£bn)
FY20	£4.5bn
FY21	£7.2bn
FY22	£8.8bn

**£1.6bn (23%) increase year-on-year**

- AUM is used to monitor the growth of our business and is a key KPI used within our industry which allows comparison with our peers
- It demonstrates strength of fundraising and future revenue potential

**Strategic alignment**

**Grow**
**Expand**

### Revenue

# £86.1m

(FY21: £69.1m)

Fiscal Year	Total Revenue (£m)	Recurring Revenue (£m)
FY20	£57.3m	£48.9m
FY21	£69.1m	£62.4m
FY22	£86.1m	£74.8m

**86.9% recurring revenue**  
(FY21: 90.3%)

- Revenue growth is a key KPI as it allows us to understand any underlying fee margin pressure that may arise when comparing with our rate of AUM growth
- Monitoring the balance between recurring and non-recurring revenue is important to ensure we maintain our high quality of earnings
- Our revenues are highly predictable as we continue to meet our target of 85%-90% recurring revenues

**Strategic alignment**

**Grow**
**Expand**

### Core EBITDA pre-SBP

# £31.8m

(FY21: £23.9m)

Fiscal Year	Core EBITDA pre-SBP (£m)	Core EBITDA margin %
FY20	£12.6m	22.1%
FY21	£23.9m	34.6%
FY22	£31.8m	37.0%

**2.4pts increase year-on-year**

- This KPI is monitored to ensure we are growing the business efficiently, managing our cost base and maximising our operational leverage for the benefit of our Shareholders
- We view this as the profitability measure most relevant to the Group's recurring revenue model (i.e. a cash profit measure after taking out any one-off items, both positive and negative)

**Strategic alignment**

**Grow**
**Expand**

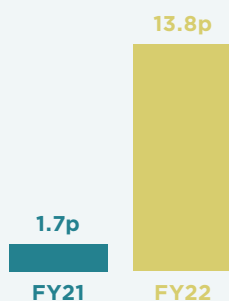
The following KPIs are alternative performance measures:

Assets Under Management ("AUM") – Recurring revenue – Core EBITDA pre-SBP – Deployment – Staff engagement score

### Dividend payout post-IPO

**13.8p** per share

(FY21: 1.7p per share<sup>1</sup>)



### 60% payout ratio

(FY21: 60% payout ratio)<sup>1</sup>

- We monitor this KPI as it is linked to the cash generation of the business and our returns to Shareholders
- A balance is maintained between offering returns to Shareholders and retaining cash within the business for re-investment and M&A opportunities

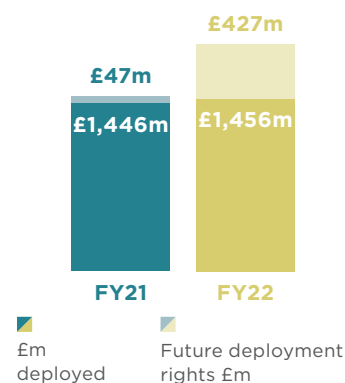
#### Strategic alignment

**Grow**

### Deployment

**£1,883m**

(FY21: £1,493m)



### 26% increase year-on-year

- Our deployment metric includes 100% of gross inflows into the FCM division in addition to investments made in private markets across the Infrastructure and Private Equity divisions
- We track the rate of deployment of our funds as it provides a lead indicator of our competitive position within our areas of expertise
- It is critical for us to source attractive investment opportunities for us to deploy capital and ultimately generate returns for our underlying investors. Successful deployment creates a strong track record which is an important component in our ability to raise more funds in the future

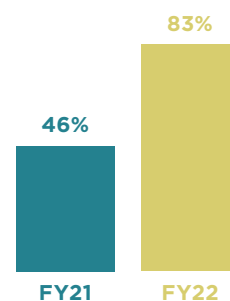
#### Strategic alignment

**Diversify** **Expand**

### Staff engagement score

**83%**

(FY21: 46%)



### 86% participation rate

(FY21: 84%)

- Our Engagement Survey measures our employees' emotional connection working for Foresight, their plans to stay, and motivation to go the extra mile
- We ask four employee engagement questions, then take the average score across those questions which gives us the overall engagement score for the survey
- FY22 saw our highest ever engagement score and a material bounce-back from the scores achieved during the global pandemic

#### Strategic alignment

**Grow**

1. Pro-rated from date of IPO to year end.