



FDM Group (Holdings) plc

Results for the six months ended 30 June 2019

Rod Flavell - CEO

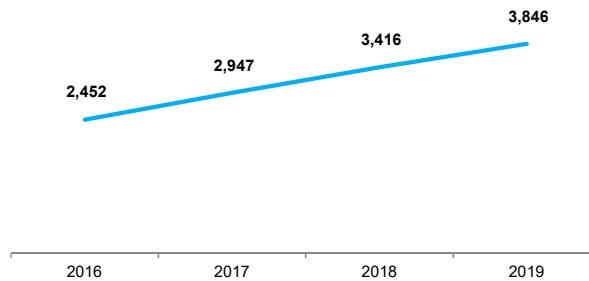
Mike McLaren - CFO

Operational highlights for the six months ended 30 June 2019

Mounties on Client Site (at week 26)

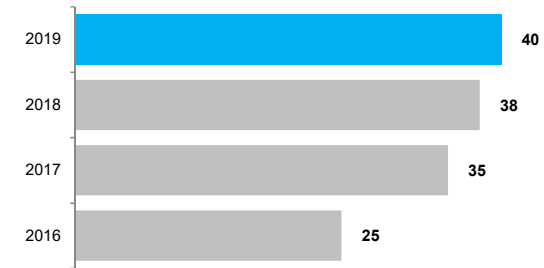
+13%

+16%
(CAGR)



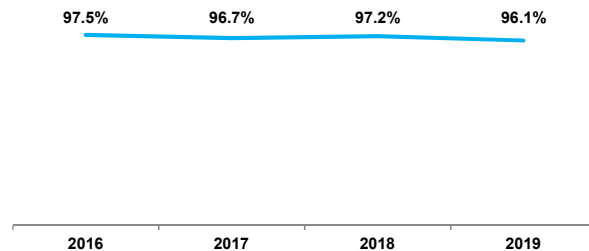
New Clients

+40



Utilisation

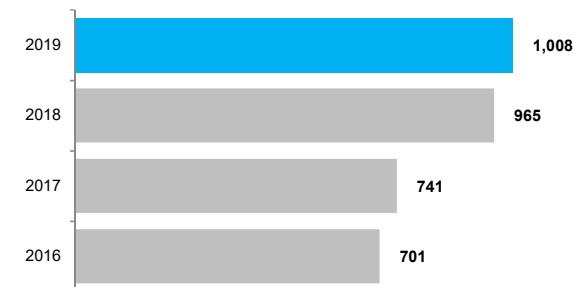
-1.1 ppts.



Training Completions

+4%

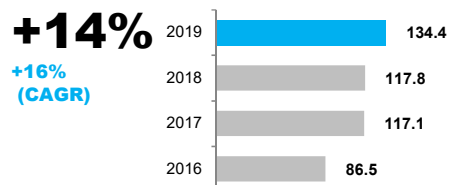
+13%
(CAGR)



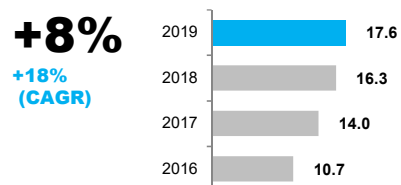
CAGR (Compound Annual Growth Rate) applied over three years
ppts. (percentage points)

Financial highlights for the six months ended 30 June 2019

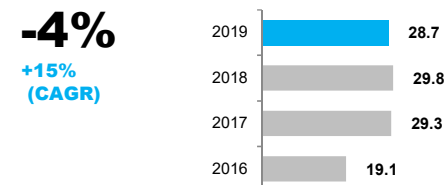
Total Revenue (£m)



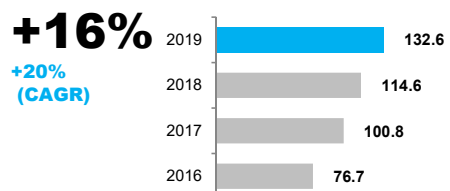
Basic Earnings per Share (p)



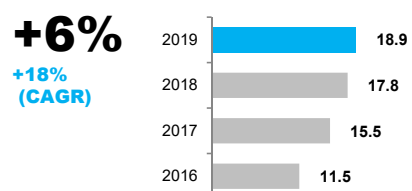
Closing Cash (£m)



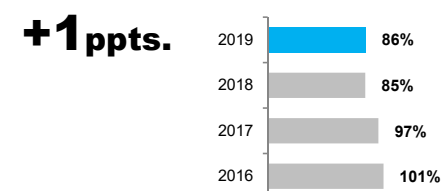
Mountie Revenue (£m)



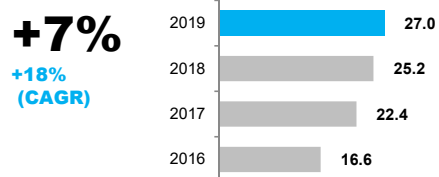
Adjusted Basic Earnings per Share (p)



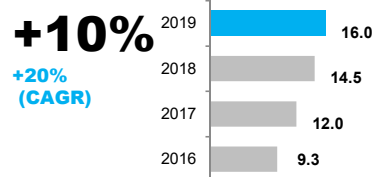
Cash Conversion



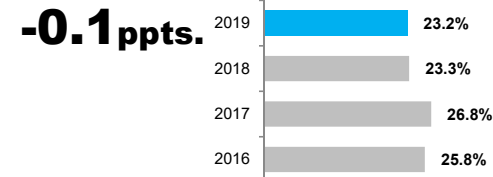
Adjusted Operating Profit (£m)



Ordinary Dividend per Share (p)



Effective Tax Rate



CAGR (Compound Annual Growth Rate) applied over three years
ppts. (percentage points)
2018 comparative figures have been restated for IFRS 16

During the period the Group purchased £2.8m of its own shares which are held in an Employee Benefit Trust and are used to satisfy share awards under employee share option schemes

Geographic Review

UK & Ireland	2019	2018*	
Revenue	£69.7m	£64.1m	+9%
Mountie revenue	£68.3m	£61.4m	+11%
Mounties on client sites	2,015	1,847	+9%
Adjusted operating profit	£18.8m	£18.3m	+3%
Adjusted operating profit margin %	27%	29%	-2%

The Birmingham pop-up training centre has continued to be successful due to the strong local graduate market

Back to Business headcount increased 38%

Diversified client base with 16 new clients secured in the period

Growing presence in energy and resources and increased demand from insurance

North America	2019	2018*	
Revenue	£46.7m	£38.4m	+22%
Mountie revenue	£46.5m	£38.1m	+22%
Mounties on client sites	1,205	1,033	+17%
Adjusted operating profit	£7.7m	£6.6m	+17%
Adjusted operating profit margin %	16%	17%	-1%

Recruitment hub established in Charlotte to recruit graduates across the USA

Pop-up training centres have run throughout the period in Austin and Charlotte

Consultants placed at 7 new clients

EMEA	2019	2018*	
Revenue	£7.6m	£6.6m	+15%
Mountie revenue	£7.6m	£6.6m	+15%
Mounties on client sites	190	167	+14%
Adjusted operating profit	£1.0m	£0.5m	+100%
Adjusted operating profit margin %	13%	8%	+5%

Demand in Luxembourg has continued into 2019

A growing presence has been established in the Netherlands

Pop-up training centres operated in Johannesburg and Rotterdam

APAC	2019	2018*	
Revenue	£10.4m	£8.6m	+21%
Mountie revenue	£10.2m	£8.5m	+20%
Mounties on client sites	436	369	+18%
Adjusted operating loss	-£0.5m	-£0.1m	-400%
Adjusted operating loss margin %	-5%	-1%	-4%

New permanent Australian Academy opened in February

Pop-up training centre operated in Beijing throughout the period

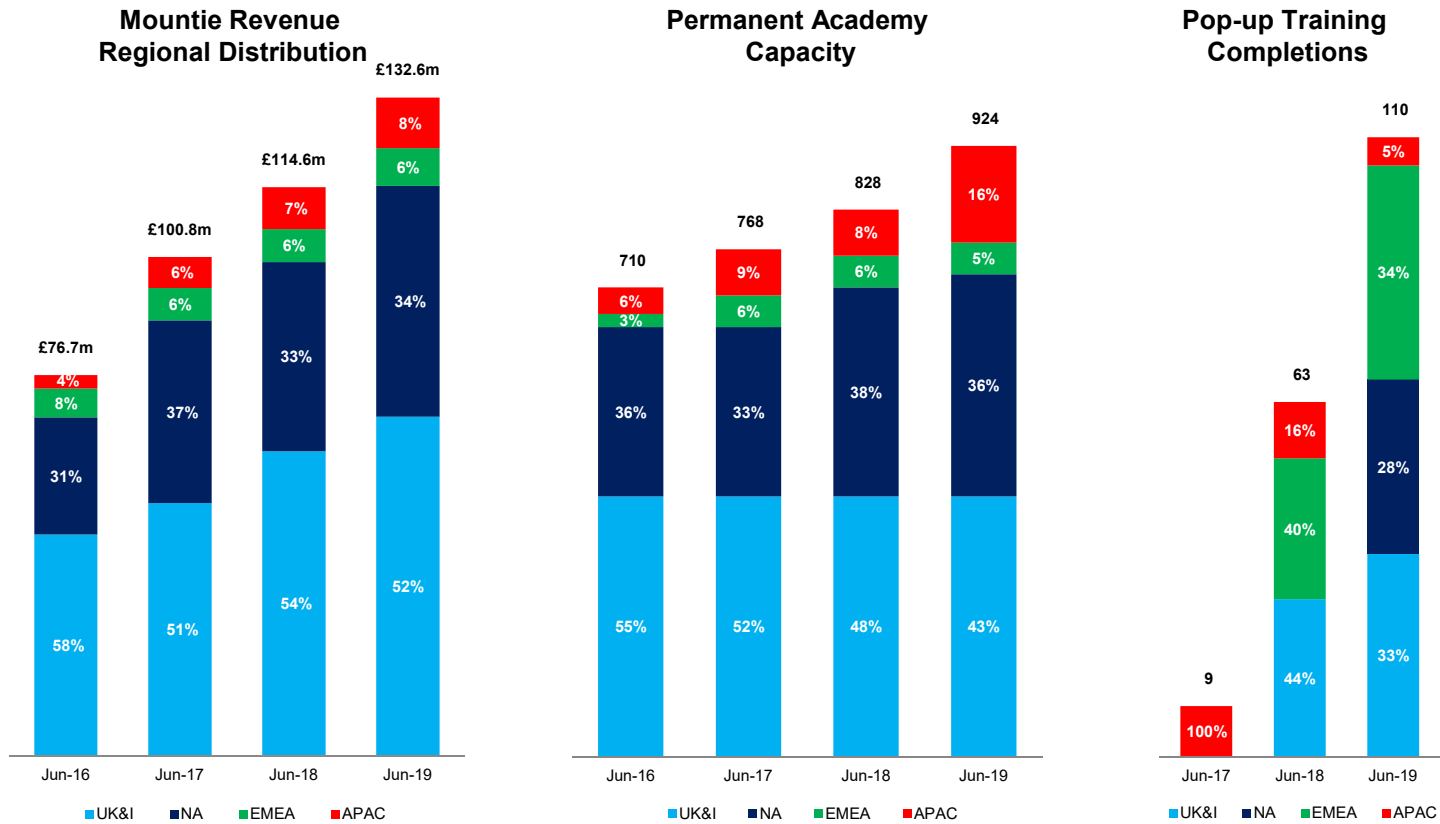
Singapore Sales team strengthened with experienced staff from within the Group

Strong headcount growth (71%) and new client wins in Australia so far this year

*2018 figures restated for IFRS 16

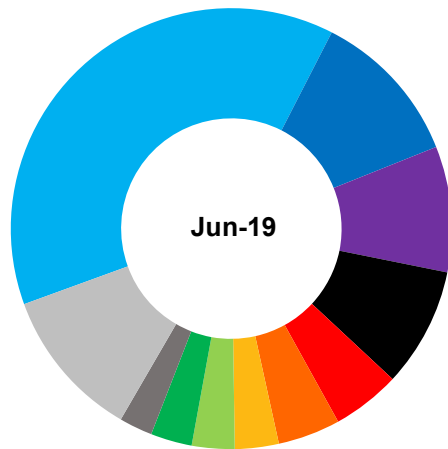
Regional Distribution

In addition to increasing our training capacity by 12%, we trained 110 Mounties in pop-up Academies



Mountie Headcount

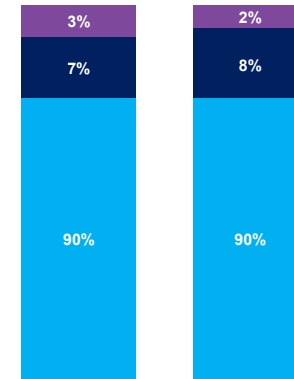
Sector mix has remained relatively constant but with important new client wins and growth in targeted verticals



Industries	2019	2018
Banking - Investment	37%	38%
Financial Services	12%	11%
Government	8%	9%
Banking - Retail	7%	9%
Banking - Corporate	7%	5%
Insurance	7%	5%
Energy & Resources	4%	3%
Media & Entertainment	3%	3%
Consulting	3%	3%
Technology	2%	2%
Other	10%	12%

Other includes:

- General banking – shared service centre
- Technology – financial services
- Software houses
- Gambling & Betting activities
- Retail
- Systems Integration
- Banking - Building Society
- Travel and Tourism
- Logistics and Distribution



2019 **2018**

- Getting Back to Business
- Ex-Forces
- Graduates



Ex-Forces

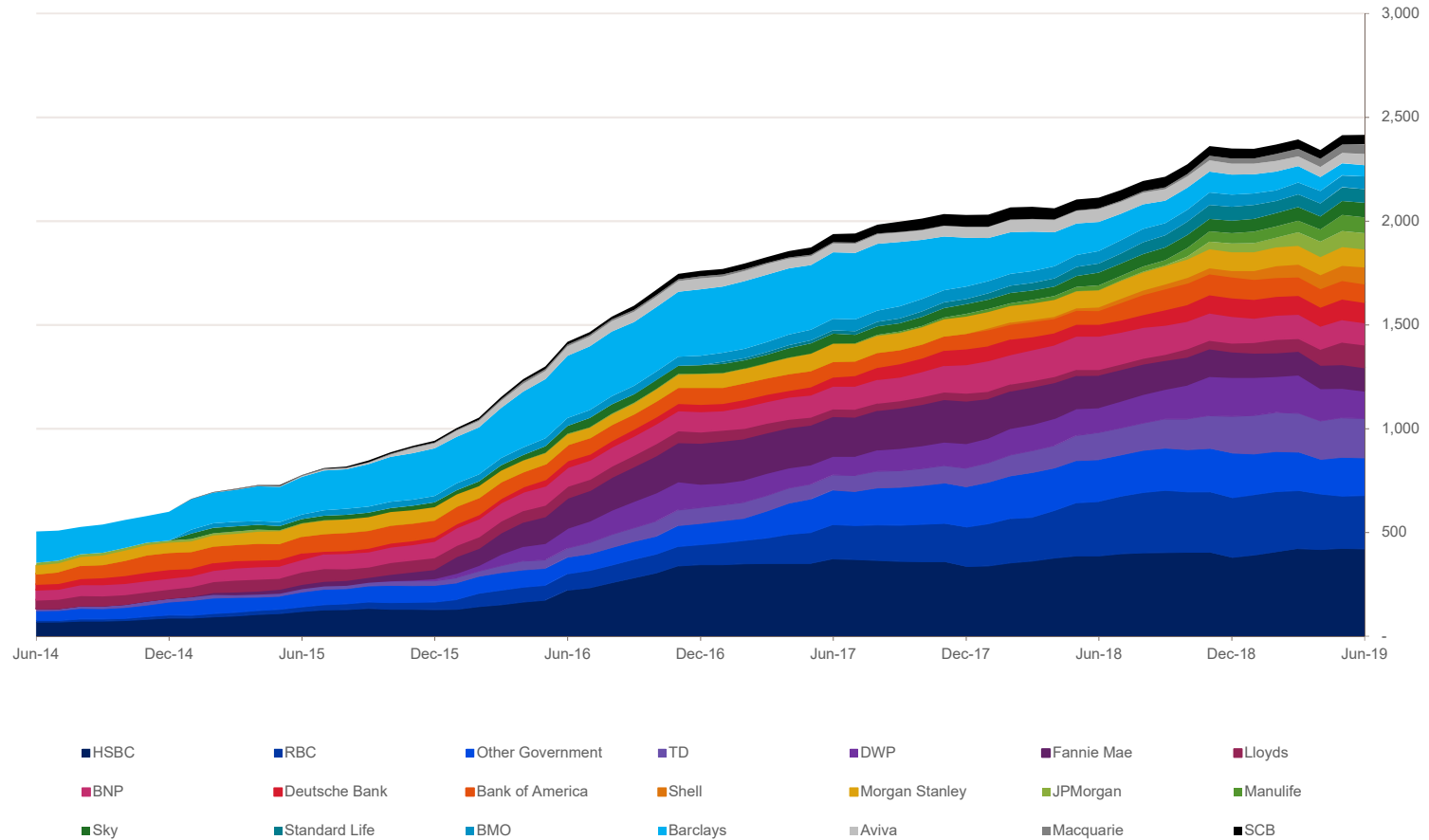
2019	2018
276	286



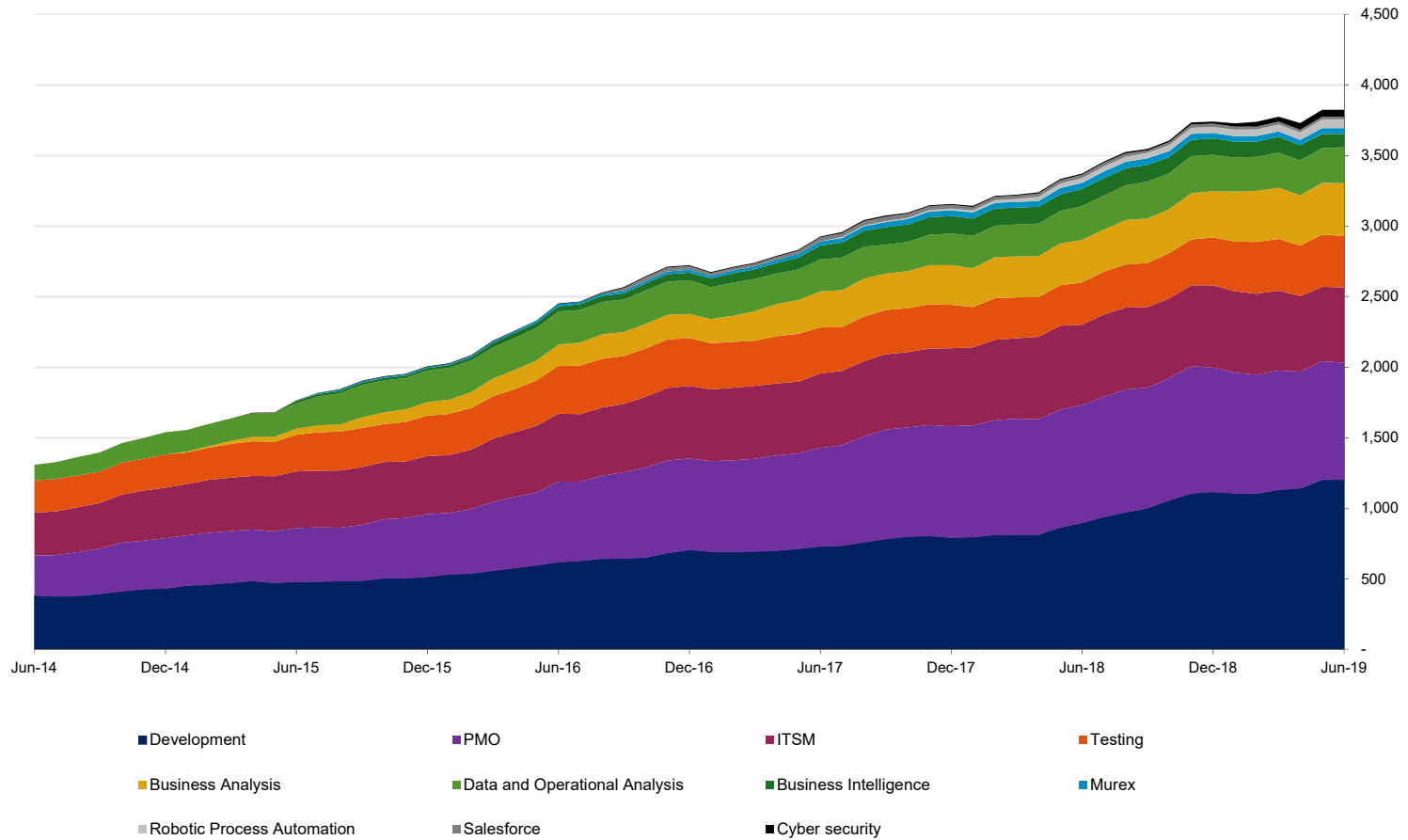
Getting Back to Business

2019	2018
95	72

Top Clients by Headcount



Service Divisions by Headcount



CSR & Inclusivity

At FDM, diversity and inclusion starts at the top. It is ingrained into the FDM culture and championed by the leadership team

Nationalities



80+

nationalities working together as a team at FDM

Gender



~50%

of the FDM Management Team are female

Ethnicity



38%*

are from a BAME** background

Disability



3%

of FDM UK graduate consultants consider themselves to have a disability

Median Pay Gap



-1.7%

UK business reported a 0.0% median gender pay gap for 2017 and 2018

Social Mobility



44%*

were the first in their family to go to university



89%*

attended a state school

Ex-Forces



630+

former service men and women have been placed through the programme since its inception

Returners to Work



140+

careers restarted through the FDM Getting Back to Business Programme since inception

* of our UK graduate consultant intake respondents 2018
** Black, Asian or Minority Ethnic

Recognition 2019



Female Grad Tech Employer of the Year



Megabyte50 Quoted25 Companies



Agents of Change PowerList
CEO Rod Flavell



Best Contribution to Student Career Development



The JobCrowd's Top 100 Companies For Graduates To Work For



Best for Vets Employer



MINT Minded Company



Top 100 Most Popular Graduate Employers

Summary

Financial

Mountie revenue
up

16%

Adjusted operating
profit up

7%

Basic Earnings
Per Share up

8%

Healthy balance sheet
with cash balance of

£28.7m

Operational

Group Mountie headcount
increased

13%

Permanent training
capacity increased

12%

Back to Business headcount
increased

32%

Pop-up training
completions increased

75%

Forward-looking statements

These slides contain statements which constitute “forward-looking statements”. Although the Group believes that the expectations reflected in these forward-looking statements are reasonable, it can give no assurance that these expectations will prove to be correct. Because these statements involve risks and uncertainties, actual results may differ materially from those expressed or implied by these forward-looking statements.

Income Statement

for the six months ended 30 June 2019

	Six months to 30 June 2019 (Unaudited) £'000	Six months to 30 June 2018 Restated (Unaudited) £'000
Revenue	134,396	117,827
Cost of sales	(69,314)	(60,095)
Gross profit	65,082	57,732
Administrative expenses	(39,846)	(34,538)
Operating profit	25,236	23,194
Finance income	97	63
Finance expense	(433)	(407)
Net finance expense	(336)	(344)
Profit before income tax	24,900	22,850
Taxation	(5,784)	(5,329)
Profit for the period	19,116	17,521

Statement of Financial Position

as at 30 June 2019

	30 June 2019 (Unaudited) £000	30 June 2018 Restated (Unaudited) £000
Non-current assets		
Right-of-use assets	18,920	15,601
Property, plant and equipment	7,360	5,261
Intangible assets	19,732	19,322
Deferred income tax assets	1,988	3,409
	<hr/> 48,000	<hr/> 43,593
Current assets		
Trade and other receivables	45,577	38,791
Cash and cash equivalents	28,659	29,758
	<hr/> 74,236	<hr/> 68,549
Total assets	<hr/> 122,236	<hr/> 112,142
Current liabilities		
Trade and other payables	23,214	24,327
Lease liabilities	5,474	4,571
Current income tax liabilities	3,707	3,528
	<hr/> 32,395	<hr/> 32,426
Non-current liabilities		
Lease liabilities	19,290	15,435
	<hr/> 19,290	<hr/> 15,435
Total liabilities	<hr/> 51,685	<hr/> 47,861
Net assets	<hr/> 70,551	<hr/> 64,281

Statement of Cash Flows

for the six months ended 30 June 2019

	Six months to 30 June 2019 (Unaudited) £'000	Six months to 30 June 2018 Restated (Unaudited) £'000
Cash flows generated from operations	21,337	19,520
Interest received	94	63
Income tax paid	(4,290)	(5,464)
Net cash flow from operating activities	17,141	14,119
Cash flows from investing activities		
Acquisition of property, plant and equipment	(2,140)	(913)
Acquisition of intangibles assets	(5)	-
Net cash used in investing activities	(2,145)	(913)
Cash flows from financing activities		
Proceeds from issuance of ordinary shares	9	7
Principal elements of lease payments	(2,089)	(1,615)
Interest elements of lease payments	(405)	(339)
Lease incentives received	1,933	-
Payment for shares bought back	(2,844)	(3,409)
Finance costs paid	(25)	(60)
Dividends paid	(16,783)	(15,086)
Net cash used in financing activities	(20,204)	(20,502)
Exchange (losses)/ gains on cash and cash equivalents	(40)	208
Net decrease in cash and cash equivalents	(5,248)	(7,088)
Cash and cash equivalents at beginning of period	33,907	36,846
Cash and cash equivalents at end of period	28,659	29,758