

INTERIM RESULTS

2021/22

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SAFE HARBOUR STATEMENT.

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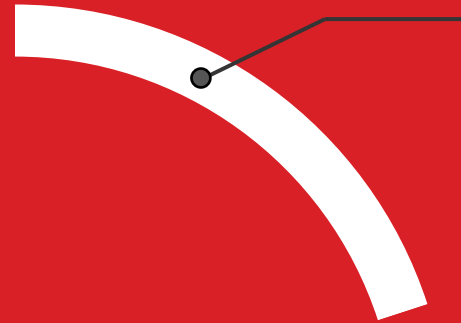
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AGENDA.

- 1 HEADLINES**
Mark Milner
- 2 FINANCIALS**
Guy Millward
- 3 OPERATIONAL REVIEW AND OUTLOOK**
Mark Milner
- 4 Q&A**



HEADLINES



HEADLINES.

- Organic¹ revenue growth 12%, total revenue up 7% at £58.9m
- Adjusted² PBT up 35% to £9.5m, adjusted basic EPS up 34% to 8.6p
- Net cash³ £11.0m at 31 Dec 21 (Jun 21: net debt £17.2m)
- Interim dividend increased 14% to 2.4p
- Strategic sale of AMT for £23.4m
- Significant progress made in establishing single technology platforms for each division
- Increasingly strong outlook

¹ Organic – eliminating the effects of exchange rate fluctuations and the impact of acquisitions and disposals

² Adjusted results exclude adjusting items, impairment, other income, amortisation of intangible assets (excluding computer software)

³ Excluding lease liabilities



FINANCIALS

REVENUE ANALYSIS.

REVENUE	6 MTHS TO 31 DEC 21 £M	6 MTHS TO 31 DEC 20 £M	ABSOLUTE VARIANCE	ORGANIC VARIANCE
Healthcare	15.9	13.9	14%	16%
Financial Services & other	10.5	10.3	1%	4%
Identity & Charities	2.4	2.4	3%	3%
Discontinued	0.3	1.2	(78%)	
INFORMATION & DATA	29.1	27.8	5%	10%
Global	11.4	11.2	2%	3%
UK & Ireland	11.7	9.9	17%	18%
North America	2.6	1.5	74%	81%
Discontinued	4.1	4.7	(11%)	
TRAINING & EDUCATION	29.8	27.3	10%	15%
GROUP REVENUE	58.9	55.1	7%	12%

- Organic revenue growth achieved in all businesses we still own
- Growth excluding events up 6%
- Return to F2F events boosted performance in Healthcare and North America
- Continued strong demand for virtual training solutions
- Group revenues now ahead of pre-Covid H1 FY20 and H1 FY19

GROUP INCOME STATEMENT.

	6 MTHS TO 31 DEC 21 £M	6 MTHS TO 31 DEC 20 £M	VARIANCE £M	ABSOLUTE VARIANCE	ORGANIC VARIANCE
REVENUE	58.9	55.1	3.8	7%	12%
OPERATING PROFIT	12.7	10.3	2.4	23%	30%
Information & Data	5.6	4.4	1.2	28%	32%
Training & Education	7.1	5.9	1.2	20%	27%
Central overheads	(2.2)	(2.0)	(0.2)		
Share based payments	(0.5)	(0.5)	-		
ADJUSTED EBITA	10.0	7.8	2.2	29%	
Net finance costs	(0.5)	(0.8)	0.3		
ADJUSTED PROFIT BEFORE TAX	9.5	7.0	2.5	35%	
Adjusting items ¹	15.1	(1.5)	16.6		
STATUTORY PROFIT BEFORE TAX	24.6	5.5	19.1		
Taxation	(1.7)	(1.1)	(0.6)		
STATUTORY PROFIT AFTER TAX	22.9	4.4	18.5	418%	
UNDERLYING TAX RATE	20%	20%			
ADJUSTED BASIC EPS	8.60p	6.44p	2.16p	34%	
DIVIDEND PER SHARE	2.40p	2.10p		14%	

- Adjusted PBT margin up at 16% (2020: 13%) despite cost increase of return to F2F
- £16.1m gain on sale of AMT business, in addition to gain on disposal of buildings related to office consolidation activities
- Finance costs savings reflect improved net debt position throughout H1 vs 2020
- Interim dividend up 14%, cover maintained

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GROUP CASH FLOW.

	6 MTHS TO 31 DEC 21 £M	6 MTHS TO 31 DEC 20 £M	VARIANCE £M
ADJUSTED EBITDA	12.0	10.6	1.4
SBP	0.5	0.5	-
Movement in working capital	(1.1)	(1.9)	0.8
CASH INFLOW FROM OPERATIONS	11.4	9.2	2.2
Interest paid	(0.3)	(0.8)	0.5
Tax paid	(1.8)	(1.2)	(0.6)
Payment of lease liabilities	(1.1)	(1.3)	0.2
Net capital expenditure	2.1	(1.8)	3.9
FREE CASH FLOW BEFORE DIVIDENDS	10.3	4.1	6.2
Equity dividends	(3.4)	-	(3.4)
Purchase of shares by ESOT	(0.4)	-	(0.4)
Disposal of subsidiary	21.9	0.4	21.5
Deferred consideration	0.1	-	0.1
Adjusting and other items	(0.1)	(0.8)	0.7
CHANGE IN NET DEBT	28.4	3.7	24.7
Brought forward net debt	(17.2)	(27.7)	10.5
FX	(0.2)	0.8	(1.0)
CARRIED FORWARD NET CASH/(DEBT) <i>pre lease liabilities</i>	11.0	(23.2)	34.2
Lease liabilities	(10.0)	(11.8)	1.8
CARRIED FORWARD NET CASH/(DEBT)	1.0	(35.0)	36.0

- Improved revenue and profitability reflected in cash generated from operations
- Significant inflows resulting from disposal of AMT and office buildings
- Capex excluding sale proceeds of £1.3m
- Undrawn bank facility of £65m in place, continuing fees for non-utilisation
- Cash conversion at 113%

OPERATIONAL REVIEW AND OUTLOOK



OUR CORE PURPOSE.

“Helping our customers to do the right business in the right way”

- ✓ Clear focus on attractive and growing Governance, Risk and Compliance (GRC) markets
- ✓ Operating structure aligned to GRC market segments with strong growth drivers

Information & Data	Training & Education
\$1bn regulatory intelligence market	\$4bn compliance training market
<ul style="list-style-type: none">▪ Investment in our independent, authoritative, actionable intelligence, increases the value of our data to clients▪ Investment in customer-facing platforms, powerful technology, and APIs, increasingly embeds our data into our customers' regulatory compliance workflows	<ul style="list-style-type: none">▪ Our digital first approach to design and delivery, and our investment in user experience, personalisation and new learning formats, delivers intuitive and multi-format learning and education solutions
£29.1m H1 revenue	£29.8m H1 revenue

DELIVERING OUR STRATEGY.

Strong execution capabilities demonstrated through delivery of strategic objectives



Organic growth

Delivered across all continuing operations

Investment

Wilmington team; strong sales, product & marketing capabilities; ESG initiatives; development of single technology and data platforms

Portfolio management

Focused on strong and growing GRC markets; M&A ambitions supported by advantageous cash position

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SPOTLIGHT ON: INNOVATIVE TECHNOLOGY

Driving growth through single technology platforms



- Underpinning **best in class** digital and data solutions
- **Investment** focus:
 - core platform development
 - tech/data talent
 - innovative product management
- **Single data and digital learning platforms** to be deployed to all businesses by December 2022

Training & Education division: **Digital Learning Platform**

Integrated cloud based technologies create a single solution that delivers a world class user experience (UX)

- ✓ Personalised ecosystems
- ✓ User-led programme management
- ✓ Multi-media formats
- ✓ Dynamic content library

Information & Data division: **Data Connect Platform**

A single solution data platform is under development deploying Snowflake® technology, delivering a world class data management platform

Data asset consolidation providing enhanced customer solutions:

- ✓ Deeper and broader data sets
- ✓ Intuitive data dashboard
- ✓ APIs as standard: integrating data to their business processes and workflows

RESPONSIBLE BUSINESS.

Echoing our commitment to customers

- ✓ Responsible business culture **underpinning strategic delivery**
- ✓ Enhanced portfolio of products helping customers deliver their own ESG priorities
- ✓ Fully embedded governance framework driving progress in each area

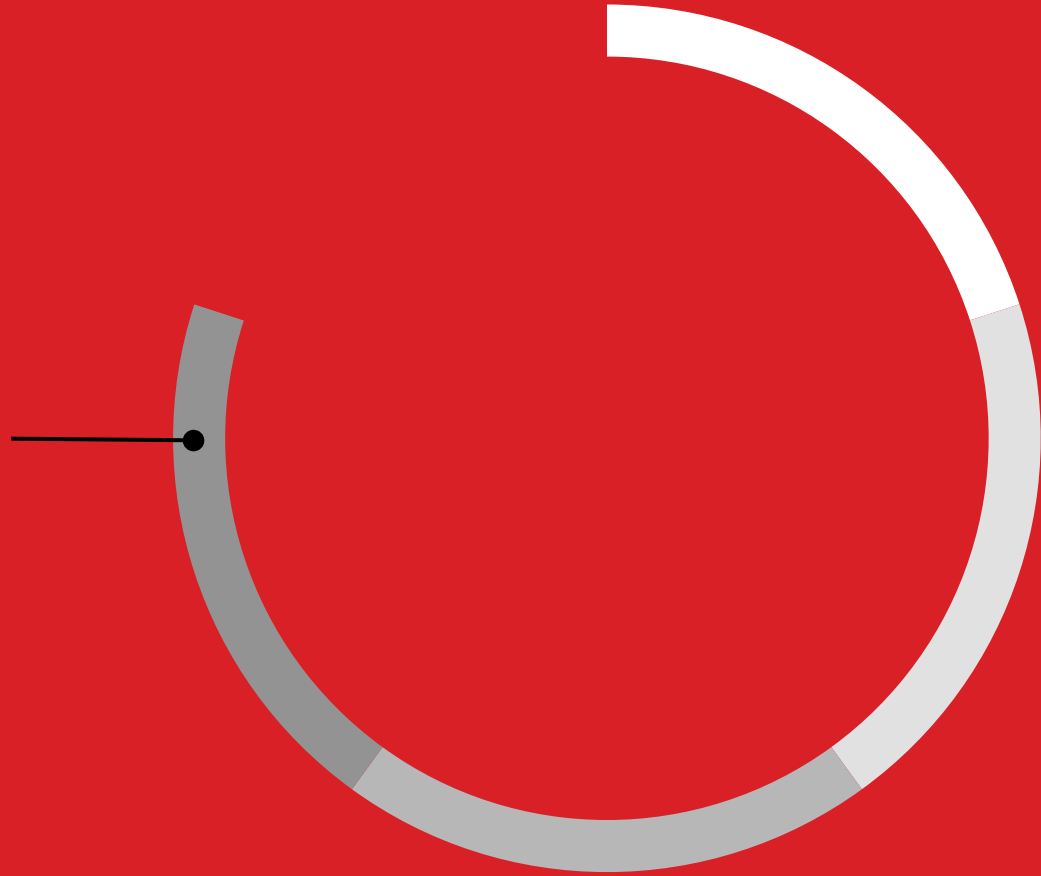
H1 action	H2 focus
<ul style="list-style-type: none"> ✓ 8-week digital accessibility campaign delivered; roadmap developed to embed WCAG 2.1 AA standards 	TCFD risks & opportunities analysis, and scenario planning exercise integrated with broader strategic planning process
<ul style="list-style-type: none"> ✓ Carbon neutrality achieved through high quality offsets 	Science-based target setting to quantify net zero ambition
<ul style="list-style-type: none"> ✓ 91% participation in annual employee engagement survey 	Focus on priority issues and data output of employee engagement survey in respect of D&I, Wellbeing and Learning & Development
<ul style="list-style-type: none"> ✓ Diversity & Inclusion strategy formalised 	



CURRENT TRADING AND OUTLOOK.

- Continued investment in factors driving organic growth
- Finalisation of net zero targets and TCFD strategic analysis
- Strong cash position supporting M&A ambitions
- Expectation of further profit improvement if F2F continues as planned
- If F2F delivery is disrupted, revenue and profit expectations remain higher than FY21

Q&A



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GLOSSARY.

Abbreviation	Definition
API	Application programming interface
D&I	Diversity and inclusion
EBITA / EBITDA	Earnings before interest, taxes and amortisation / Earnings before interest, taxes, depreciation and amortisation
ESG	Environmental, Social and Governance criteria
ESOT	Employee Share Ownership Trust
F2F	Face to face
GRC	Governance, Risk & Compliance
M&A	Mergers & Acquisitions
ROI	Return on investment
TCFD	Taskforce on Climate-Related Financial Disclosures
UX	User experience
WCAG	Web Content Accessibility Guidelines

THANK YOU



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