

FINAL RESULTS

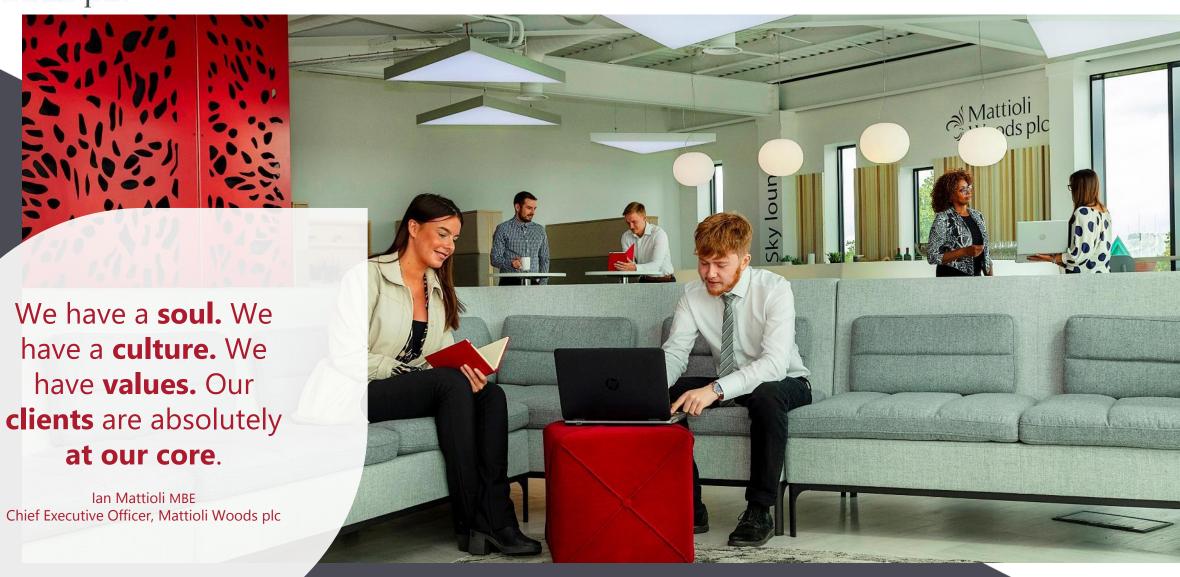
For the year ended 31 May 2021

Ian Mattioli MBE, Chief Executive Officer Ravi Tara, Chief Financial Officer Michael Wright, Group Managing Director Simon Gibson, Chief Investment Officer

September 2021







FINAL RESULTS | Agenda

- Highlights
- Strategy and vision
- Accelerating growth
- Enlarged group proforma financials
- Financial results
- Driving organic growth
- Asset Management
- Technology
- Simplifying administration
- Acquisition criteria
- Resilient and responsible
- Investment case

Creating and preserving wealth, our trusted advice gives clients the understanding to achieve their objectives

FINAL RESULTS | Highlights



Revenue

£62.6m



2020: £58.4m

Adjusted EBITDA4

£17.3m



(8.3%)

(11.2%)

2020: £18.9m

Adjusted PBT⁵

£14.2m

2020: £16.0m

Recurring revenue¹

92.7%



+0.6%

2020: 92.1%

Adjusted EBITDA margin

27.7%



2020: 32.3%

(4.6%)

2020: £0.6m

£1.1m

Adjusted EPS⁶

41.1p



(13.7%)

2020: 47.6p

Proposed total dividend

Resilient and stable

Share of Amati profit

throughout pandemic

21.0p



+80.3%

+5.0%

2020: 20.0p

Momentum of organic growth

- Primarily fee-based² revenues
- (2.9%) reduction in organic revenue³:
 - Offset by growth from acquisitions
 - Organic growth of +4.4% to 2H21
 - +7.5% organic growth in Q421
- Adjusted EBITDA stated post:
 - Normalisation of staff bonuses
 - Add back of acquisition-related costs inc. contingent consideration recognised as an expense
 - Expected fall in underlying margin vs prior
- Double digit growth in profit from associate

Annual pension consultancy and administration fees; ongoing adviser charges; level and renewal commissions; banking income; property, discretionary portfolio and other annual management charges adjusted for Private Investor Club initial fees.

Revenue split 54% (2020: 53%) fixed, initial or time-based fees and 46% (2020: 47%) ad valorem fees based on the value of assets under management, advice and administration. Organic revenue including growth in acquired businesses post acquisition.

Earnings before interest, taxation, depreciation, amortisation, acquisition-related costs, contingent consideration treated as an expense, including share of profit from associates (net of tax) and discretionary staff bonuses. Refer to slide 25 for reconciliation of statutory to adjusted

Profit before tax adding back amortisation and impairment of acquired intangibles, acquisition-related costs, contingent consideration treated as an expense, including share of profit from associates (net of tax) and discretionary staff bonuses.

Basic EPS 5.2p down (85.0%) (2020: 34.9p). Adjusted profit after tax is calculated as adjusted profit before tax less income tax at the standard rate of 19% (2020: 19%).

FINAL RESULTS | Highlights



Total client assets¹

£12.1bn

with £131m of benefits paid

2020: £9.3bn

2021

Additional £6.1m of revenue from recent acquisitions

Strong financial position

£21.9m cash

2020: £26.0m



Strategic

acquisition of 5 new businesses³

Jul 2020 - Apr 2021

Increased new client wins and enquiry conversion

+160.9%

Organic growth



DPM revenue²

2020: £16.3m

Jan 2021

May 2021

Investment and **=** partnership with Tiller Group

Completed largest

since IPO for £112m

equity fundraise

Driven by acquired and organic growth

- Increased new client wins
- Robust pipeline of new enquiries
- Continued focus on client service
- Record year of acquisitions
- Track record of integrating acquired businesses
- FY22 trading in line with management's expectations

Includes £1.20bn (2020: £515.8m) of funds under management by the Group's associate, Amati, excluding £94.8m (2020: £51.4m) of Mattioli Woods' client investment and £17.2m (2020: £11.5m) of cross-holdings between TB Amati Smaller Companies Fund and Amati AIM VCT plc.

Gross discretionary AuM of £4.05bn (2020: £2.55bn) includes £1,308.1m (2020: £581.4m) of funds under management by Amati, including Mattioli Woods' client investment and cross-holdings between TB Amati Smaller Companies Fund and Amati AIM VCT plc.

Hurley Partners Limited, BDO Northern Ireland EPUT business, Montagu Limited, Pole Arnold Financial Management and Caledonia Asset Management.

FINAL RESULTS | Strategy and vision

distribution

consultants



Adviser	Administrator	Platform	Investment manager	Product provider			
£11.1bn 35-85bps	£8.7bn 25-50bps	£6.7bn 0-20bps	£6.6bn 25-50bps	£10.3bn > 25-200bps			
Win new clients		898 new clients (2020	: 558), new enquiries +30	%			
Enhance investme	ent proposition	MAF, direct equity, pri capabilities	ivate equity and actively r	managed passive fund			
Develop digital p portal	latform and client	Consolidation of lega partnership with Tiller	cy, continued investment ·	in MWeb, strategic			
	Simplify administration processes and improve productivity Increased efficiency and +3% caseloads						
Accelerate growth acquisitions	Accelerate growth through strategic acquisitions £112m fundraise and completion of 5 transactions						
Extend distribution, growing team to 250+	Direct and intermediated	Direct and intermediated	Own distribution through our team of	Extending from direct to intermediated and			

distribution

139 consultants

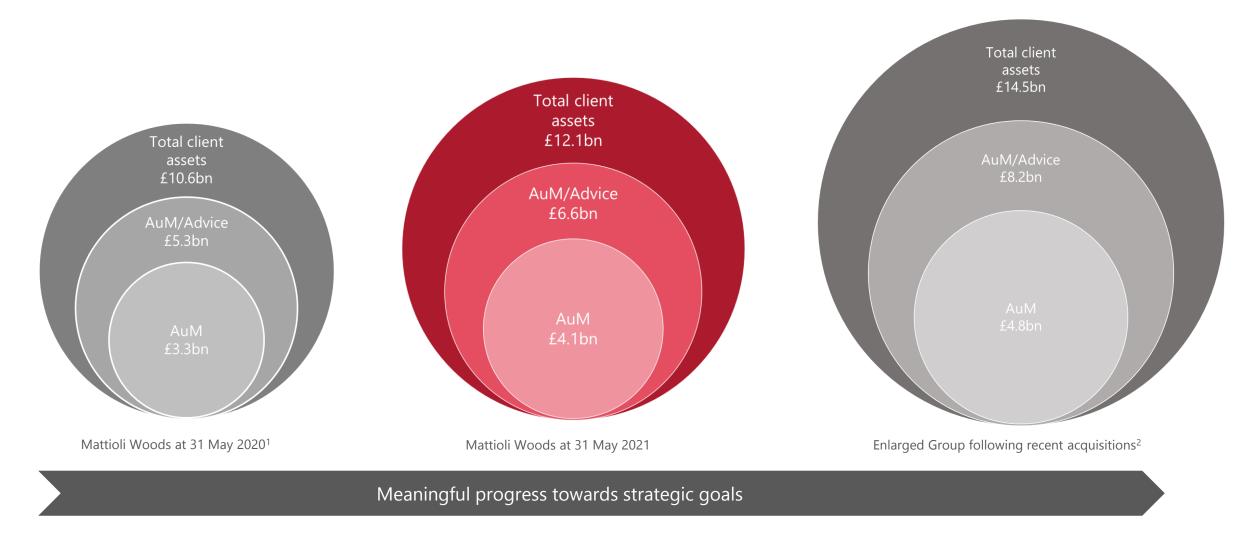
institutional clients

Strategic goals

- £300m Revenue
- £30bn AuM
- £100m Profit
- Sustainable shareholder returns
- Social responsibility
- Simple fee models and attractive client TERs
- Incentivise, reward and retain our key people

FINAL RESULTS | Accelerating growth





^{1.} Mattioli Woods at 31 May 2020 includes Hurley Partners.

^{2.} Proforma figures comprising Mattioli Woods at 31 May 2021 plus client assets of Maven Capital Partners UK, Ludlow Wealth Management and Richings Financial Management acquisitions.

FINAL RESULTS | Enlarged group proforma financials



2021 financial years ¹	Mattioli Woods £m	Annualisation of acquired revenue £m	Maven £m	Ludlow £m	Richings £m	Group Proforma £m	Proforma versus FY20	% of Strategic Goals
Revenue	62.6	5.5	18.7	9.4	0.7	96.9	+66%	32%
Administrative expenses	(52.5)	(4.5)	(11.3)	(6.2)	(0.4)	(74.9)		
Share of associate	1.1	-	-	-	-	1.1		
Loss on disposals and investments	(0.0)	-	(0.3)	-	-	(0.3)		
Normalisation adjustments ²	6.1	-	-	0.1	-	6.2		
Adjusted EBITDA	17.3	1.0	7.1	3.3	0.3	29.0	+53%	29%
Adjusted EBITDA margin	28%	18%	38%	35%	43%	30%		
Depreciation and amortisation ³	(5.9)	(0.1)	(0.1)	(1.4)	-	(7.5)		
Net finance revenue/(costs)	(0.2)	0.0	0.0	(1.2)	(0.0)	(1.3)		
Profit before tax	5.1	1.0	7.1	0.7	0.3	14.2		
Adjusted PBT	14.2	1.0	7.1	2.1	0.3	24.7		

Diversified revenue mix, high recurring revenues compounding synergies

Attractive and sustainable margins, with expected cost savings

Expected revenue and cost synergies of at least £2m from post year-end acquisitions when fully realised

AuM (£bn)
 12.1
 0.8
 1.6
 0.07
 14.5
 +56%
 48%

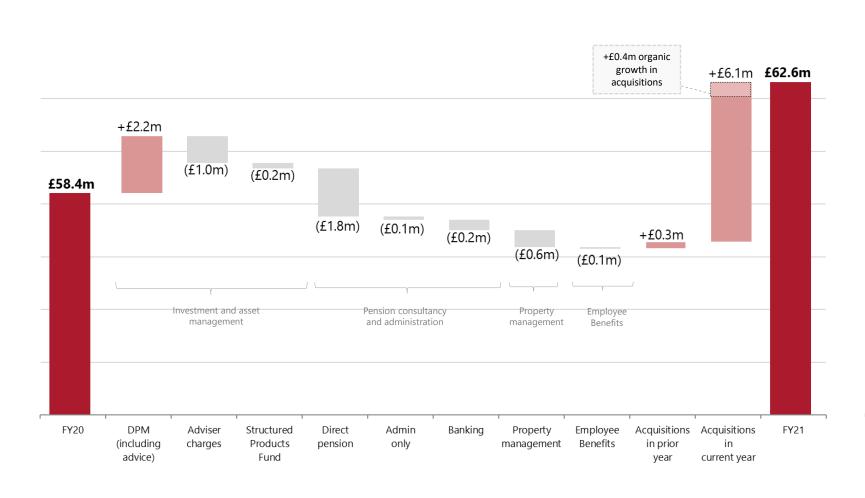
^{1.} Year end of 31 May for Mattioli Woods; 30 April for Hurley Partners and Richings Financial Management, 31 March for EPUT business, Pole Arnold and Maven; 31 July for Montagu, 31 December for Caledonia Asset Management and 30 September for Ludlow. Mattioli Woods includes contribution of acquired businesses in FY21 from date of acquisition. Annualisation of acquired revenue includes proforma financials for each acquired business, less contribution to the Mattioli Woods Group from date of acquisition. Figures may not add due to rounding.

^{2.} Adding back acquisition-related costs, profit share from associate, discretionary staff bonuses, gain on bargain purchase and contingent consideration treated as an expense.

^{3.} Excludes amortisation of separately identifiable intangibles to be recognised on consolidation of the recent acquisitions, Maven, Ludlow and Richings.

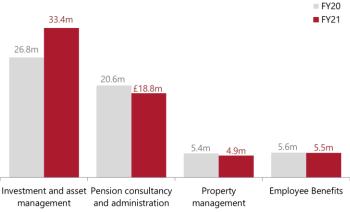
FINAL RESULTS | Segmental revenue





Resilient revenue model

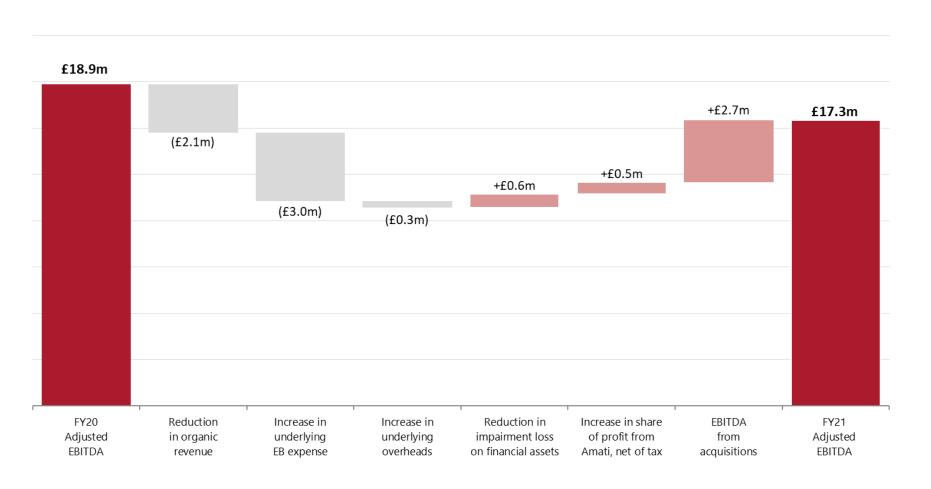
- Recurring revenues 92.7%¹
- Continued focus on wealth preservation and sustainability
- Organic growth in H2 +4.4%
- £453m (2020: £200m) net inflows into AuM



^{1.} Annual pension consultancy and administration fees; ongoing adviser charges; level and renewal commissions; banking income; property, discretionary portfolio and other annual management charges adjusted for Private Investor Club initial fees.

FINAL RESULTS | Adjusted EBITDA bridge





Cash generative

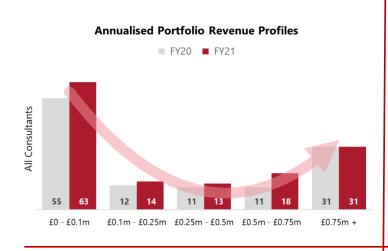
- Adjusted EBITDA margin 27.7% (2020: 32.3%):
 - Discretionary staff bonuses £3.1m (2020: £1.3m)
 - Increased acquisition related costs £2.3m (2020: £0.3m)
 - Contingent consideration as expense £3.8m (2020: £0.8m)
 - Offset by increased EB and other admin costs including acquisitions
 - Staff costs 54.5% of revenue (2020: 47.3%)
- Adjusted EPS¹ 41.1p (2020: 47.6p)
- Proposed total dividend up +5% to 21.0p (2020: 20.0p)
- Effective corporation tax rate:
 - Impact of new tax rate from 1 April 2023 of 25% on deferred tax assets and liabilities increased effective rate to 73.0² (2020: 25.5%)

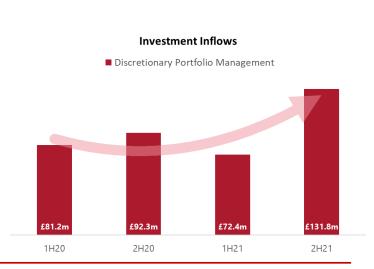
^{1.} Basic EPS of 5.2p (2020: 34.9p). Adjusted profit after tax used to derive adjusted EPS is calculated as adjusted profit before tax less income tax at the standard rate of 19.0% (2020: 19.0%).

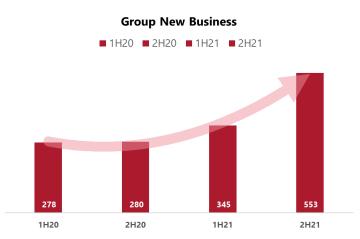
^{2.} Effective tax rate impacted by £3.8m contingent consideration treated as an expense under IFRS reducing profit before tax for the period

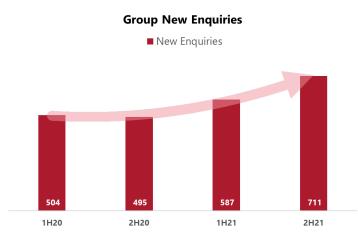
FINAL RESULTS | Driving organic growth











Increasing momentum

- Integrity, expertise and passion
- Performance improved particularly in 2H21
- 139 (2020: 120) consultants¹:
- Young team, multi-generational cascading of wealth
- 94 (2020: 90) core consultants
- Revisited remuneration strategy
- Capacity for new business:
 - 898 wins (2020: 558)2
 - 1,298 enquiries (2020: 999)
 - Increased team from acquisitions
 - Proven training programme

^{1.} Includes associate consultants and business development managers.

^{2.} Total Wealth management client wins excluding personal protection cases.

FINAL RESULTS | Asset Management





- Enhanced proposition in place, more planned:
 - Four Multi Asset Funds have more than doubled in value since July 2017
 - Morningstar five star rating achieved for MW Adventurous Fund
 - Hurley Partners bring direct equity experience
 - Maven brings private equity experience
 - Senior appointments supplementing home-grown team
- Developing talent & creating more investment options for clients:
 - Mentoring and training to deliver our next Fund Managers
 - Property Securities Fund and Responsible Equity Fund launched post year-end
 - Individual Structured Products providing more choice
 - Developing complementary actively managed passive solutions
 - Maven and MW integrating and planning new PE offerings
- Amati:
 - £120m assets up to more than £1.2bn
 - Strategic Metals Fund launched March 2021
 - Mattioli Woods supporting plans for further growth



Lauren Wilson



Chris White



Jonathon Marchant

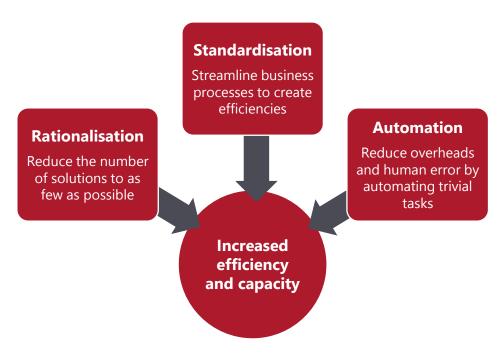
FINAL RESULTS | Technology



- Successful development of technology platform a key focus
 - Consolidation of legacy systems into MWeb
 - Improved governance, audit and testing
 - Appointment of platform specialist post year-end
 - Continued investment in IT and increased headcount 22% in the last 12 months
 - Group wide Finance system implementation
- Key outcomes:
 - Group wide administration platform
 - Enhanced client relationships and outcomes
 - Improved operational resilience
 - Operational efficiencies and modern working opportunities
- Further projects to transform landscape:
 - Strategic partnership and investment with Tiller Group
 - Client portal and app development
 - Enhanced organic growth

Stability, scalability, and agility

One platform, one solution





FINAL RESULTS | Simplifying administration





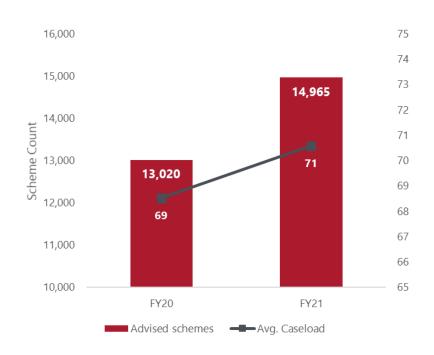
Organisational design

- Realising benefits of streamlined business unit structure this year
- Alignment of relationships between clients, consultants and administrators
- Enabling efficient administration and consistency of processes
- Increased caseloads

Integration of acquired businesses

- Harmonisation of core processes
- Progressive integration
- Best of breed
- Technology a key enabler to increased administration efficiency
 - Enables capacity
 - Drives efficiency and accuracy

Improvements in administration processes



FINAL RESULTS | Acquisition criteria













Strategic and cultural fit



Enhances client proposition



Enhances distribution



Ability to integrate



Access to technology/IP



Nature and quality of client base



Deliverable synergies



Sustainable margins



Deal structure that mitigates risks



Attractive market

- Key characteristics:
 - Ageing population
 - Highly fragmented
 - Numerous business models
 - Clear economies of scale
 - Centralised investment propositions
 - Increasing regulatory burden
 - Greater fee transparency and margin pressure
- Significant corporate activity:
 - Consolidation
 - New entrants
 - Private equity and financial investors
- Exciting pipeline of opportunities

FINAL RESULTS | Resilient and responsible









- Environmental responsibility:
 - Modern offices, lower emissions reporting to Greenhouse Gas Protocols
 - Significant reduction in use of paper pre-pandemic and after
 - More to do around renewable energy sources; preparing for TCFD reporting
- Social responsibility:
 - 10% of Amati profit donated to charity, much of it in our local communities
 - No Government COVID-19 support used/requested responsible governance, socially appropriate
 - Total tax contribution of £18.7m (2020: £19.3m)
- A resilient and responsible client proposition:
 - Attractive client TERs, with continued focus on value, whilst remaining profitable
 - Continuing to provide ethical portfolios
 - Measuring ESG risks and integrating into all client portfolios
 - Creation of unique "Responsible Equity Fund" Sept 2021

Enriching the lives of clients and the communities we work in

- Resilient through pandemic
- · Client peace of mind delivered highly valued
- Client outcomes include how they feel
- A diverse and inclusive business
- Investing in our people for the long-term
- Charity partner Alzheimer's Research UK



Make breakthroughs possible



FINAL RESULTS | Resilient and responsible







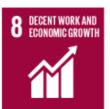


- Positive culture:
 - Balanced board
 - High percentage share ownership by management and staff
 - Client focus and respect for staff
- Good governance measuring up against UN SDGs:















FINAL RESULTS | Investment case



- Attractive market and demographic landscape:
 - Business remains resilient throughout extraordinary times
 - Providing valuable advice and support
 - Delivering strong investment performance
 - Organic strategy complemented by acquisitions
 - Investing in people, technology and infrastructure
- Responsibly integrated:
 - Positive culture
 - Expanding across the value chain
 - Opportunities for further growth and operational efficiency
 - Proven track record of integrating acquired businesses
- Remaining agile and competitive
- Trading in line with management's expectations:
 - 2H21 trading momentum continuing into current year
 - Record year for acquisitions and post year-end completions of Maven, Ludlow and Richings
 - Focus remains on integration, synergies and organic growth





APPENDICES

FINAL RESULTS 2021

FINAL RESULTS | Appendices



- Our model
- Market landscape
- Client assets
- Revenue yield
- Income statement and EPS
- Acquisition accounting
- Dividend
- Cash flow
- Segment results
- Regulatory capital

Our world is one in which financial advice is **trusted**, **thoughtful** and **enriching**.

FINAL RESULTS | Our model



Adviser	Administrator	Platform Investment manager		Product provider
£11.1bn	£8.7bn	£6.7bn	£6.6bn	£10.3bn
35-85bps	25-50bps	0-20bps	25-50bps	25-200bps
	Aver	age revenue yield c. 6	0bps	
Financial planning, wealth management and employee benefits Trusted expertise Close client relationships	Pension and personal wealth End to end administration Proactive, personal service 11,071+ SIPP and SSAS schemes	Proprietary MWeb pension administration platform Custody, dealing and client banking Strategic partnerships with external providers Investing in technology	Discretionary portfolio management Bespoke advice Using best of what we and other providers offer	Portfolio and fund management SIPP and SSAS Innovative new product development Addressing clients' needs
Own distribution through our team of 139 consultants	Direct and intermediated distribution	Direct and intermediated distribution	Own distribution through our team of 139 consultants	Extending from direct to intermediated and institutional clients

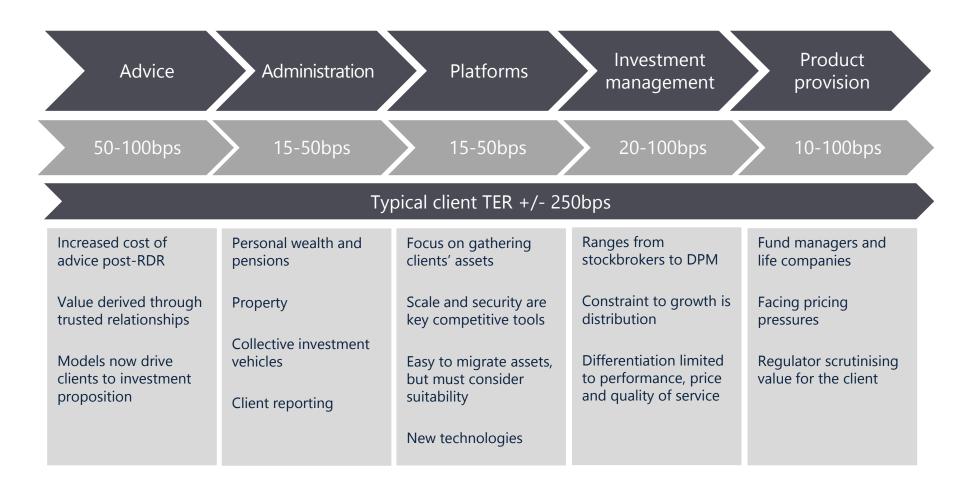
Responsible integration

- Comprehensive offering
- Addressing more of the value chain
- Investing for growth
- Multiple distribution channels
- Cascading wealth through the generations
- Expect decumulation to have a positive impact on Group's results

Using the best of what we and other providers offer to create **great** client outcomes

FINAL RESULTS | Market landscape



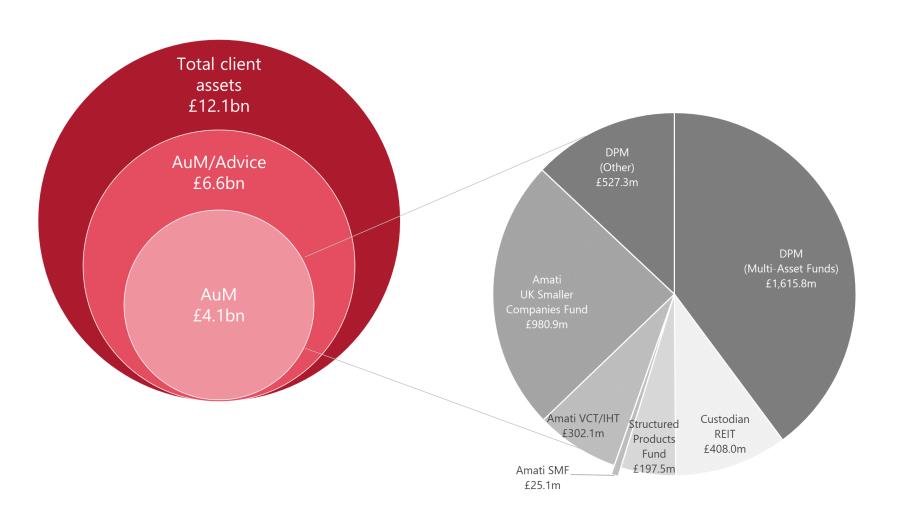


Attractive market and demographic backdrop

- Increasing need and demand for advice
- Underpinned by regulatory and fiscal changes
- Fragmented landscape, with variety of participants within each vertical
- Savings market remains dominated by pensions, but is changing

FINAL RESULTS | Client assets





Sustainable model

- Fee-based revenues less sensitive to market performance
- Strong growth within Employee Benefits
- £726m increase in Amati AuM¹
- Addition of the "Amati Strategic Metals Fund" in March
- Strong performance from our REIT and our discretionary portfolios.²
- Decision taken to close SPF after year end based on potential for better client outcomes
- £131m (2020: £134m) benefits paid out to clients in the year

^{1. £680.2}m net inflows & investment performance net of cross holdings and MW client holdings.

^{2. £246.5}m. Market performance across MW investments (REIT and Mattioli Woods discretionary fund management)

FINAL RESULTS | Client assets



Assets under management, administration and advice	SIPP and SSAS £m	Employee benefits £m	Personal wealth and other assets £m	Sub-total £m	Amati ¹ £m	Total £m
At 1 June 2020	6,029.0	1,024.2	1,731.3	8,784.5	515.8	9,300.3
Acquisitions in the period	381.4	-	918.5	1,299.9	-	1,299.9
Net inflows/(outflows), including market movements	330.6	428.0	84.4	843.0	680.2	1,523.2
At 31 May 2021	6,741.1	1,452.1	2,734.2	10,927.4	1,196.0	12,123.5

Assets under management	DPM £m	Custodian REIT £m	Mattioli Woods SPF £m	Amati £m	Gross AuM £m	Cross- holdings in DPM ² £m	holdings in Amati funds ³ £m	Net AuM £m
At 1 June 2020	1,412.6	354.5	204.0	581.5	2,552.6	(127.9)	(11.5)	2,413.2
Acquisitions	438.6	-	-	-	438.6	-	-	-
Inflows	204.2	0.6	1.3	401.2	605.9	(16.0)	(5.7)	584.2
Outflows	(105.9)	-	(36.9)	(11.5)	(117.4)	-	-	(117.4)
Market movement	193.6	52.9	29.1	337.0	577.0	-	-	577.0
At 31 May 2021	2,143.1	408.0	197.5	1,308.1	4,056.6	(144.0)	(17.2)	3,895.4

Total client assets of £12.1bn

Gross AuM £4.1bn

^{1.} Excludes £94.9m (2020: £54.1m) of Mattioli Woods' client investment included within SIPP and SSAS, employee benefits and personal wealth and other assets and excludes £17.2m (2020: £11.5m) of cross-holdings between the TB Amati Smaller Companies Fund and the Amati AlM VCT plc.

^{2.} Comprises £26.6m (2020: £25.2m) invested in Custodian REIT, £44.0m (2020: £57.6m) in the Mattioli Woods Structured Products Fund and £73.3m (2020: £45.1m) in Amati funds.

^{3.} Cross-holdings between TB Amati Smaller Companies Fund and Amati AIM VCT plc.

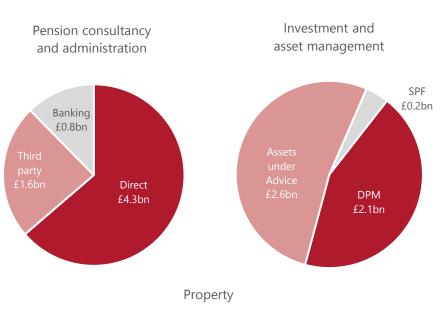
FINAL RESULTS | Revenue yield

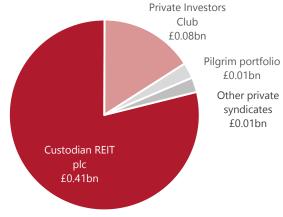


	Clie	nt assets	Annua revenu	
	2021	2020	2021	2020
By division	£bn	£bn	bps	bps
Wealth Management ¹	9.48	7.76	60	68
Employee Benefits ²	1.45	1.02	38	55
Total (excluding Amati)	10.93	8.78	57	67
By segment ³	£bn	£bn	bps	Bps
Pension consultancy and administration	6.74	6.03	28	34
Investment and asset management	4.91	3.59	68	75
Property management	0.52	0.47	95	116

Responsibly integrated

- Holistic proposition addresses more of the value chain
- Revenue yield reduction due to full allocation of assets with only partial revenue recognition for acquisitions
- Growth in client assets both organically & through acquisition





^{1.} Comprises pension consultancy and administration, investment and asset management and property management.

^{2.} Employee benefits revenues are not typically linked to the value of client assets.

^{3.} Certain assets are included in more than one segment (for example, assets under advice held within a client's pension scheme are included in "pension consultancy and administration" and "investment and asset management").

FINAL RESULTS | Income statement



	2021 £m	2020 £m	%△
Investment and asset management	33.4	26.8	24.3%
Pension consultancy and administration	18.8	20.6	(8.5%)
Property management	4.9	5.4	(9.3%)
Employee benefits	5.5	5.6	(1.0%)
Revenue	62.6	58.4	7.2%
Employee benefits expense	(34.1)	(27.6)	23.6%
Other administrative expenses ²	(16.8)	(11.7)	22.3%
Share based payments	(1.5)	(1.3)	10.5%
Impairment loss on financial assets	(0.0)	(0.6)	
Loss on disposal of property, plant and equipment	(0.0)	(0.0)	(95.9%)
EBITDA	10.1	17.2	(41.3%)
Acquisition-related costs	2.6	0.3	676.9%
Share of profit from associates, net of tax	1.1	0.6	80.3%
Gain on bargain purchase	(0.3)	-	-
Contingent consideration as remuneration	3.8	0.8	407.1%
Adjusted EBITDA	17.3	18.9	(8.3%)
Depreciation, amortisation and impairment	(5.9)	(5.0)	17.4%
Net finance costs	(0.2)	(0.1)	130.4%
Share of profit from associates, net of tax	1.1	0.6	80.3%
Profit before tax	5.1	12.7	(59.6%)
Income tax expense	(3.7)	(3.2)	14.7%
Profit for the period (PAT)	1.4	9.5	(85.3%)

Adjusted EBITDA growth

- High recurring revenues
- Continued growth in revenue and adj. EBITDA

Note certain figures in the table above may not add due to rounding.

^{2.} Includes gain on Amati option and impairment loss on receivables.

FINAL RESULTS | Earnings per share



	Profit 2021 £m	EPS 2021 pps	Profit 2020 £m	EPS 2020 pps	\triangle in EPS
Statutory PBT	5.1		12.7		
Income tax expense	(3.7)		(3.2)		
Statutory PAT / Basic EPS	1.4	5.1	9.5	34.9	(85.4%)
Reported profit before tax	5.1		12.7		
Amortisation on acquired intangibles	2.8		2.1		
Acquisition-related costs	2.6		0.3		
Notional finance costs	0.1		0.1		
Gain on bargain purchase	(0.3)		-		
Contingent consideration as remuneration	3.8		0.8		
Adjusted PBT	14.2		16.0		
Income tax expense at standard rate	(2.7)		(3.0)		
Adjusted PAT / Adjusted EPS ¹	11.5	41.1	12.9	47.6	(13.7%)
Basic weighted average number of shares	27.9m		27.2m		
Effective tax rate	73.0%		25.5%		
Standard rate of tax	19.0%		19.0%		

Adjusted EPS down 13.7%

- Like-for-like comparison
- Current year impacted by restoration of discretionary staff bonuses and increased acquisition costs
- Effective corporation tax rate:
 - Increased to 73.0% (2020: 25.5%)
 - Impact of new tax rate from 01 April
 2023 of 25% on deferred tax assets and
 liabilities increased effective rate

FINAL RESULTS | Acquisition accounting



		Р	revious Acquisitio £m	ons		FY21 Acc		
	TCF Global (Aug-11)	Thoroughbred Wealth Mgt (Jul-13)	Boyd Coughlan (Jun-15)	Taylor Patterson (Sep-15)	SSAS Solutions (UK) (Mar-19)	Hurley Partners (Jul-20)	Pole Arnold (Apr-21)	Total
Restatement to Goodwill	(2.8)	(2.0)	(1.5)	(2.9)	(1.4)	-	-	(10.7)
Restatement to opening reserves	(2.8)	(2.0)	(1.5)	(2.9)	(0.8)	-	-	(10.1)
Deferred consideration as remuneration	-	-	-	<u>-</u>	(0.8)	-	-	(0.8)
Reduced finance expense on discounted provisions	-	-	-	-	0.1	-	-	0.1
Restatement to FY20 PBT	-	-	-	-	(0.7)	-	-	(0.7)
Deferred consideration as remuneration FY21	-	-	-	-	(0.6)	(2.9)	(0.3)	(3.8)

^{1.} All figures £m unless specified. Note certain figures in the table above may not add due to rounding.

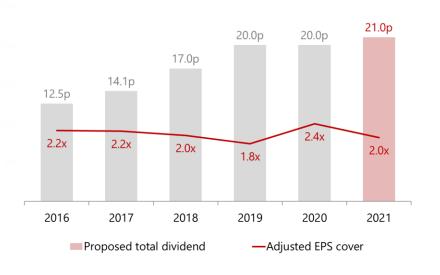
FINAL RESULTS | Dividend



- Proposed final dividend of 13.5p (2020: 12.7p):
 - Cash generative business
 - Recognise importance of dividends to shareholders
 - Balanced needs of all stakeholders including staff for who discretionary bonuses were reinstated in the year
- Progressive policy:
 - 11% CAGR in total dividend over last 5 years
- Well-covered by earnings:
 - 2.0x adjusted EPS (2020: 2.4x)
 - 0.2x basic EPS (2020: 1.9x)
- Improved cash flow cover:
 - £2.5m (2020: £4.4m) income tax paid in period
 - 1.2x operating cash flow (2020: 1.0x)
 - Significant increase in investing activity for acquisitions in the year £14.1m (2020: £1.4m)

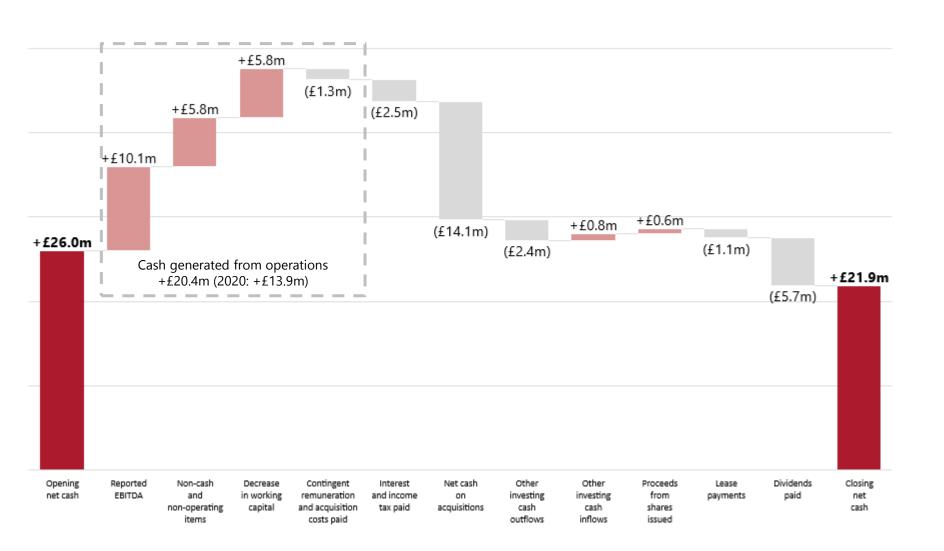
Proposed total dividend up to 21.0p (2020: 20.0p)

- Increasing shareholder wealth
- Remain committed to growing the dividend in the future when appropriate to do so



FINAL RESULTS | Cash flow





Highly cash generative

- 202% of EBITDA converted to cash (2020 restated: 81%)
- Reduction in working capital:
 - £5.0m increase in payables
 - £1.0m reduction in receivables
- Operating cashflows include £0.6m contingent remuneration and £0.7m acquisition costs paid
- £14.1m paid on acquisitions
 - £13.0m on FY21 acquisitions
 - £1.1m contingent consideration paid
- £0.6m net capex in period
- £5.7m of dividends paid

FINAL RESULTS | Segment results



	Investment and asset management £m	Pension consultancy and admin £m	Property management £m	Employee benefits £m	Total segments £m	Corporate costs £m	Consolidated £m
Year ended 31 May 2021							
Revenue	33.4	18.8	4.9	5.5	62.6	-	62.6
Segment profit before tax	9.2	5.8	0.6	0.8	16.3	(11.2)	5.1
Segment margin	28%	31%	12%	14%	26%		13%
Year ended 31 May 2020							
Revenue	26.8	20.6	5.4	5.6	58.4	-	58.4
Segment profit before tax	9.6	6.5	1.1	1.1	18.4	(5.7)	12.7
Segment margin	36%	32%	20%	20%	32%		22%

Business referred between segments

Revenue synergies

^{1.} Note certain figures in the table above may not add due to rounding.

FINAL RESULTS | Regulatory capital



Strong capital position:

- Capital resources are 183% of requirement
- Strengthened since completion of placing post-year end
- Flexibility to pursue acquisitions

Capital resources:

- Total equity less intangibles and other deductions
- Pillar 1 own funds requirement:
 - Credit risk / Market risk / Operational risk (Fixed-overheads)
- Pillar 2A requirement:
 - Stress-testing key risks over a one year horizon
- Investment Firm Prudential Regime ("IFPR"):
 - Impact embedded in capital and liquidity planning
 - Reduction in capital resources following withdrawal of certain reliefs
 - Total capital requirements not expected to materially change

Understanding our capital position

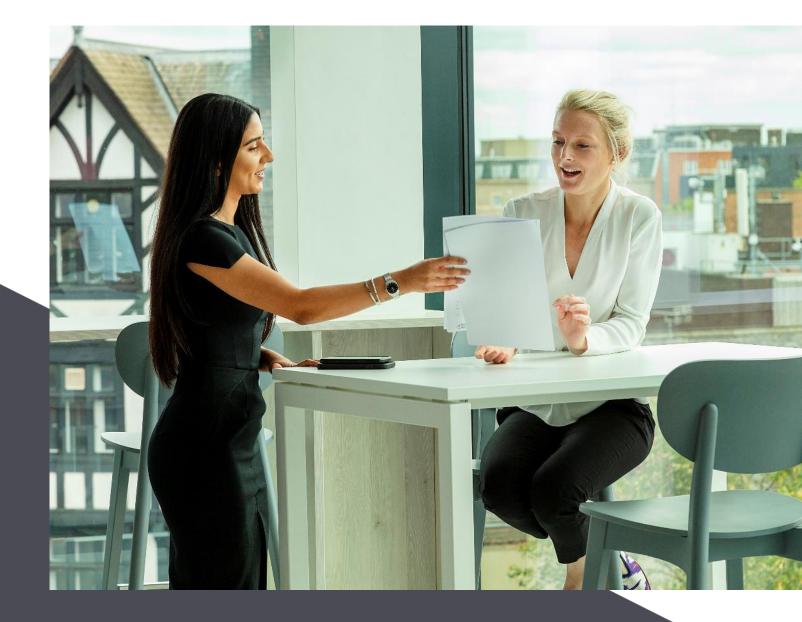
Strong balance sheet

Regulatory capital	May 2021 £m	May 2020 £m
Net assets at period end	86.2	91.6
Capital deductions	(64.4)	(55.4)
Capital resources ¹	21.8	36.2
Pillar 1 minimum capital requirement	11.9	10.7
Surplus before Pillar 2A	9.9	25.5
Incremental Pillar 2A requirement	-	2.9
Regulatory capital requirement	11.9	13.6
Surplus	9.9	22.6
Surplus as % of requirement	83%	166%



Our world is one

in which financial advice is **trusted**, thoughtful and enriching.



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