

# Key performance indicators

Aligned to the Group's three long-term strategic priorities.

## £13.2bn

AUM<sup>1</sup>

FY25	£13.2bn
FY24	£12.1bn
FY23	£12.2bn
FY22	£8.8bn

9% increase year-on-year

### Why is this important?

- AUM is an important KPI within the fund management industry and allows a simple, high level comparison with our peers
- AUM growth demonstrates how successfully we have implemented our strategy and how that translates to the strength of our fundraising and performance, and therefore future revenue potential

### What we achieved in the year

- Total Group net fundraising of £714 million, raised organically
- Acquired £744 million through strategic activity within the FCM division

## £154.0m

Revenue

FY25	£154.0m
FY24	£141.3m
FY23	£119.2m
FY22	£86.1m

86.6% recurring revenue<sup>1</sup> (FY24: 86.6%)

### Why is this important?

- Consistent revenue growth is an integral KPI of business delivery and performance
- Monitoring the balance between recurring and non-recurring revenue is important to ensure we maintain our high quality of earnings

### What we achieved in the year

- We achieved our target range of 85-90% recurring revenue, evidencing the highly predictable nature of future income
- Long duration capital that we manage remained above 90%

## £62.2m

Core EBITDA pre-SBP<sup>1</sup>

FY25	40.4%	£62.2m
FY24	42.0%	£59.3m
FY23	42.1%	£50.2m
FY22	37.0%	£31.8m

5% increase year-on-year

### Why is this important?

- We view this as the most relevant profitability measure for the Group's recurring revenue model
- Core EBITDA pre-SBP helps to inform management as to the efficiency of the business' operations and how well we are managing our cost base. Monitoring the margin supports decision-making to maximise operational leverage for the benefit of our Shareholders

### What we achieved in the year

- Another year of profitable growth, up 5% in FY25
- We continue to target margin expansion as the Group scales

1. The following KPIs are alternative performance measures: Assets Under Management ("AUM") - Recurring revenue - Core EBITDA pre-SBP.

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### 24.2p

Total dividend per share

FY25	24.2p
FY24	22.2p
FY23	20.1p
FY22	13.8p

9% increase year-on-year

#### Why is this important?

- Our business is highly cash generative, enabling significant dividends to be paid to our Shareholders
- We maintain a balance between returning capital to Shareholders and retaining cash within the business for future re-investment and M&A opportunities

#### What we achieved in the year

- Due to the growth in core EBITDA pre-SBP and a continued strong level of cash flow generation we increased our total dividend by 9%

### £1.3bn

Gross fundraising<sup>1</sup>

FY25	£1.3bn
FY24	£0.8bn
FY23	£1.0bn
FY22	£1.8bn

63% increase year-on-year

#### Why is this important?

- The rate at which we can raise funds is key to being able to capitalise on the significant deployment opportunities across the Group's key markets
- Fundraising across our range of diversified products is a key indicator of our strategies' performance, as well as the strength and depth of our investor relationships in the UK and internationally

#### What we achieved in the year

- Record fundraising of £587 million in higher margin retail vehicles, up 35% (FY24: £436 million)
- Institutional fundraising of £546 million across infrastructure and private equity products (FY24: £134 million)

### 78%

Staff engagement score

FY25	78%
FY24	81%
FY23	76%
FY22	83%

91% participation rate (FY24: 87%)

#### Why is this important?

- Our Staff Engagement Survey measures our employees' emotional connection to working for Foresight, their plans to stay, and motivation
- We ask employees four key engagement questions, taking the average score across those questions to obtain the overall engagement score for the survey

#### What we achieved in the year

- We continue to benefit from a high level of engagement from our employees, above many of our peers
- Specific Group-level and team strategies have been identified and rolled out in key areas to further improve engagement

1. Gross fundraising has replaced deployment as a Group KPI, with gross fundraising a key metric for the Group Executive Management when monitoring product demand and business growth. Deployment remains a key metric at a divisional level, with the business review section providing further detail on this metric for each division.