



FDM Group (Holdings) plc

Results for the six months ended 30 June 2018

Rod Flavell - CEO

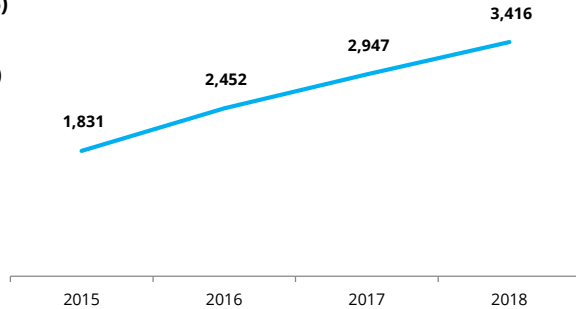
Mike McLaren - CFO

Operational highlights for the six months ended 30 June 2018

Mounties on Client Site (at week 26)

+16%

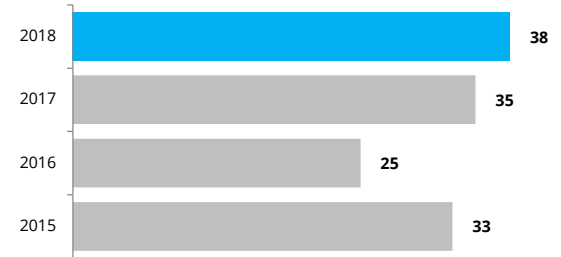
+23%
(CAGR)



New Clients

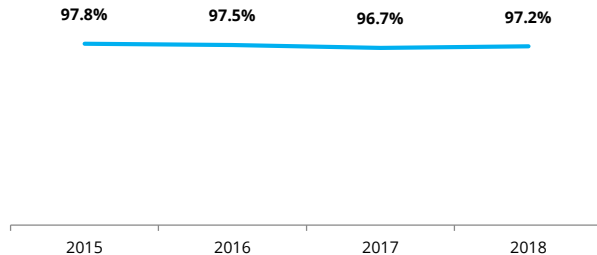
+9%

+5%
(CAGR)



Utilisation

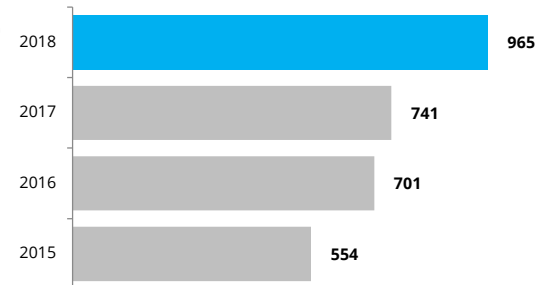
+0.5ppts.



Training Completions

+30%

+20%
(CAGR)

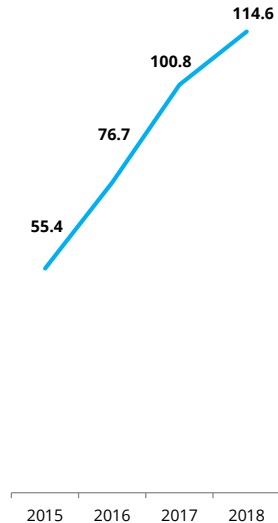


Financial highlights for the six months ended 30 June 2018

Mountie Revenue (£m)

+14%

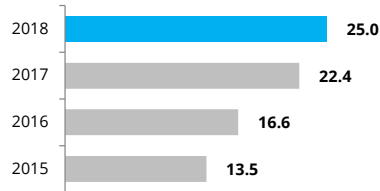
+27%
(CAGR)



Adjusted Operating Profit (£m)

+12%

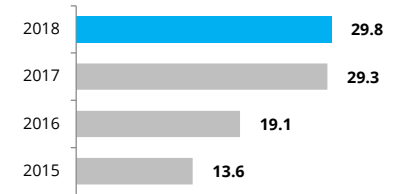
+23%
(CAGR)



Closing Cash (£m)

+2%

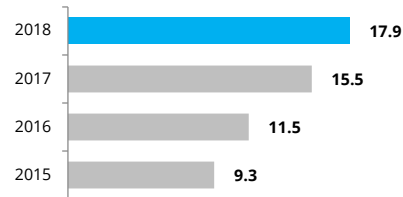
+30%
(CAGR)



Adjusted Basic Earnings per Share (£p)

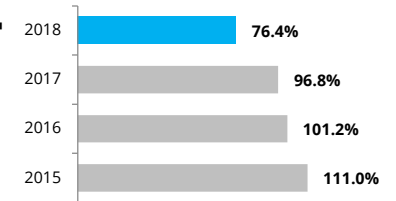
+15%

+24%
(CAGR)



Cash Conversion

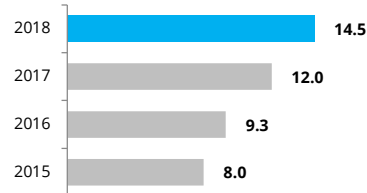
-20.4
pp.



Dividend per Share (£p)

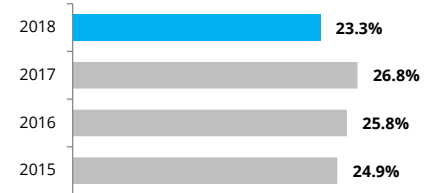
+21%

+22%
(CAGR)



Effective Tax Rate

-3.5
pp.



Geographic Review

UK & Ireland	2018	2017	
Revenue	£64.1m	£66.3m	-3%
Mountie revenue	£61.4m	£51.0m	+20%
Mounties on client sites	1,847	1,641	+13%
Adjusted operating profit	£18.2m	£14.7m	+24%
Adjusted operating profit margin %	28%	22%	+6%

Pop-up Academies in Birmingham and Cardiff

Getting Back to Business has more than doubled in size and rolled out in Glasgow and Leeds

Adjusted operating profit margin increase reflects lower level of contractor business

North America	2018	2017	
Revenue	£38.4m	£37.7m	+2%
Mountie revenue	£38.1m	£36.9m	+3%
Mounties on client sites	1,033	892	+16%
Adjusted operating profit	£6.5m	£7.6m	-14%
Adjusted operating profit margin %	17%	20%	-3%

Toronto Academy nearly doubled in size

Pop-up Academies in St. Louis, Austin, Toronto and Montreal

Mounties on site surpasses 1,000

EMEA	2018	2017	
Revenue	£6.6m	£6.5m	+2%
Mountie revenue	£6.6m	£6.5m	+2%
Mounties on client sites	167	143	+17%
Adjusted operating profit	£0.5m	£0.3m	+52%
Adjusted operating profit margin %	7%	5%	+2%

Academy investments in 2017 driving profit growth

Growing presence in Austria and Luxembourg

Pop-up Academy in Cape Town

APAC	2018	2017	
Revenue	£8.6m	£6.5m	+32%
Mountie revenue	£8.5m	£6.4m	+32%
Mounties on client sites	369	271	+36%
Adjusted operating loss	-£0.1m	-£0.3m	+56%
Adjusted operating loss margin %	-2%	-5%	+3%

Pop-up Academies in Sydney and Shanghai

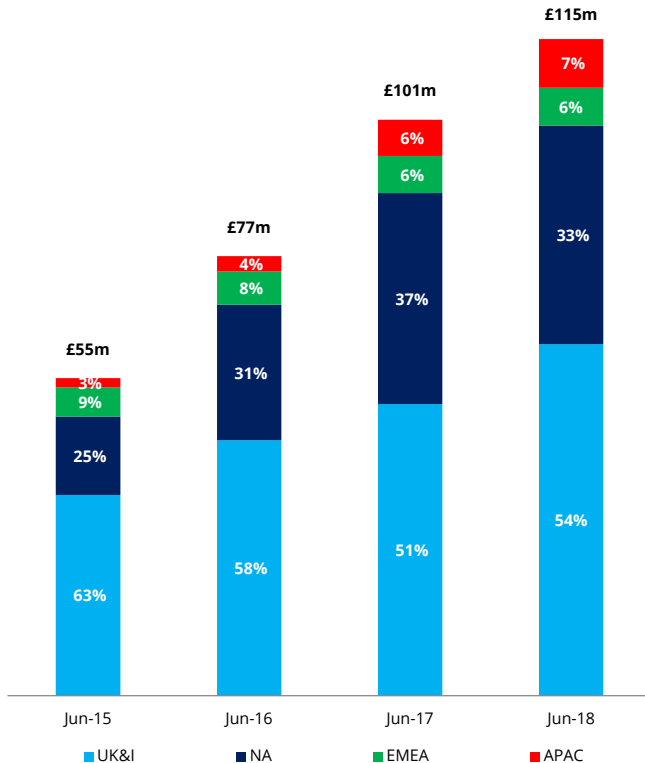
Australia headcount has doubled since the end of 2017

APAC Mounties on site up 21% from the end of 2017

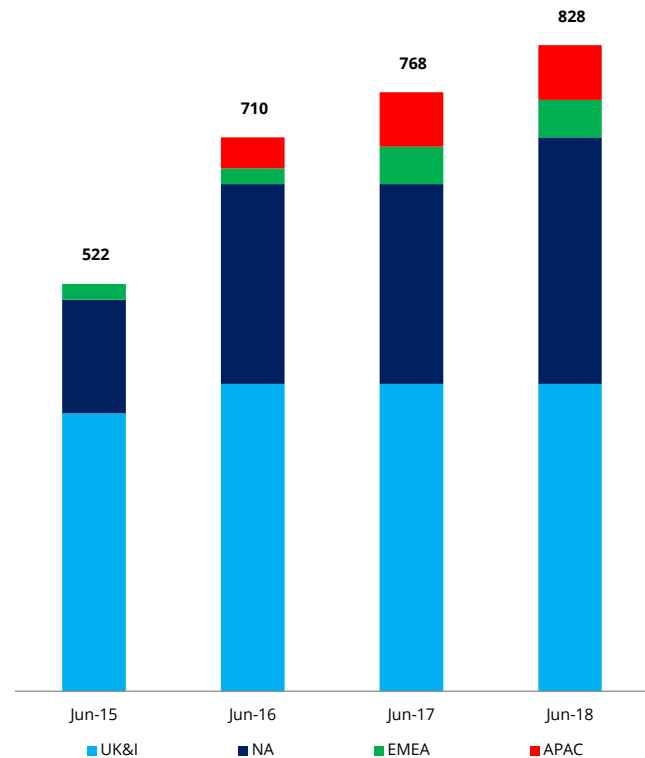
Regional Distribution

In addition to increasing our training capacity by 8%, we have expanded our geographical footprint through pop-up training Academies

Mountie Revenue Regional Distribution

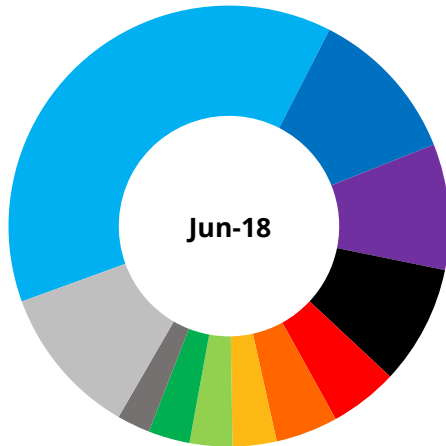


Permanent Academy Capacity



Mountie Headcount

More than doubling of Getting Back to Business headcount and Ex-Forces growth over 20%



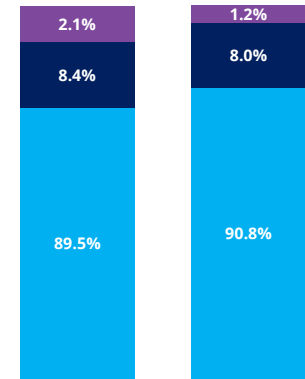
Industries

- Banking - Investment
- Financial Services
- Government
- Banking - Retail
- Banking - Corporate
- Insurance
- Energy & Resources
- Media & Entertainment
- Consulting
- Technology
- Other

	2018	2017
Banking - Investment	38%	37%
Financial Services	11%	13%
Government	9%	9%
Banking - Retail	9%	11%
Banking - Corporate	5%	4%
Insurance	5%	3%
Energy & Resources	3%	3%
Media & Entertainment	3%	3%
Consulting	3%	3%
Technology	2%	3%
Other	12%	11%

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



2018 **2017**

- Getting Back to Business
- Ex-Forces
- Graduates



Ex-Forces

2018	2017
286	235

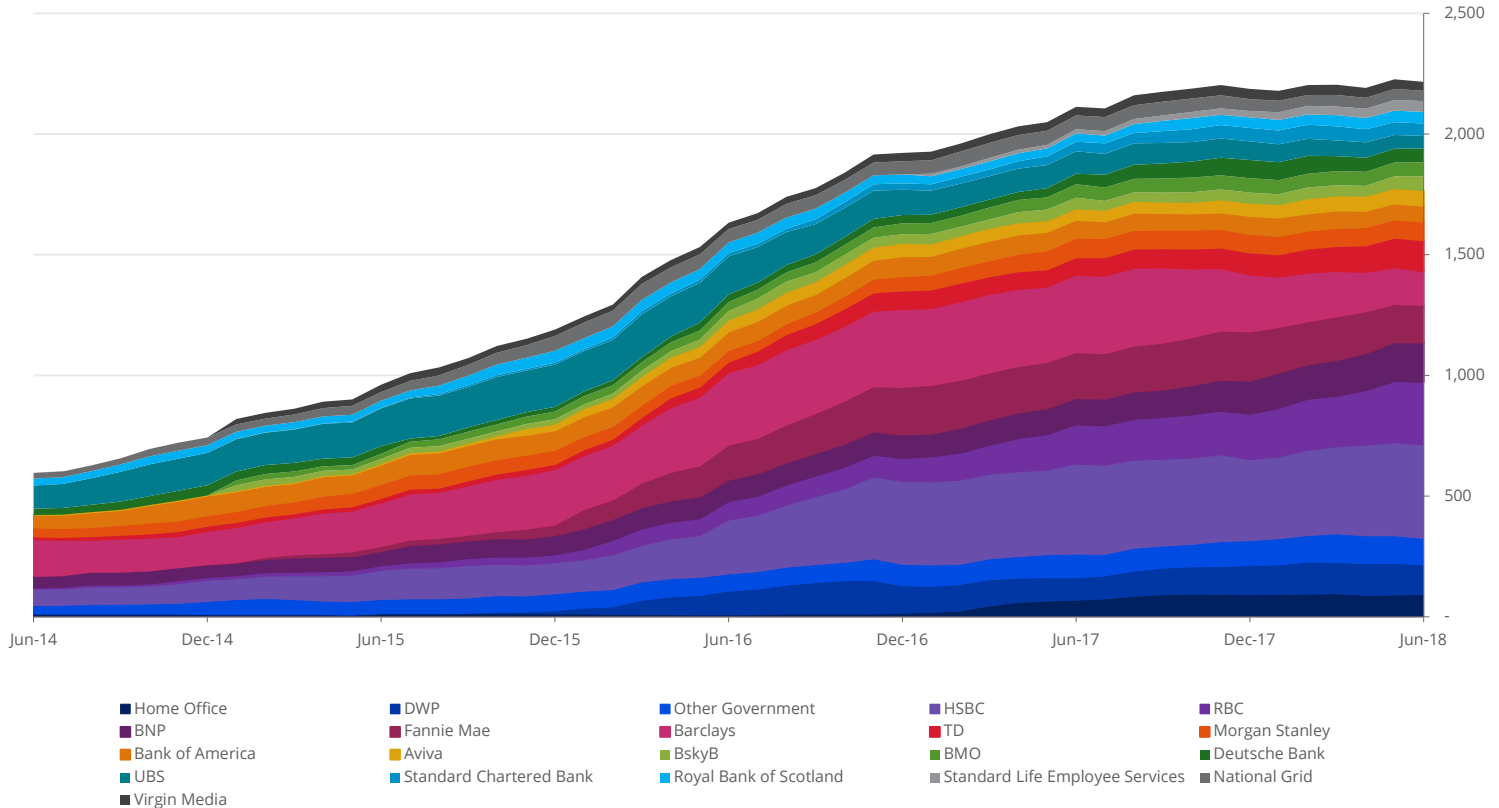


Getting Back to Business

2018	2017
72	34

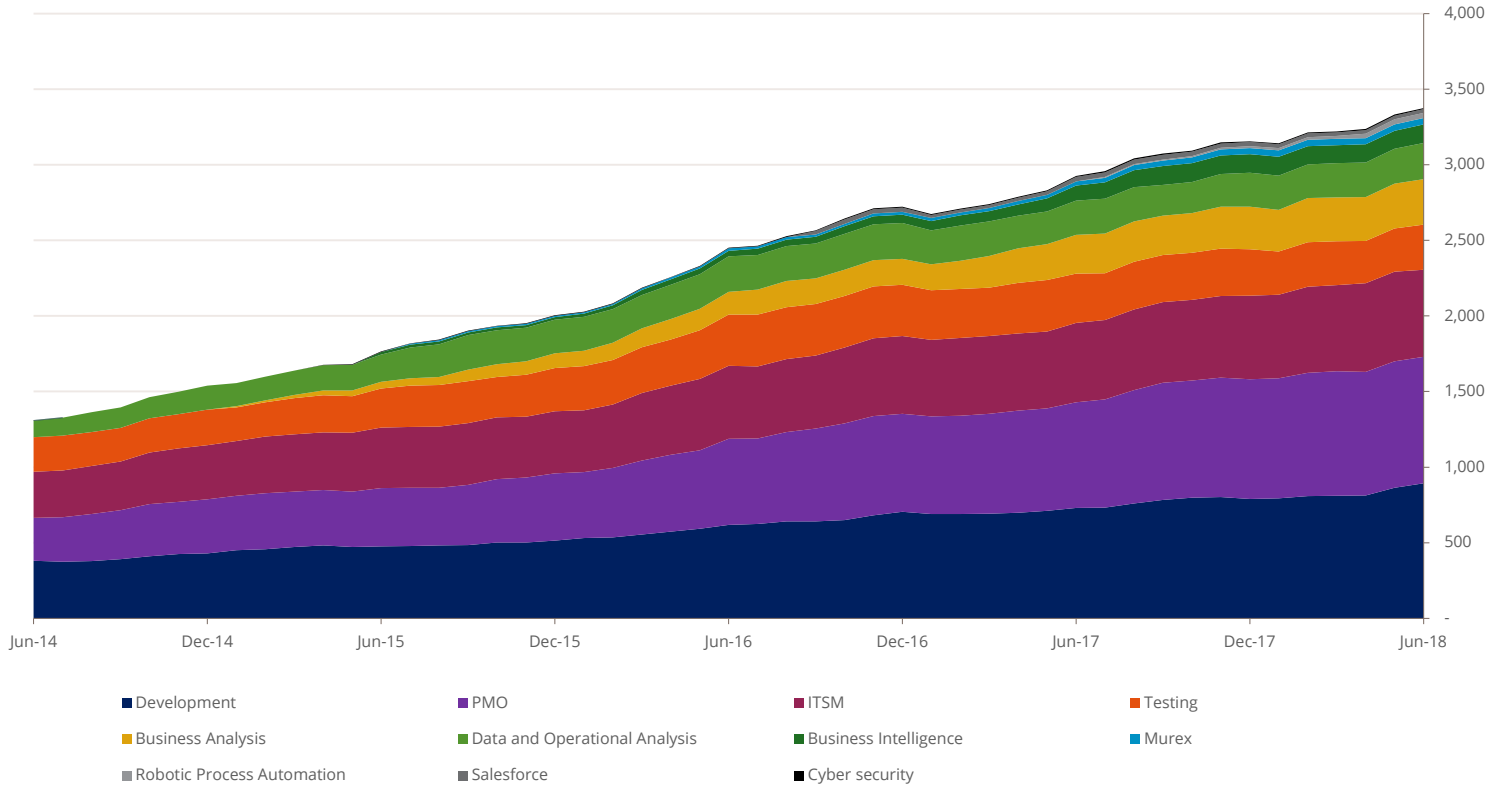
Top Clients by Headcount

Continued headcount growth at government clients which has increased by 25%



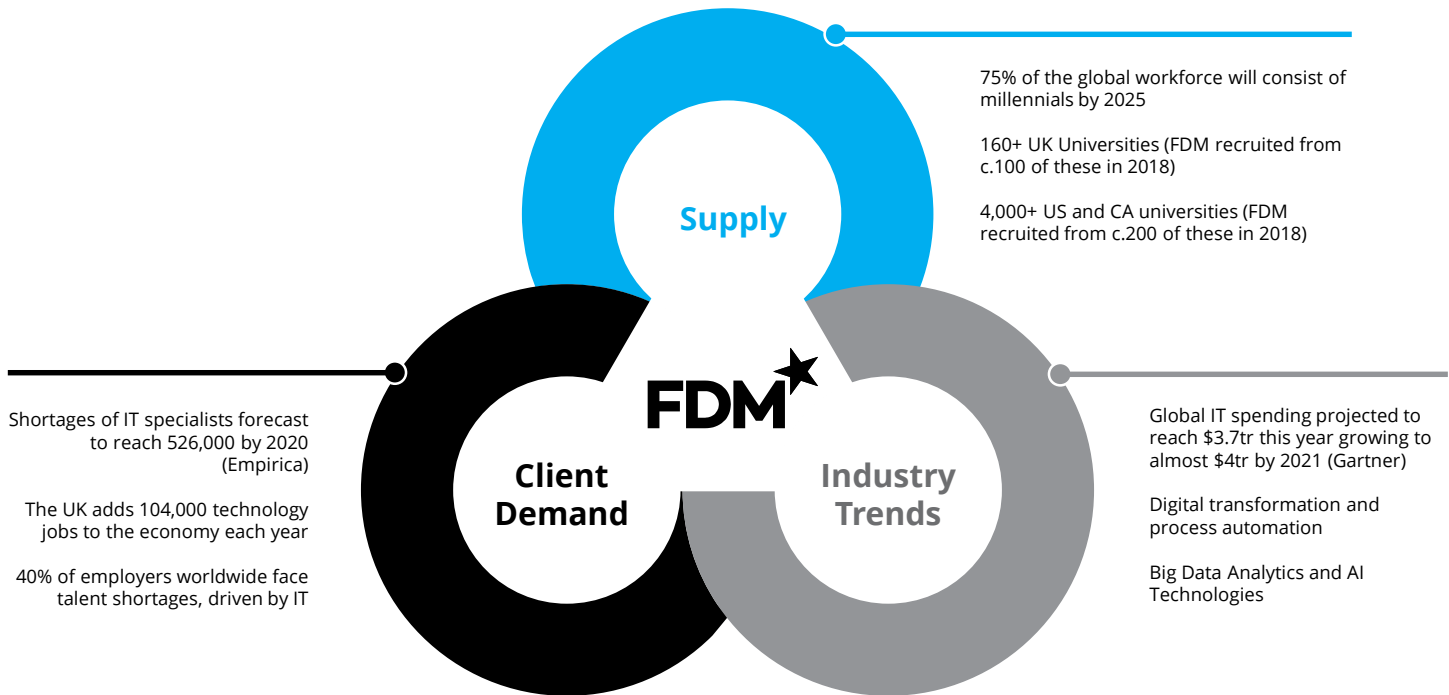
Service Divisions by Headcount

Sustained growth across our existing service divisions and RPA established as a new service offering



The Market

FDM is a market leader and our robust business model places us well to fulfil growing market demand for tech talent across the globe



Our Inclusive Strategy

FDM's inclusive recruitment process enables us to attract a wide pool of talent



We are degree agnostic



We provide unconscious bias training for interviewing



We use strengths-based questions during interviews



The Mentoring Programme supports our people across the FDM global community



We celebrate our people's achievements through industry awards as well as internal recognition



We advise government committees on issues around the digital skills gap and diversity



We sponsor events such as the TeenTech Awards to encourage teenagers to learn about programming



We highlight female role models at the FDM everywoman in Tech Awards

CSR & Inclusivity

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

Nationalities



75+

nationalities working together as a team at FDM

Gender



~50%

of the FDM Management Team are female

Ethnicity



46%*

were from a BAME** background

Median Pay Gap



0.0%

UK business reported a 0.0% median gender pay gap for two consecutive years

Social Mobility



38%*

were the first in their family to go to university



91%*

attended a state school

Ex-Forces



520+

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

Returners to Work



90+

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

* FDM UK graduate intake in 2018, who completed an equal opportunities form

** Black, Asian or Minority Ethnic

Recognition 2018



UK Stock Market Awards –
Growth Company of the Year

megabyte



Megabyte Quoted25 – Best
Performing Company, Consulting
and Systems Integration



Employer of the Year and
Woman of the Year
(FDM COO)



Top 1000 Companies
Worldwide for Millennial
Women



A Military Times Best for
Vets Employer



The Guardian UK 300
Most Popular Graduate
Employers



Management Today Agents
of Change Power List
(FDM CEO)



Target Jobs Awards – AGCAS Award
For Excellence in Careers and
Employability Service Engagement



National Undergraduate Employability
Awards Best Collaboration between a
University and Employer



MINT Minded Company
and Fair Company

Summary

Financial

Mountie revenue
up 14%

Adjusted operating
profit up 12%

Adjusted basic
EPS up 15%

Healthy balance
sheet with £29.8m
cash balance
(2017: £29.3m)

2018 Interim dividend
14.5p declared

Operational

Group Mountie
headcount
increased 16%

Strong client
acquisition across the
Group with 38 new
clients secured, 66% of
these came from
outside of banking or
financial sectors

Geographical
expansion with a
number pop-up
Academies in
Birmingham, Cardiff,
Austin, St Louis,
Montreal, Toronto,
Sydney, Madrid, Cape
Town and Shanghai

Training capacity
increased 8%
year on year

Ex-Forces and Getting
Back to Business
programmes showing
encouraging growth
with the latter doubling
its headcount since
June 17

Forward-looking statements

The 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 2018

	Six months to 30 June 2018 (Unaudited) £'000	Six months to 30 June 2017 (Unaudited) £'000
Revenue	117,827	117,098
Cost of sales	(60,095)	(66,367)
Gross profit	57,732	50,731
Administrative expenses	(34,757)	(30,048)
Operating profit	22,975	20,683
Finance income	63	12
Finance expense	(60)	(64)
Net finance income/ (expense)	3	(52)
Profit before income tax	22,978	20,631
Taxation	(5,354)	(5,529)
Profit for the period	17,624	15,102

Statement of Financial Position

as at 30 June 2018

	30 June 2018 (Unaudited) £000	30 June 2017 (Unaudited) £000
Non-current assets		
Property, plant and equipment	5,271	5,271
Intangible assets	19,322	19,320
Deferred income tax assets	2,991	1,486
	<hr/> 27,574	<hr/> 26,077
Current assets		
Trade and other receivables	39,344	36,383
Cash and cash equivalents	29,758	29,311
	<hr/> 69,102	<hr/> 65,694
Total assets	<hr/> 96,676	<hr/> 91,771
Current liabilities		
Trade and other payables	27,413	29,115
Current income tax liabilities	3,528	3,737
	<hr/> 30,941	<hr/> 32,852
Total liabilities	<hr/> 30,941	<hr/> 32,852
Net assets	<hr/> 65,735	<hr/> 58,919

Statement of Cash Flows

for the six months ended 30 June 2018

	Six months to 30 June 2018 (Unaudited) £'000	Six months to 30 June 2017 (Unaudited) £'000
Cash flows generated from operations	17,566	19,962
Interest received	63	12
Income tax paid	(5,464)	(6,300)
Net cash flow from operating activities	12,165	13,674
Cash flows from investing activities		
Acquisition of property, plant and equipment	(913)	(780)
Acquisition of intangibles assets	-	(14)
Net cash used in investing activities	(913)	(794)
Cash flows from financing activities		
Proceeds from issuance of ordinary shares	7	-
Payment for shares bought back	(3,409)	-
Finance costs paid	(60)	(57)
Dividends paid	(15,086)	(11,074)
Net cash used in financing activities	(18,548)	(11,131)
Exchange gains/ (losses) on cash and cash equivalents	208	(282)
Net (decrease)/ increase in cash and cash equivalents	(7,088)	1,467
Cash and cash equivalents at beginning of period	36,846	27,844
Cash and cash equivalents at end of period	29,758	29,311