

## About us

Founded in 1984, Foresight is a leading investment manager in real assets and capital for growth.

We invest in building cleaner energy systems, decarbonising industry and growing the economic potential of ambitious companies.

Across our three divisions, Infrastructure, Private Equity and Foresight Capital Management, our investments play an important role in reducing the world's carbon emissions, improving social infrastructure for businesses and communities, and supporting the long-term growth of ambitious companies.

Foresight's decades of investment experience and hands-on approach help us create and maximise overall value and provide attractive returns to our diverse institutional and retail investor base across a broad range of fund strategies and investment structures. This diversified business model and strong track record of innovating products, scaling investment funds and delivering profitable growth have demonstrated resilience, efficiency and strong financial performance through economic cycles.

Together, we are united by a shared commitment to build a sustainable future and grow thriving economies.



Plug planting at solar site to celebrate the launch of Foresight's Nature Recovery Blueprint in Cornwall

# About us continued



## Profitable

Demonstrable track record of profitable growth

**+148%**

Increase in core EBITDA pre-SBP since IPO

**+7.4ppt**

Margin expansion since IPO, evidencing operating leverage



## Growing markets

Ideally positioned to capture the long-term structural growth trends in our key markets

Global investment levels are forecast to need to nearly triple to **\$4.8 trillion per year** between 2024 and 2030 to remain on track to achieve global net zero targets<sup>1</sup>

**£15 billion<sup>2</sup>** equity capital gap for SMEs in the UK alone



## Sustainable

Foresight has over **80%** of our AUM in investments that are aligned with the Multilateral Development Banks' list of activities considered universally aligned with the Paris Agreement's mitigation goals<sup>3</sup>

The Sustainability Report also sets out the process and results of the double materiality analysis conducted in FY24. To be well-prepared for future market demands, the double materiality analysis is based on both the International Sustainability Standards Board ("ISSB") as well as the European Sustainability Reporting Standards ("ESRS")

Foresight's Task Force on Climate-related Financial Disclosure ("TCFD") can be found in our Sustainability Report (<https://www.foresight.group/sustainability-report-fy24>)

1. Per the Bloomberg NEF "Energy Transition Investment Trends 2024" report published on 30 January 2024.  
2. Source: The Scale-Up Institute.  
3. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099212406162322091/>

# About us continued



## Scalable

Scalable growth platform

**+69%**

Increase in AUM since IPO

**+104%**

Increase in revenue since IPO

**+19%**

increase in revenue in FY24



## Diversified

Diversified and resilient business model with growing geographic footprint

**>200**

Institutional investors

**c.40,000**

Retail investors

**69%**

Institutional AUM

**31%**

Retail AUM

**45**

Investment vehicles

**46%**

Non-UK AUM



## Predictable

Recurring and predictable long-term revenue model

**85-90%**

Recurring revenue range

**92%**

AUM in evergreen<sup>1</sup> or LP vehicles, with long-duration capital

All underpinned by our entrepreneurial culture and the wealth of knowledge and experience of our people

1. Evergreen funds include listed investment trusts and are defined as having no pre-determined end of life and therefore have the capability to raise future capital.



## About us continued

### Our team, development and inclusion

We recognise that our people are the cornerstone of our continued success, holding invaluable knowledge and crucial client relationships.

Our People & Sustainable Culture (“PSC”) Team sets the people strategy and frameworks to align with that of the organisation’s key objectives of growth and diversification. The ultimate aim is to cultivate an environment where employees can thrive professionally, making significant contributions to the organisation’s success.

We have a highly engaged workforce, as demonstrated by our annual engagement score of 81%. However, we recognise the loss of our top talent would not only disrupt operations, but also incur significant time and expense in finding replacements. We have therefore committed to nurturing our talent pool to provide ample opportunities for advancement to the highest grades within Foresight Group. Our internal talent mapping and succession planning processes are instrumental in maintaining a resilient workforce, thereby minimising disruptions in the event of senior staff turnover.

Effective recruitment is crucial for Foresight Group. We focus on building a team structure with well-defined roles and responsibilities to ensure smooth operations. We are dedicated to attracting talent that aligns with our Diversity, Equity and Inclusion (“DE&I”) goals and ensures a positive workplace culture. The risk of a poorly selected workforce can manifest in the short term, potentially leading to an inability to meet business objectives, loss of investor confidence and missed opportunities. To mitigate these risks, we have unconscious bias training for all hiring managers, as well as ensuring our recruitment agencies are fully aware of our culture and our DE&I strategy.

Over the course of FY25 we will be sharing inclusive line manager training, and training around neurodiversity. By focusing on these areas, we can build a diverse and talented workforce well positioned to drive long-term success.

We also recognise the importance of offering competitive compensation packages to attract, retain and motivate top talent. We conduct regular benchmarking exercises to ensure our total compensation packages, including base salary, short-term incentives and long-term incentives, remain competitive.

We operate a UK Share Incentive Plan (“SIP”) Scheme for all Pay As You Earn (“PAYE”) employees and have a phantom SIP Scheme to mirror this for our other European and Australian employees. These schemes ensure increased engagement and alignment of interests in terms of long-term success and growth. We also utilise retention bonuses and a comprehensive benefits package to further enhance the employee value propositions.

### Development

Our commitment to a skilled workforce extends beyond the financial and reputational risks associated with lack of training and competencies. In the short term, neglecting training could disincentivise and disengage employees. By not investing in our employees, we could in turn damage our employer brand, making it difficult to attract and retain top talent. However, by investing in comprehensive training programmes that address both on-the-job specific skills and DE&I competencies, we can cultivate a highly skilled and engaged workforce. Furthermore, by training our employees in sustainability and creating a robust competence base, we can demonstrate a genuine commitment to sustainability and thereby avoid risk of greenwashing. In addition to avoiding risks, our internal training strategy encourages innovation and puts us in a better position to become a market leader.

61% of  
employees  
enrolled on the Share  
Incentive Plan

Launched

Elevate - Women in  
Leadership Programme

Launched

Foresight  
Group secondment  
programme

Launched

Bespoke line  
manager training

Internal ACE mentoring  
scheme with 30% of  
employee base engaged

## About us continued

### Development continued

Empowering our employees to make informed decisions that align with our sustainability commitments can further lead to more effective ESG due diligence in investment processes, improved governance practices, and a greater focus on material ESG areas. Ultimately, these factors contribute to improved operational efficiency and better decision-making, enhancing our culture, brand image and visibility in the marketplace.

Foresight conducts annual benefits reviews and appraisals to assess performance, with input provided by respective managers, and we also encourage 360-degree feedback. Mid-year appraisals are also held to ensure our people are on track and receive the necessary support and training from the business to achieve their goals. Additionally, we offer continual training for both employees and managers on effective appraisal approaches, resilience in giving and receiving feedback, and inclusive leadership. We have also refreshed our mentoring scheme, which has over 30% of people currently engaged in the scheme. This ensures our employees are fully supported.

### Inclusion

Foresight currently has 396 employees, of which 40% are women. The Executive Management level is currently all male, a legacy situation driven by tenure. At Board level 20% are women. Foresight Group recognises that diversity is a challenge for the finance sector but is committed to ensuring DE&I is on the agenda for any future changes.

Foresight promotes gender equality and equal pay through its DE&I strategy, THRIVE, which includes targets and training. To encourage women into leadership positions, we have further developed ELEVATE, our bespoke Women in Leadership programme, which is currently being rolled out to our second cohort.

Foresight also provides training and skills development promoting diversity and inclusion and has a programme of training scheduled across FY25.

During the year, we have also conducted workshops on DE&I and had interactive talks with a Paralympian representative of the LGBTQ+ community.

### Employee wellbeing and work-life balance

Foresight acknowledges the risks of mental health issues caused by long periods of stress and busy periods that may impact our employee population. To address this issue, employees at Foresight have access to our Employee Assistance Programme (“EAP”) Health Assured, offering 24/7 support on various subjects from health to private finance.

Foresight employees are also encouraged to express concerns or issues through annual employee surveys and quarterly employee forums. Through this, wellbeing is continuously monitored, and assessed. Foresight carries out wellbeing initiatives as a result of the feedback provided and over FY24 allocated wellbeing bonuses of £500 (or the equivalent of) to employees. In the upcoming year, we will continue our focus on wellbeing by bringing in our EAP providers to explain more about what the support looks like, highlighting mental health first aiders’ role in the business, and rolling out sessions on digital wellbeing.



Members of Foresight’s People and Sustainable Culture team