

Annual Report and Accounts  
For the year ended 31 May 2016



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# Chairman's Statement

## Trading

Our results for the year ended 31 May 2016 were disappointing with a pre-tax loss of £1,316,000 compared to a loss for the comparable period last year of £645,000. Our trading has stabilised in the second half of the year although day-to-day commission revenues were irregular as markets displayed exceptional volatility during the first three months of the calendar year. Fee revenue from our assets under advice and management has remained steady at £680,000 with the modest reduction from £699,000 a reflection of the movements in market levels during the year.

As highlighted in our annual and interim reports in 2015, this year has been one of great activity during which we have changed our operational systems and software supplier. This was both expensive and a major distraction for management. As our policy has always been to expense, where possible, all investment expenditure, we have written off direct investment expenditure of some £680,000. I am pleased to report that the project was completed successfully and on time. We believe this significant investment by the company offers us the opportunity to grow our business profitably in the future. Without the distraction and expense of the system change we would have reported a significantly smaller loss than in the previous year.

We now have a modern system that will be more user-friendly for clients and more efficient for our staff. Also and of particular importance this has enabled us to bring in-house the administration of our client's ISAs which was previously outsourced. Being able to operate the ISAs ourselves will be both more efficient and increase the revenues received by the company.

One immediate impact of the Brexit vote and the subsequent fall in the value of Sterling against the Euro was the increase in the Sterling value of our shareholding in Euroclear. The company itself has recently reported good results and has increased its dividend by 15%.

Our balance sheet remains stable with our holding in Euroclear now held at the price of €790 which was the strike price of the buyback by the company in November 2015. Our cash balance was at its nadir at the end of the year primarily on account of funds temporarily deployed in relation to client settlement positions. It has since recovered considerably.

I would like to thank all members of our staff who have worked particularly hard during the year in not only conducting our normal business but also in delivering the complex implementation of our new system.

## Dividend

The Board has resolved to not pay a dividend in respect of this financial year.

## Markets

Whilst we do not believe that the Brexit vote will have any of the consequences forecast by over-zealous politicians, we do not expect it to help the UK economy in the short term. The threat to growth is much more real from events in China, commodity prices and problems in the Eurozone. However, these problems remain out of focus at present and we must be mindful of the market's vulnerability to their resurgence at any time.

## Outlook

Our new financial year has begun on a positive note with June and July showing an improving trend on the final months of last year. With the significant cost savings now beginning to show through and the operational advantages of having our ISAs in house we anticipate a more positive year in prospect.

## Annual General Meeting

As I do each year, I would like to invite our shareholders to attend our Annual General Meeting. We would like the opportunity to meet you and for you to meet the management of the Company in which you are invested. This year the Annual General Meeting is on 22<sup>nd</sup> September 2016 at Fiske's offices in Salisbury House at 12.30pm. Please note that entry to the building only can be made via the London Wall or Finsbury Circus entrances.

**Clive Fiske Harrison**  
Chairman  
25 August 2016

# Strategic Report

The Directors set out below their Strategic Report on the Company for the year ended 31 May 2016.

## Activities and business Strategy

The principal activity of Fiske plc and its subsidiary undertakings is the provision of financial intermediation which consists of private client and institutional stockbroking, and private client investment management. Fiske plc is the trading entity of the Group and is authorised and regulated by the Financial Conduct Authority and is a member of The London Stock Exchange.

The firm's core strategy is to focus on delivering a high quality of service to clients. This entails giving both private and institutional clients a personalised service delivered by experienced individuals. The Board intends to maintain a strong balance sheet and to enable clear, unbiased advice to be given to clients.

The firm is capitalised with equity capital, with no debt and does not use financial instruments excepting its intra-day Crest cap.

## Business Review

A combination of market conditions and lower trading volumes resulted in a decrease in commissions receivable by 18% in the year, to £1,951,000. This has been a significant disappointment. In parallel investment management fees slipped 3% to £680,000 and now represent 26% of total income.

Operational expenses have risen by 9% primarily due to the continued investment in the firm's IT infrastructure substantially in excess of other cost cutting. This investment has represented a significant expenditure on new systems that went live in April 2016. Such costs will thus not be repeated in the next financial year.

## Financial review and key performance indicators

The firm's activities resulted in a loss before tax of £1,316,000 compared to a loss of £645,000 in the prior year. No dividends were paid to shareholders in the year.

The results of the Group for the year are set out on page 11 and the Consolidated Statement of Financial Position on page 12.

## Future developments

As we have expressed before, the focus of our future growth will be in the area of private client investment management. We believe that we have the expertise to expand in this area and we expect that this will be achieved both organically and by very selective and probably small acquisitions which our strong balance sheet can readily support. This will not only increase our recurring fee income but also our commissions.

## Risk management

The Group is exposed to a number of business risks. The risk appetite of the Group is determined by the Board. Members of whom are also the principal shareholders. Monitoring of risks applicable to the business is delegated to the Risk Committee whose principal function is to identify and evaluate the key risk areas of the business and ensure those risks can be managed at a level acceptable to the Board.

The Group has identified the following as the key risks and their mitigation:

- **Credit risk**

Credit risk refers to the risk that a third party will default on its contractual obligations resulting in financial loss to the Group.

Third party receivables consist of customer balances, spread across institutional and private clients. Ongoing credit evaluation is performed on the financial condition of accounts receivable and stock is held until settlement is effected.

The Group does not have any significant credit risk exposure to any group of third parties having similar characteristics.

## Strategic Report (continued)

- **Market risk**

The Group is mainly exposed to market risk in respect of its trading as agent in equities and debt instruments and in its exposure to counterparties in the market. Market exposure arising from unsettled trades is closely monitored and managed during each trading day.

Market risk also gives rise to variations in asset values and thus management fees, and variations in the value of investments held by Fiske, acting as principal.

- **Loss of staff**

Staff are a key asset in the business and retaining the services of key staff is essential to ongoing revenue generation and development of the business. All Directors are shareholders in the business with longstanding commitment to its prosperity.

- **Operational risk**

There is a whole range of operational risks to which the Group is exposed, including reputational risks and the Group seeks to mitigate operational risk to acceptable residual levels, in accordance with its risk appetite policy, by maintenance of its control environment, which is managed through the Group's operational risk management framework. The Group's controls include appropriate segregation of duties and supervision of employees; ensuring the suitability and capability of the employees; relevant training programmes that enable employees to attain and maintain competence, and identifying risks that arise from inadequacies or failures in processes and systems.

The Group has a business continuity and disaster recovery plan which provides, inter alia, back-up premises and back-office systems and which is regularly reviewed.

Pillar 3 disclosures are published on the Company's website at [www.fiskeplc.com](http://www.fiskeplc.com).

This Strategic Report was approved by the Board of Directors and authorised for issue on 25 August 2016.

Signed on behalf of the Board of Directors

**Clive Fiske Harrison**  
Chairman

## Directors' Report

The Directors present their report together with the audited financial statements for the year ended 31 May 2016. The Corporate Governance Statement on page 7 forms part of this report.

### Directors' interests - Shares

The Directors who served during the year and to the date of this report and their beneficial interests, including those of their spouses, at the end of the year in the shares of the Company were as follows:

	Ordinary 25p shares at 31 May 2016	Ordinary 25p shares at 31 May 2015
A R Fiske-Harrison	315,842	315,842
C F Harrison	2,334,828	2,334,828
J P Q Harrison†	2,140,802	2,140,802
F G Luchini	54,990	45,000
A D Meech	100,000	100,000
M H W Perrin	15,000	15,000

† Including 2,133,802 shares held by LongSand Limited, a company controlled by JPQ Harrison.

There have been no changes in the Directors' shareholdings since 31 May 2016.

### Directors' interests - Share options

Details of Directors' options over ordinary shares are as follows:

	Number of options				At end of year	Exercise price	Market price on date of exercise	Date from which exercisable
	At start of year	Granted during year	Exercised during year	Expired during year				
F G Luchini - Unapproved	75,000	-	-	-	75,000	28.75p	-	1 May 2005

The closing mid-market price of the Company's ordinary 25p shares at 31 May 2016 was 44.0p (2015: 63.5p).

### Major shareholdings

Shareholders holding more than 3% of the shares of the Company at the date of this report were:

	Ordinary shares	%
C F Harrison	2,334,828	27.60
J P Q Harrison	2,140,802	25.30
S J Cockburn	421,227	4.98
Craven Hill Limited	396,413	4.69
Mrs C M Short	386,029	4.56
A R Fiske-Harrison	315,842	3.73
B A F Harrison	280,000	3.31

### Capital Structure

Details of the authorised and issued share capital, together with details of the movements in the Company's issued share capital during the year are shown in note 22.

The holders of Ordinary Shares are entitled to receive notice of and to attend and vote at any General Meeting of the Company. Every member present at such a meeting shall, upon a show of hands, have one vote. Upon a poll, holders of all shares shall have one vote for every share held. All ordinary shares are entitled to participate in any distributions of the Company's profits or assets.

There are no restrictions on the transfer of the Company's ordinary shares. Fiske plc's ordinary 25p shares are traded solely on the AIM market.

## Directors' Report (continued)

### Dividends

No dividends were paid during the year (2015: 0.25p per share).

### Going Concern

After making due and careful enquiry, the Directors have formed a judgement at the time of approving the financial statements, that there is a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. For this reason the Directors continue to adopt the going concern basis in preparing the financial statements as set out in note 1 to the accounts.

### Directors' indemnities

The Company has made qualifying third party indemnity provisions for the benefit of its Directors which were renewed during the year and remain in force at the date of this report.

### Disclosure of information to auditor

Each of the persons who is a Director at the date of approval of this annual report confirms that:

- (i) so far as the Director is aware, there is no relevant audit information of which the Company's auditor is unaware; and
- (ii) the Director has taken all the steps that he/she ought to have taken as a Director to make himself/herself aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of Section s418 of the Companies Act 2006.

### Auditor

The Directors review the terms of reference for the auditor and obtain written confirmation that the firm has complied with its relevant ethical guidance on ensuring independence. Deloitte LLP provide audit services to the Company and Group as well as tax compliance and advisory services. The Board reviews the level of their fees to ensure they remain competitive and to ensure no conflicts of interest arise.

Deloitte LLP has expressed a willingness to continue in office as auditor and a resolution to reappoint them will be proposed at the forthcoming Annual General Meeting.

By Order of the Board

**J P Q Harrison**  
Chief Executive Officer  
25 August 2016

Salisbury House  
London Wall  
London EC2M 5QS

## Corporate Governance

The Board has given consideration to the code provisions set out in the UK Corporate Governance Code issued, from time to time, by the Financial Reporting Council. As an AIM listed company, Fiske plc is not required to comply with the Code, however, the Directors have chosen to provide certain information which they believe will be helpful, having regard to the scale and nature of the Group's activities.

### Board Composition

The Board currently comprises six people. The non-executive directors are Martin Perrin and Alexander Fiske-Harrison. The Board considers each non-executive director to be independent in character and judgement. Notwithstanding that Martin Perrin has been non-executive director of Fiske plc for over ten years the Board believes that he takes an independent view of issues concerning the Company and is expected to, and does, challenge executive directors as and when necessary. It is believed that no individual or small group of individuals can determine the Board's decisions.

Biographies of directors are set out at the back of these Report and Accounts immediately prior to the Notice of Annual General Meeting. In proposing retiring directors for re-election at the Annual General Meeting, the Board has considered the skills, experience and contribution of each, as part of an ongoing process.

### Board Duties

It is the responsibility of Board members to discharge their duties in the best interests of the Company and to accept their collective responsibility for the long-term success of the Company. The Board, under the leadership of the Chairman, decides the strategic aims of the Company, that the necessary financial and human resources are in place in order to meet the Company's objectives and ensures that obligations to shareholders are met.

Management is responsible for the day-to-day running of the Company, including the terms and conditions of employment; interviewing and hiring of staff; the systems and controls in place to provide a suitable service to our clients (as required by the regulator), and ensuring the firm has sound administrative and accounting procedures in place.

Whilst much of their work is either executed formally within full board meetings, or in informal working parties, in line with the provisions of the Corporate Governance Code, the Board has formally established three committees namely the Remuneration and Nomination Committee, Audit Committee and the Risk Committee as described below. The terms of reference of these committees can be viewed on our website at [www.fiskeplc.com](http://www.fiskeplc.com).

### Remuneration and Nomination Committee

The principal functions of this committee is to determine the policy on key executives' remuneration in order to attract, retain and motivate high calibre individuals with a competitive remuneration package. It evaluates the skills, experience, independence and knowledge of current and prospective board members and makes recommendations to the Board as to the composition thereof. The Committee consists of C F Harrison (Chairman), A R Fiske-Harrison and M H W Perrin.

Fiske has not used any external search consultancy nor open advertising in the past appointments of directors. This has been deemed unnecessary as the executive directors are promoted from existing staff members. The non-executive directors are well known to the Company and fulfil the criteria set down by the Nomination Committee.

Remuneration for executives comprises basic salary, a performance-related bonus, share options and other benefits in kind. Full details of Directors' remuneration and share options granted are given in the notes to the financial statements and the Directors' Report.

### Audit Committee

The Audit Committee, comprises M H W Perrin (Chairman), C F Harrison and A R Fiske-Harrison. The Committee meets at least twice a year. The committee reviews the Company's external audit arrangements, including the cost-effectiveness of the audit and the independence and objectivity of the external auditor. It also reviews the interim and full year financial statements prior to their submission to the Board, the application of the Group's accounting



## Corporate Governance (continued)

policies, any changes to financial reporting requirements and such other related matters as the Board may direct. The external auditor and executive Directors may be invited to attend the meetings.

Given the size of the Company, Fiske does not have an internal audit function. When appropriate, the external auditor, Deloitte, is consulted for assistance and specific review exercises.

### Risk Committee

The Risk Committee, comprising M H W Perrin (Chairman), C F Harrison and J P Q Harrison, meets at least twice a year. The committee identifies and evaluates the key risk areas of the business and ensures those risks can be managed at a level acceptable to the Board. It makes recommendations to the Board in relation to capital adequacy matters.

### Attendance at meetings

In the Year to 31 May 2016, attendance at meetings can be quantified as:

	Scheduled Board meetings	Remuneration and Nomination committee	Audit committee	Risk Committee
Number of meetings in the year	6	1	2	2
Clive Harrison	6/6	1/1	2/2	2/2
James Harrison	6/6	-	-	1/2
Alan Meech	6/6	-	-	-
Gerard Luchini	6/6	-	-	-
Martin Perrin	6/6	1/1	2/2	2/2
Alexander Fiske-Harrison	6/6	1/1	2/2	-

### Internal Control

The Board of Directors recognises that it is responsible for the Group's systems of internal control and for reviewing their effectiveness. Such systems, which include financial, operational and compliance controls and risk management, have been designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- the ongoing identification, evaluation and management of the significant risks faced by the Group;
- regular consideration by the Board of actual financial results;
- compliance with operating procedures and policies;
- annual review of the Group's insurance cover;
- defined procedures for the appraisal and authorisation of capital expenditure and capital disposals; and
- regular consideration of the Group's liquidity position.

When reviewing the effectiveness of the systems of internal control, the Board has regard to:

- a quarterly report from the Compliance Director covering FCA regulatory matters and conduct of business rules;
- the level of customer complaints;
- the prompt review of daily management reports including previous days' bargains, unsettled trades and outstanding debtors;
- the regular reconciliation of all bank accounts, internal accounts and stock positions; and
- Management Committee meetings of Executive Directors for the day-to-day running of the business.

### Customers

The Directors set it as a priority that customers and their affairs are well looked after, and customers and their treatment is specifically reviewed at each Board meeting. The Board believes that building good relationships with clients over a sustained period of time creates a better investment environment and basis for the Company's future.

### Further information

Shareholders may review more detail on Fiske's Corporate Governance on our website at [www.fiskeplc.com](http://www.fiskeplc.com).

## Directors' Responsibilities Statement

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors are required to prepare the Group financial statements in accordance with International Financial Reporting Standards (IFRSs) as adopted by the European Union and have also chosen to prepare the parent company financial statements under IFRSs as adopted by the EU. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of the profit or loss of the Group for that period. In preparing these financial statements, International Accounting Standard 1 requires that Directors:

- properly select and apply accounting policies;
- present information, including accounting policies, in a manner that provides relevant, reliable, comparable and understandable information;
- provide additional disclosures when compliance with the specific requirements in IFRSs are insufficient to enable users to understand the impact of particular transactions, other events and conditions on the entity's financial position and financial performance; and
- make an assessment of the Company's ability to continue as a going concern.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Responsibility statement

We confirm that to the best of our knowledge:

- the financial statements, prepared in accordance with International Financial Reporting Standards as adopted by the European Union, give a true and fair view of the assets, liabilities, financial position and profit or loss of the company and the undertakings included in the consolidation taken as a whole;
- the strategic report includes a fair review of the development and performance of the business and the position of the company and the undertakings included in the consolidation taken as a whole, together with a description of the principal risks and uncertainties that they face; and
- the annual report and financial statements, taken as a whole, are fair, balanced and understandable and provide the information necessary for shareholders to assess the company's performance, business model and strategy.

This responsibility statement was approved by the board of directors on 25 August 2016 and is signed on its behalf by:

**J P Q Harrison**  
Chief Executive Officer

25 August 2016

## **Independent Auditor's Report to the Members of Fiske plc**

We have audited the financial statements of Fiske plc for the year ended 31 May 2016 which comprise the Consolidated Statement of Total Comprehensive Income, the Consolidated and Parent Company Statements of Financial Position, the Group and Parent Company Statement of Changes in Equity, the Group and Parent Company Cash Flow Statement, and the related notes 1 to 27. The financial reporting framework that has been applied in their preparation is applicable law and International Financial Reporting Standards (IFRSs) as adopted by the European Union and as applied in accordance with the provisions of the Companies Act 2006.

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Directors and auditor**

As explained more fully in the Directors' Responsibilities Statement, the Directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Group's and the parent Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion:

- the financial statements give a true and fair view of the state of the Group's and the parent company's affairs as at 31 May 2016 and of the Group's loss for the year then ended;
- the group financial statements have been properly prepared in accordance with IFRSs as adopted by the European Union;
- the parent company financial statements have been properly prepared in accordance with IFRSs as adopted by the European Union and as applied in accordance with the provisions of the Companies Act 2006; and
- the financial statements have been prepared in accordance with the requirements of the Companies Act 2006.

### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Russell S Davis FCA, Senior Statutory Auditor  
for and on behalf of Deloitte LLP  
Chartered Accountants and Statutory Auditor  
London, United Kingdom  
25 August 2016

# Consolidated Statement of Total Comprehensive Loss

For the year ended 31 May 2016

	Notes	2016 £'000	2015 £'000
<b>Continuing Operations</b>			
Fee and commission income	3	2,631	3,090
Fee and commission expenses	3	(451)	(558)
Net fee and commission income		2,180	2,532
Other income	3	71	67
<b>Total Revenue</b>		<b>2,251</b>	<b>2,599</b>
Profit on disposal of available-for-sale investments		9	-
Loss on investments held for trading		(12)	
Operating expenses		(3,613)	(3,328)
<b>Operating (loss)/profit</b>	6	<b>(1,365)</b>	<b>(729)</b>
Investment revenue		42	67
Finance income	7	8	20
Finance costs	8	(1)	(3)
<b>Loss on ordinary activities before taxation</b>		<b>(1,316)</b>	<b>(645)</b>
Taxation	9	0	133
<b>Loss on ordinary activities after taxation</b>		<b>(1,316)</b>	<b>(512)</b>
<b>Other comprehensive income/(loss)</b>			
<i>Items that may subsequently be reclassified to profit or loss</i>			
Movement in unrealised (depreciation) / appreciation of investments		128	(153)
Deferred tax on movement in unrealised appreciation of investments		(30)	34
<b>Net other comprehensive income/(loss)</b>		<b>98</b>	<b>(119)</b>
<b>Total comprehensive loss attributable to equity shareholders</b>		<b>(1,218)</b>	<b>(631)</b>
<b>Loss per ordinary share</b>			
<b>Basic</b>	11	<b>(15.6p)</b>	<b>(6.1p)</b>
<b>Diluted</b>	11	<b>(15.6p)</b>	<b>(6.0p)</b>

All results are from continuing operations.

# Consolidated Statement of Financial Position

31 May 2016

Company number 02248663

	Notes	2016 £'000	2015 £'000
<b>Non-current Assets</b>			
Goodwill	12	395	395
Other intangible assets	13	90	90
Property, plant and equipment	14	17	27
Available-for-sale investments	16	2,200	2,217
<b>Total non-current assets</b>		<b>2,702</b>	<b>2,729</b>
<b>Current Assets</b>			
Trade and other receivables	17	2,835	4,460
Investments held for trading	18	16	13
Cash and cash equivalents	19	405	2,456
<b>Total current assets</b>		<b>3,256</b>	<b>6,929</b>
<b>Current liabilities</b>			
Trade and other payables	20	2,520	5,032
<b>Total current liabilities</b>		<b>2,520</b>	<b>5,032</b>
<b>Net current assets</b>		<b>736</b>	<b>1,897</b>
<b>Non-current liabilities</b>			
Deferred tax liabilities	21	201	171
<b>Total non-current liabilities</b>		<b>201</b>	<b>171</b>
<b>NET ASSETS</b>		<b>3,237</b>	<b>4,455</b>
<b>EQUITY</b>			
Share capital	22	2,115	2,115
Share premium		1,222	1,222
Revaluation reserve		1,240	1,142
Retained earnings		(1,340)	(24)
<b>SHAREHOLDERS' EQUITY</b>		<b>3,237</b>	<b>4,455</b>

These financial statements were approved by the Board of Directors and authorised for issue on 25 August 2016.

Signed on behalf of the Board of Directors

**J P Q Harrison**  
Chief Executive Officer

# Parent Company Statement of Financial Position

31 May 2016

Company number 02248663

	Notes	2016 £'000	2015 £'000
<b>Non-current Assets</b>			
Goodwill	12	230	230
Other intangible assets	13	90	90
Property, plant and equipment	14	17	27
Investments in subsidiary undertakings	15	165	165
Available-for-sale investments	16	2,200	2,217
<b>Total non-current assets</b>		<b>2,702</b>	<b>2,729</b>
<b>Current Assets</b>			
Trade and other receivables	17	2,835	4,460
Investments held for trading	18	16	13
Cash and cash equivalents	19	405	2,456
<b>Total current assets</b>		<b>3,256</b>	<b>6,929</b>
<b>Current liabilities</b>			
Trade and other payables	20	2,520	5,032
<b>Total current liabilities</b>		<b>2,520</b>	<b>5,032</b>
<b>Net current assets</b>		<b>736</b>	<b>1,897</b>
<b>Non-current liabilities</b>			
Deferred tax liabilities	21	201	171
<b>Total non-current liabilities</b>		<b>201</b>	<b>171</b>
<b>NET ASSETS</b>		<b>3,237</b>	<b>4,455</b>
<b>EQUITY</b>			
Share capital	22	2,115	2,115
Share premium		1,222	1,222
Revaluation reserve		1,240	1,142
Retained earnings		(1,340)	(24)
<b>SHAREHOLDERS' EQUITY</b>		<b>3,237</b>	<b>4,455</b>

These financial statements were approved by the Board of Directors and authorised for issue on 25 August 2016.

Signed on behalf of the Board of Directors

**J P Q Harrison**  
Chief Executive Officer

## Group and Parent Company Statement of Changes in Equity

For the year ended 31 May 2016

	Share capital £'000	Share premium £'000	Revaluation reserve £'000	Retained earnings £'000	Total £'000
Balance at 1 June 2014	2,115	1,222	1,261	539	5,137
Revaluation of available-for-sale investments	-	-	(153)	-	(153)
Deferred tax on revaluation of available- for-sale investments	-	-	34	-	34
Loss for the financial year	-	-	-	(512)	(512)
Dividends paid	-	-	-	(51)	(51)
Balance at 1 June 2015	2,115	1,222	1,142	(24)	4,455
Revaluation of available-for-sale investments	-	-	128	-	128
Deferred tax on revaluation of available- for-sale investments	-	-	(30)	-	(30)
Loss for the financial year	-	-	-	(1,316)	(1,316)
<b>Balance at 31 May 2016</b>	<b>2,115</b>	<b>1,222</b>	<b>1,240</b>	<b>(1,340)</b>	<b>3,237</b>

# Group and Parent Company Cash Flow Statement

For the year ended 31 May 2016

	2016 £'000	2015 £'000
<b>Operating loss</b>	<b>(1,365)</b>	<b>(729)</b>
Profit on disposal of available-for-sale investments	(9)	-
Depreciation of property, plant and equipment	26	24
(Increase)/decrease in investments held for trading	(3)	111
Decrease in receivables	1,625	1,388
(Decrease) in payables	<b>(2,512)</b>	<b>(2,179)</b>
Cash used in operations	<b>(2,238)</b>	<b>(1,385)</b>
Tax paid	-	<b>(38)</b>
<b>Net cash used in operating activities</b>	<b>(2,238)</b>	<b>(1,423)</b>
<b>Investing activities</b>		
Interest received	8	20
Investment income received	42	67
Interest paid	<b>(1)</b>	<b>(3)</b>
Proceeds on disposal of available-for-sale investments	154	-
Purchases of available-for-sale investments	-	<b>(5)</b>
Purchases of property, plant and equipment	<b>(16)</b>	<b>(16)</b>
Purchases of other intangible assets	-	<b>(90)</b>
<b>Net cash generated from / (used in) investing activities</b>	<b>187</b>	<b>(27)</b>
<b>Financing activities</b>		
Dividends paid	-	<b>(51)</b>
<b>Net cash used in financing activities</b>	<b>-</b>	<b>(51)</b>
Net decrease in cash and cash equivalents	<b>(2,051)</b>	<b>(1,501)</b>
Cash and cash equivalents at beginning of year	<b>2,456</b>	<b>3,957</b>
<b>Cash and cash equivalents at end of year</b>	<b>405</b>	<b>2,456</b>



# Notes to the Accounts

For the year ended 31 May 2016

## 1 Accounting policies

### General information

Fiske plc is a limited company incorporated in the United Kingdom and registered in England and Wales, company number 02248663. The address of its registered office and principal place of business are disclosed in the Company Information page of the Financial Statements.

The principal activities of the Company are described in the Directors' Report.

### New and revised IFRSs in issue but not yet effective

At the date of authorisation of these financial statements, The Group has not applied the following new and revised IFRSs that have been issued but are not yet effective and had not yet been adopted by the EU:

IFRS 9	<i>Financial Instruments</i>
IFRS 15	<i>Revenue from Contracts with Customers</i>
IFRS 11 (amendments)	<i>Accounting for Acquisitions of Interests in Joint Operations</i>
IAS 1 (amendments)	<i>Disclosure Initiative</i>
IAS 16 and IAS 38 (amendments)	<i>Clarification of Acceptable Methods of Depreciation and Amortisation</i>
IAS 19 (amendments)	<i>Defined Benefit Plans: Employee Contributions</i>
IAS 27 (amendments)	<i>Equity Method in Separate Financial Statements</i>
IAS 27 (amendments)	<i>Equity Method in Separate Financial Statements</i>
IFRS 10 and IAS 28 (amendments)	<i>Sale or Contribution of Assets between an Investor and its Associate or Joint Venture</i>
<i>Annual Improvements</i> to IFRSs: 2010-2012	Amendments to: IFRS2: <i>Share-based Payments</i> , IFRS 3 <i>Business Combinations</i> , IFRS 8 <i>Operating Segments</i> , IFRS 13 <i>Fair Value Measurement</i> , IAS 16 <i>Property, Plant and Equipment</i> , IAS 24 <i>Related Party Disclosures</i> and IAS 38 <i>Intangible Assets</i> .
to IFRSs: 2011-2013	Amendments to: IFRS 1 <i>First-time Adoption of International Financial Reporting Standards</i> , IFRS 3 <i>Business Combinations</i> , IFRS 13 <i>Fair Value Measurement</i> and IAS 40 <i>Investment Property</i> .
IFRS 10, IFRS 12 and IAS 28 (amendments)	<i>Investment Entities: Applying the Consolidation Exemption</i>
Annual Improvements to IFRSs: 2012-2014 Cycle	Amendments to: IFRS 5 <i>Non-current Assets Held for Sale and Discontinued Operations</i> , IFRS 7 <i>Financial Instruments: Disclosures</i> , IAS 19 <i>Employee Benefits</i> and IAS 34 <i>Interim Financial Reporting</i>

The directors do not expect that the adoption of the Standards listed above will have a material impact on the financial statements of the Group in future periods, except that IFRS 9 will impact both the measurement and disclosures of financial instruments and IFRS 15 may have an impact on revenue recognition and related disclosures. Beyond the information above, it is not practicable to provide a reasonable estimate of the effect of IFRS 9 and IFRS 15 until a detailed review has been completed.

### (a) Basis of preparation

These financial statements have been prepared in accordance with the requirements of IFRS implemented by the Group for the year ended 31 May 2016 as adopted by the European Union and International Financial Reporting Interpretations Committee and with the Companies Act 2006. The Group financial statements have been prepared under the historical cost convention, with the exception of financial instruments, which are stated in accordance with IAS 39 *Financial Instruments: recognition and measurement*. The principal accounting policies are set out below.

# Notes to the Accounts

For the year ended 31 May 2016

## **(b) Going concern basis**

The Group's activities, together with the factors likely to affect its future development, performance and position are set out in the Strategic Report on pages 3 and 4. It also includes the Group's objectives, policies and processes for managing its business risk objectives, which includes its exposure to credit, market and operational risks. The Group continues to hold a substantial cash resource. After making enquiries, the Directors have formed a judgement, at the time of approving the financial statements, that there is a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. For this reason the Directors continue to adopt the going concern basis in preparing the financial statements

## **(c) Basis of consolidation**

The Group financial statements incorporate the financial statements of the Company and subsidiary entities controlled by the Company made up to 31 May each year. Control is achieved where the Company is exposed, or has rights, to variable returns from its involvement with an investee company and has the ability to affect those returns through its power over the other entity; power generally arises from holding a majority of voting rights

## **(d) Revenue recognition**

The Group follows the principles of IAS 18, 'Revenue Recognition', in determining appropriate revenue recognition policies. In principle, therefore, revenue is recognised to the extent that the economic benefits associated with the transaction will flow into the Group.

- Commission: Commission income and expenses are recognised on a trade date basis.
- Fees: Investment management, administration and corporate finance fees are recognised when earned with retainer fees being recognised over the length of time of the agreement.
- Dividend income: Dividend income is recognised when the right to receive payment is established.

## **(e) Segment reporting**

IFRS 8 requires that an entity disclose financial and descriptive information about its reportable segments, which are operating segments or aggregations of operating segments. Operating segments are identified on the basis of internal reports that are regularly reviewed by the Chief Executive Officer to allocate resources and to assess performance. Using the Group's internal management reporting as a starting point the single reporting segment set out in note 3 has been identified.

## **(f) Business combinations**

The acquisition of subsidiaries is accounted for using the purchase method. The cost of acquisition is measured as the aggregate of the fair values, at the date of exchange, of the assets given, liabilities incurred or assumed, and equity instruments issued by the Group in exchange for control of the acquiree, plus any costs directly attributable to the business combination. The acquiree's identifiable assets, liabilities and contingent liabilities that meet the conditions for recognition under IFRS 3 are recognised at their fair value at the acquisition date. As permitted by IFRS 1, the Group has chosen not to restate, under IFRS, business combinations that took place prior to 1 June 2006, the date of transition to IFRS.

## **(g) Goodwill**

Goodwill arising on consolidation represents the excess of the cost of acquisition over the Group's interest in the fair value of the identifiable assets and liabilities of a subsidiary, associate or jointly controlled entity at the date of acquisition. Goodwill is initially recognised as an asset at cost and is subsequently measured at cost less any impairment. Goodwill which is recognised as an asset is reviewed for impairment at least annually. Any impairment is recognised immediately and is not subsequently reversed.

For the purpose of impairment testing, goodwill is allocated to each of the Group's cash-generating units expected to benefit from the synergies of the combination. Cash-generating units to which goodwill has been allocated are tested for impairment annually, or more frequently where there is an indication that the unit may be impaired. If the recoverable amount of the cash-generating unit is less than the carrying value of the unit, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro rata on the basis of the carrying value of each asset in the unit. An impairment loss recognised for goodwill is not reversed in a subsequent period.

On disposal of a subsidiary, associate or jointly controlled entity, the attributable amount of goodwill is included in the determination of the profit or loss on disposal. Goodwill arising on acquisitions before the date of transition to IFRSs has been retained at the previous UK GAAP amounts subject to being tested for impairment at that date.

# Notes to the Accounts

For the year ended 31 May 2016

## **(h) Software and software licences**

The direct cost of acquisition of software licences is capitalised (if in relation to a significant installation) and, upon being brought into use, amortised as noted below. The cost of minor licenses, and the cost of deployment and associated costs to implement significant installations are expensed as incurred.

## **(i) Property, plant and equipment**

All property, plant and equipment are shown at cost less subsequent depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of items. Depreciation is charged so as to write off the cost or valuation of assets over their useful economic lives, using the straight-line method, which is considered to be as follows:

Office refurbishment	- 5 years
Office furniture and fittings	- 4 years
Computer equipment	- 3 years

The assets' residual values and useful lives are reviewed, and if appropriate asset values are written down to their estimated recoverable amounts, at each balance sheet date. Gains and losses on disposals are determined by comparing proceeds with the carrying amounts, and are included in the income statement.

## **(j) Impairment of intangible assets**

The Group's policy is to amortise the intangible assets over the life of the contract.

At each balance sheet date, the Group reviews the carrying amounts of its intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where the asset does not generate cash flows that are independent from other assets, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value, using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised as an expense immediately.

## **(k) Available-for-sale investments**

Available-for-sale investments are recognised and derecognised on a trade date where a purchase or sale of an investment is effected under a contract whose terms require delivery of the investment within the timeframe established by the market concerned, and are initially measured at cost.

At subsequent reporting dates, available-for-sale investments are measured at fair value. Gains or losses arising from changes in fair value are recognised directly in equity, until the security is disposed of or is determined to be impaired, at which time the cumulative gain or loss previously recognised in equity is included in the net profit or loss for the period. Impairment losses recognised in profit or loss are not subsequently reversed through profit or loss.

The fair values of available-for-sale investments quoted in active markets are determined by reference to the current quoted bid price. Where independent market prices are not available, fair values may be determined using valuation techniques with reference to observable market data.

## **(l) Trade and other receivables**

Trade and other receivables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. Appropriate allowances for estimated irrecoverable amounts are recognised in profit or loss when there is objective evidence that the asset is impaired. The allowance recognised is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the effective interest rate computed at initial recognition.

## **(m) Investments held for trading**

Investments held for trading, are measured at market value.

## **(n) Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and demand deposits, and other short-term highly liquid investments that are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. Such investments are those with original maturities of three months or less.

# Notes to the Accounts

For the year ended 31 May 2016

## (o) Client money

The Company holds money on behalf of clients in accordance with the Client Money Rules of the Financial Conduct Authority. With the exception of money arising in the course of clients' transactions, as disclosed in note 19, such monies and the corresponding liability to clients are not shown on the face of the balance sheet. The amount so held on behalf of clients at the year-end is stated in note 25.

## (p) Trade and other payables

Trade and other payables are measured at initial recognition at fair value, and are subsequently measured at amortised cost using the effective interest rate method. The Group accrues for all goods and services consumed but as yet unbilled at amounts representing management's best estimate of fair value.

## (q) Equity instruments

Equity instruments issued by the Company are recorded at the proceeds received, net of direct issue costs.

## (r) Dividends

Equity dividends are recognised when paid.

## (s) Share-based payments

Where share options are awarded to employees, the fair value of the options at the date of grant is charged to the income statement over the vesting period. Non-market vesting conditions are taken into account by adjusting the number of equity instruments expected to vest at each balance sheet date so that, ultimately, the cumulative amount recognised over the vesting period is based on the number of options that eventually vest. Market vesting conditions are factored into the fair value of the options granted. As long as all other vesting conditions are satisfied, a charge is made irrespective of whether the market vesting conditions are satisfied. The cumulative expense is not adjusted for failure to achieve a market vesting condition.

When the terms and conditions of options are modified before they vest, the increase in the fair value of the options, measured immediately before and after the modification, is also charged to the income statement over the remaining vesting period. Where equity instruments are granted to persons other than employees, the income statement is charged with the fair value of the goods and services received. There has been no material share options charge to the income statement to date and therefore no disclosure appears in these financial statements.

## (t) Taxation

The tax expense represents the sum of the tax currently payable and the deferred tax.

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The Group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are generally recognised for all taxable temporary differences and deferred tax assets are recognised to the extent that it is probable that taxable profits will be available against which deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill or from the initial recognition (other than in a business combination) of other assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit.

Deferred tax liabilities are recognised for taxable temporary differences arising on investments in subsidiaries and associates, except where the Group is able to control the reversal of the temporary difference and it is probable that the temporary difference will not reverse in the foreseeable future.

The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the income statement, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity.

Deferred tax assets and liabilities are offset where there is a legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority and the Group intends to settle its current tax assets and liabilities on a net basis.

## (u) Foreign currencies

The individual financial statements of each Group company are presented in the currency of the primary economic environment in which it operates (its functional currency). For the purpose of the Group Financial Statements, the

# Notes to the Accounts

For the year ended 31 May 2016

results and financial position of each Group company are expressed in pounds sterling, which is the functional currency of the Company, and the presentation currency for the Group Financial Statements.

In preparing the financial statements of the individual companies, transactions in currencies other than the entity's functional currency (foreign currencies) are recorded at the rates of exchange prevailing on the dates of the transactions. At each balance sheet date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the balance sheet date. Non-monetary items carried at fair value that are denominated in foreign currencies are translated at the rates prevailing at the date when the fair value was determined. Non-monetary items that are measured in terms of historical costs in a foreign currency are not retranslated.

Exchange differences arising on the settlement of monetary items, and on the retranslation of monetary items, are included in profit or loss for the period. Exchange differences arising on the retranslation of non-monetary items carried at fair value are included in profit or loss for the period except for differences arising on the retranslation of non-monetary items in respect of which gains and losses are recognised directly in equity. For such non-monetary items, any exchange component of that gain or loss is also recognised directly in equity.

## (v) Leases

Rentals payable under operating leases are charged to income on a straight-line basis over the term of the relevant lease. Benefits received and receivable as an incentive to enter into an operating lease are also spread on a straight-line basis over the lease term.

## 2 Critical accounting judgements and key uncertainties of estimation uncertainty

In the application of the Group's accounting policies, which are described in note 1, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period.

### Allowance for bad debts

The Group makes provision for the element of client receivables where and to the extent it believes will not be recovered from clients. This is based on past experience and detailed analysis of the outstanding position particularly with regard to the value of customers' portfolios relative to the amounts owed.

### Fair value of investments

The Group currently holds an investment in Euroclear Plc, which is held as an available-for-sale financial asset and measured at fair value at the balance sheet date. The Euroclear Plc shares do not trade in an active market, and therefore fair value is calculated with reference to the most recently published Euroclear Plc financial statements and share buyback information, using a Directors' valuation.

### Impairment

The assets on the balance sheet are reviewed for any indications of impairment. This is done with reference to the recoverability and market value of the assets concerned but may involve an element of judgement or estimation in determining whether there are any indications of impairment and if so, the extent of any impairment loss.

# Notes to the Accounts

For the year ended 31 May 2016

## 3 Total revenue and segmental analysis

IFRS 8 requires operating segments to be identified on the basis of internal reports about components of the Group that are regularly reviewed by the Chief Executive to allocate resources to the segments and to assess their performance. Pursuant to this, the Group continues to identify a single reportable segment, being UK-based financial intermediation. Within this single reportable segment, total revenue comprises:

	2016	2015
	£'000	£'000
Commission receivable	1,951	2,391
Investment management fees	680	699
	<b>2,631</b>	<b>3,090</b>
Commission payable to associates	(447)	(555)
Commission payable to third parties	(4)	(3)
	<b>(451)</b>	<b>(558)</b>
	<b>2,180</b>	<b>2,532</b>
Other income	71	67
	<b>2,251</b>	<b>2,599</b>

Substantially all revenue in the current and prior year is generated in the UK and derives solely from the provision of financial intermediation.

## 4 Staff remuneration and costs

Remuneration policies are recommended to the Board by the Remuneration Committee. The Committee consists of C F Harrison (Chairman), A R Fiske-Harrison and M H W Perrin.

Remuneration for executives comprises basic salary, a performance-related bonus, and other benefits in kind, and may include share options. This remuneration takes into account:

- market rates;
- the need to attract, retain and motivate high calibre individuals with a competitive remuneration package;
- comparability across different functions within the firm;
- loyalty and effort; and
- effectiveness.

The FCA's Remuneration Code applies to certain of the firm's staff. As set out in note 5 below Alan Meech receives a commission element generated by him and this is usually less than 33% of the total remuneration earned by him though it is not capped as such. All other Code Staff have salaries that are in the main fixed and any performance-related pay reflects a share of a bonus pool available to all employees. This bonus pool reflects the profitability of the firm in that year and is allotted according to merit.

The average number of employees, including Directors, employed by the Company within each category of persons, and their aggregate remuneration was:

	2016	2016	2015	2015
	No.	£'000	No.	£'000
Dealing and sales	10	638	11	627
Settlement	6	288	7	274
Administration	6	279	7	500
	<b>25</b>	<b>1,205</b>	<b>25</b>	<b>1,401</b>

Employees', including Directors', costs comprise:

	2016	2015
	£'000	£'000
Wages, salaries and other staff costs	1,235	1,453
Bonus	-	1
Social security costs	148	155
	<b>1,383</b>	<b>1,609</b>

# Notes to the Accounts

For the year ended 31 May 2016

## 5 Directors' remuneration

(a) Directors' emoluments comprise:

	2016	2015
	£'000	£'000
Emoluments	488	736

Highest paid Director's remuneration:

Emoluments	124	247
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Information regarding Directors' share options is shown under Directors' Interests in the Directors' Report.

The emoluments of the Directors for the current and previous year are as follows:

31 May 2016	Gross salary £'000	Termination	Fees £'000	Commission £'000	Benefits £'000	Total £'000
C F Harrison	110	-	-	-	-	110
J P Q Harrison	114	-	-	-	10	124
F G Luchini	86	-	-	-	32	118
A D Meech	65	-	-	15	16	96
M H W Perrin	-	-	20	-	1	21
A R Fiske-Harrison	-	-	18	-	1	19
	375	-	38	15	60	488

31 May 2015	Gross salary £'000	Termination	Fees £'000	Commission £'000	Benefits £'000	Total £'000
A J Andrews	96	150	-	-	-	246
C F Harrison	119	-	-	-	6	125
J P Q Harrison	112	-	-	-	3	115
F G Luchini	77	-	-	-	36	113
A D Meech	61	-	-	19	16	96
M H W Perrin	-	-	24	-	-	24
A R Fiske-Harrison	-	-	17	-	-	17
	465	150	41	19	61	736

## 6 Operating (loss)/profit

	2016	2015
	£'000	£'000

The operating loss profit is arrived at after charging:

Auditor's remuneration:

Fees payable to the Company's auditor

- for the audit of the Company's annual accounts	59	57
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Non-audit fees:

- Other services pursuant to legislation: Interim review	6	6
- Audit of client money and custody assets	8	8
- Tax services	7	7

Net foreign exchange losses

	-	1
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Depreciation of property, plant and equipment

	26	24
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Operating lease rentals - Land and buildings

	222	180
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- Other

	5	5
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The loss for the financial year dealt with in the financial statements of the parent Company was £1,252,000 (2015: loss of £607,000) before dividend.

# Notes to the Accounts

For the year ended 31 May 2016

As permitted by Section 408 of the Companies Act 2006, no separate income statement is presented in respect of the parent Company.

## 7 Finance income

	2016	2015
	£'000	£'000
Interest receivable:		
Banks	8	20
	8	20

## 8 Finance costs

	2016	2015
	£'000	£'000
Interest payable:		
Bank loans, overdrafts and other interest payable	1	3

## 9 Tax

*Analysis of tax on ordinary activities:*

	2016	2015
	£'000	£'000
<b>Current tax</b>		
Current year	-	(38)
Prior year adjustment	-	-
	-	(38)
<b>Deferred tax</b>		
Current year	-	(95)
Prior year adjustment	-	-
Total tax credit to Statement of Comprehensive Income	-	(133)

*Factors affecting the tax charge for the year*

The standard rate of tax for the year, based on the United Kingdom standard rate of corporation tax, is 20% (2015: 20%).

The (credit)/charge for the year can be reconciled to the profit per the Statement of Comprehensive Income as follows:

	2016	2015
	£'000	£'000
Loss before tax	(1,316)	(645)
Charge on loss on ordinary activities at standard rate	(263)	(129)
Effect of:		
Expenses not deductible in determining taxable profit	7	11
Non-taxable income	(8)	(11)
Losses not relieved	264	-
Small company relief	-	(4)
Adjustment to tax charge in respect of prior years	-	-
	-	(133)



# Notes to the Accounts

For the year ended 31 May 2016

## 10 Dividends paid

	2016	2015
	£'000	£'000
Second interim dividend (October 2014: 0.35p) paid in respect of prior year	-	30
First interim dividend (March 2015: 0.25p)	-	21
	-	51

The Employee Share Option Scheme, which is controlled by Fiske plc held shares to the benefit of employees, waived the entitlement to any dividend on its holding of 9,490 ordinary shares of 25p each (2015: 9,490 ordinary shares of 25p each).

## 11 Loss per share

Basic earnings per share has been calculated by dividing the profit on ordinary activities after taxation by the weighted average number of shares in issue during the year. Diluted earnings per share is basic earnings per share adjusted for the effect of conversion into fully paid shares of the weighted average number of share options during the year.

31 May 2016	Basic £'000	Diluted Basic £'000
Loss on ordinary activities after taxation	(1,316)	(1,316)
Adjustment to reflect impact of dilutive share options	-	-
Loss	(1,316)	(1,316)
Number of shares (000's)	8,451	8,477
Loss per share (pence)	(15.6)	(15.5)

31 May 2015	Basic £'000	Diluted Basic £'000
Loss on ordinary activities after taxation	(512)	(512)
Adjustment to reflect impact of dilutive share options	-	-
Loss	(512)	(512)
Number of shares (000's)	8,451	8,492
Loss per share (pence)	(6.1)	(6.0)

	31 May 2016	31 May 2015
Number of shares (000's):		
Weighted average number of shares	8,451	8,451
Dilutive effect of share option scheme	26	41
	8,477	8,492

## Notes to the Accounts

For the year ended 31 May 2016

### 12 Goodwill

	Group £'000	Company £'000
<b>Positive goodwill arising out of Fund management acquisitions</b>		
<b>Cost</b>		
At 1 June 2014	1,311	1,146
Additions	-	-
At 1 June 2015	1,311	1,146
Additions	-	-
<b>At 31 May 2016</b>	<b>1,311</b>	<b>1,146</b>
<b>Accumulated impairment losses</b>		
At 1 June 2014	916	916
Impairment losses for the year	-	-
At 1 June 2015	916	916
Impairment losses for the year	-	-
<b>At 31 May 2016</b>	<b>916</b>	<b>916</b>
<b>Carrying amount</b>		
<b>At 31 May 2016</b>	<b>395</b>	<b>230</b>
At 1 June 2015	395	230
At 1 June 2014	395	230

Goodwill reflects cost, less any impairment provisions deemed appropriate. Further detail is set out in note 1 to the accounts. Goodwill is allocated to a cash generating unit, which is the Company itself and the recoverable amount of the cash generating unit is determined by calculating the fair value, on the basis of 2.5% of assets under management, less costs to sell.

### 13 Other intangible assets

Group and Company	Systems licence £'000
<b>Cost</b>	
At 1 June 2014	282
Additions	90
At 1 June 2015	372
Additions	
Disposals	(372)
<b>At 31 May 2016</b>	
<b>Accumulated amortisation</b>	
At 1 June 2014	282
Charge for the year	-
At 1 June 2015	282
Charge for the year	
On disposals	(372)
<b>At 31 May 2016</b>	
<b>Net book value</b>	
<b>At 31 May 2016</b>	<b>90</b>
At 31 May 2015	90
At 31 May 2014	-

# Notes to the Accounts

For the year ended 31 May 2016

## 14 Property, plant and equipment

Group and Company	Office furniture and equipment £'000	Computer equipment £'000	Office refurbishment £'000	Total £'000
<b>Cost</b>				
At 1 June 2014	134	141	175	450
Additions	-	16	-	16
Disposals	-	-	-	-
At 1 June 2015	134	157	175	466
Additions	-	16	-	16
Disposals	-	-	-	-
<b>At 31 May 2016</b>	<b>134</b>	<b>173</b>	<b>175</b>	<b>482</b>
<b>Accumulated depreciation</b>				
At 1 June 2014	114	126	175	415
Charge for the year	10	14	-	24
Disposals	-	-	-	-
At 1 June 2015	124	140	175	439
Charge for the year	9	17	-	26
Disposals	-	-	-	-
<b>At 31 May 2016</b>	<b>133</b>	<b>157</b>	<b>175</b>	<b>465</b>
<b>Net book value</b>				
<b>At 31 May 2016</b>	<b>1</b>	<b>16</b>	<b>-</b>	<b>17</b>
At 31 May 2015	10	17	-	27
At 31 May 2014	20	15	-	35

## 15 Investment in subsidiary undertakings

Company	2016 £'000	2015 £'000
<b>Cost at 1 June 2015 and 31 May 2016</b>	<b>165</b>	<b>165</b>

The following are the subsidiaries of the Company at 31 May 2016 and at the date of these financial statements.

Incorporated in the UK:	Class of shares	Proportion of Nominal value and voting rights held by parent company	Nature of business
<b>VOR Financial Strategy</b>	Ordinary	100%	Investment
<b>Ionian Group Limited</b>	Ordinary	100%	Investment
<b>Fiske Nominees Limited</b>	Ordinary	100%	Nominee

# Notes to the Accounts

For the year ended 31 May 2016

## 16 Available-for-sale investments

	2016	2015
Group and Company	£'000	£'000
At 1 June 2015:		
Valuation	2,217	2,365
Unrealised appreciation	(1,408)	(1,561)
Cost	809	804
Additions		5
Cost of disposals	(145)	-
At 31 May 2016:		
Cost	664	809
Unrealised appreciation	1,536	1,408
Valuation	2,200	2,217
being:		
Listed	5	164
Unlisted	2,195	2,053
Available-for-sale investments carried at fair value	2,200	2,217

The investments included above are represented by holdings of equity securities. These shares are not held for trading and are accordingly classified as available-for-sale.

## 17 Trade and other receivables

	2016	2015
Group and Company	£'000	£'000
Counterparty receivables	1,947	2,846
Trade receivables	489	1,182
	2,436	4,028
Corporation tax recoverable	38	38
Other debtors	22	20
Prepayments and accrued income	339	374
	2,835	4,460

### Counterparty receivables

Included in the Group's counterparty receivables are debtors with a carrying amount of £905,000 (2015: £21,000) which are past due at the reporting date for which the Group has not provided as there has not been a significant change in credit quality and the amounts were still considered recoverable, and were subsequently recovered.

Ageing of past due but not impaired counterparty receivables:

	2016	2015
	£'000	£'000
0 – 15 days	720	3
16 - 30 days	165	
31 – 45 days	20	18
46 – 60 days	-	-
	905	21

## Notes to the Accounts

For the year ended 31 May 2016

### Trade receivables

Included in the Group's trade receivables balance are debtors with a carrying amount of £nil (2015: £877,000) which are past due at the reporting date for which the Group has not provided as there has not been a significant change in credit quality and the amounts were still considered recoverable, and were subsequently recovered.

Ageing of past due but not impaired trade receivables:

	2016	2015
	£'000	£'000
0 – 15 days	-	836
16 – 30 days	-	41
31 – 60 days	-	-
	-	877

### 18 Investments held for trading

	2016	2015
	£'000	£'000
<b>Group and Company</b>		
Listed	16	13

The investments included above are represented by holdings of listed equity securities.

### 19 Cash and cash equivalents

Cash and cash equivalents includes £nil (2015: £493,000) received in the course of settlement of client trades. This amount is held by the Company in trust on behalf of clients but may be utilised to complete settlement of outstanding trades.

### 20 Trade and other payables

	2016	2015
	Group	Group
	£'000	£'000
Counterparty payables	1,920	1,811
Trade payables	-	2,625
	1,920	4,436
Sundry creditors and accruals	600	596
	2,520	5,032

### 21 Deferred taxation

	Capital allowances	Available-for-sale investments	Tax Losses	Deferred tax liability
	£'000	£'000	£'000	£'000
<b>Group and Company</b>				
At 1 June 2015	(1)	266	(94)	171
Credit for the year	-	-	-	-
Credit in respect of prior year	-	-	-	-
Charge to Statement of Comprehensive Income				
- in respect of current year	-	30	-	30
- in respect of change in corporation tax rate	-	-	-	-
At 31 May 2016	(1)	296	(94)	201

Deferred tax assets and liabilities are recognised at a rate which is substantively enacted at the balance sheet date. The rate to be taken in this case is 20%, being the anticipated rate of taxation applicable to the Company in the future.

# Notes to the Accounts

For the year ended 31 May 2016

## 22 Called up share capital

	2016		2015	
	No. of shares	£'000	No. of shares	£'000
<b>Authorised:</b>				
Ordinary shares of 25p	12,000,000	3,000	12,000,000	3,000
<b>Allotted and fully paid:</b>				
Ordinary shares of 25p	8,460,205	2,115	8,460,205	2,115

Included within the allotted and fully paid share capital were 9,490 ordinary shares of 25p each (2015: 9,490 ordinary shares of 25p each) held for the benefit of employees.

At 31 May 2016 there were 75,000 outstanding options to subscribe for ordinary shares.

## 23 Contingent liabilities

In the ordinary course of business, the Company has given letters of indemnity in respect of lost certified stock transfers and share certificates. While the contingent liability arising thereon is not quantifiable, it is not believed that any material liability will arise under these indemnities.

## 24 Financial commitments

### Operating leases

At 31 May 2016 the Group had outstanding commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	2016		2015	
	Land and buildings £'000	Other £'000	Land and buildings £'000	Other £'000
In the next year	227	5	103	5
In the second to fifth years inclusive	1,442	20	-	2
Total commitment	1,669	25	103	7

In June 2010, the Company entered into a new lease over its premises at London Wall for a period of 10 years, with a five-year break clause.

## 25 Clients' money

At 31 May 2016 amounts held by the Company on behalf of clients in accordance with the Client Money Rules of the Financial Conduct Authority amounted to £36,729,000 (2015: £40,335,000). The Company has no beneficial interest in these amounts and accordingly they are not included in the balance sheet.

## 26 Financial instruments

### Capital risk management

The Group manages its capital to ensure that it will be able to continue as a going concern while maximising the return to stakeholders. The Group's capital structure consists of equity attributable to equity holders of the parent company, comprising issued capital, reserves and retained earnings. The Group has no debt.

### Externally imposed capital requirement

The Group is subject to the minimum capital requirements required by the Financial Conduct Authority (FCA), and has complied with those requirements throughout both financial periods. Capital adequacy and capital resources are monitored by the Group on the basis of the Capital Requirements Directive. The Group has a strong balance sheet, and has maintained regulatory capital at a level in excess of its regulatory requirement. The Group's capital requirement is under continuous review as part of the Internal Capital Adequacy Assessment Process.

### Significant accounting policies

Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis for measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset, financial liability and equity instrument, are disclosed in the accounting policies in note 1.

# Notes to the Accounts

For the year ended 31 May 2016

## Categories of financial instruments

Group and Company	2016 £'000	2015 £'000
Available-for-sale investments	2,220	2,217
Loans and receivables - Trade and other receivables	2,835	4,460
Loans and receivables - Cash and cash equivalents	405	2,456
Investments held at fair value through profit and loss	16	13
Financial liabilities at amortised cost - Trade and other payables	2,520	5,032

The carrying value of each class of financial asset denoted above approximates to its fair value.

## Fair value measurements recognised in the statement of financial position

The following table provides an analysis of financial instruments that are measured subsequent to initial recognition at fair value, grouped into Levels 1 to 3 based on the degree to which the fair value is observable:

- Level 1 fair value measurements are those derived from quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2 fair value measurements are those derived from inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices); and
- Level 3 fair value measurements are those derived from valuation techniques that include inputs for the asset or liability that are not based on observable market data (unobservable inputs).

	2016			Total £'000
	Level 1 £'000	Level 2 £'000	Level 3 £'000	
<b>Financial assets at FVTPL</b>				
Derivative financial assets for trading	-	-	-	-
Non-derivative financial assets for trading	16	-	-	16
<b>Available-for-sale financial assets</b>				
Quoted equities	5	-	-	5
Unquoted equities	-	-	2,195	2,195
<b>Total</b>	21	-	2,195	2,216

There were no transfers between levels during the year.

## Reconciliation of Level 3 fair value measurements of financial assets

Available-for-sale financial assets	Unquoted equities £'000	Total £'000
Balance at 1 June 2015	2,053	2,053
Purchases	-	-
Total gains or losses:	142	142
<b>Balance at 31 May 2016</b>	<b>2,195</b>	<b>2,195</b>

There were no reclassifications during the year. There were no financial liabilities subsequently measured at fair value.

The Group's finance function monitors and manages the financial risks relating to the operations of the Group. The Group is exposed to market and other price risk, credit risk and to a very limited amount interest rate risk and liquidity risk.

The Board of Directors monitors risks and implements policies to mitigate risk exposures.

## Credit risk

Credit risk refers to the risk that a third party will default on its contractual obligations resulting in financial loss to the Group. Third party receivables consist of customers' balances, spread across institutional and private clients. Ongoing credit evaluation is performed on the financial condition of accounts receivable and stock is held until settlement is effected.

# Notes to the Accounts

For the year ended 31 May 2016

The Group does not have any significant credit risk exposure to any group of third parties having similar characteristics. The credit risk on liquid funds is limited because the third parties are one of the UK big four clearing banks.

## Market risk

The Group is mainly exposed to market risk in respect of its trading as agent in equities and debt instruments with the volume of trading and thus transaction revenue retreating in market downturns, and to variations in asset values and thus management fees. There has been no material change to the Group's exposure to market risks or the manner in which it manages and measures the risks.

Market risk also gives rise to variations in the value of investments held by Fiske, acting as principal. These are designated as available-for-sale and are mostly held for strategic rather than trading purposes and not actively traded.

## Interest rate risk management

The Group has no borrowings and is therefore not exposed to interest rate risk in that respect. The Group's exposure to interest rates on financial assets is detailed in the liquidity risk management section of this note.

## Liquidity risk management

The Group manages liquidity risk by maintaining adequate reserves and by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. In respect of counterparty creditors and trade payables the amounts due are all payable between nil and 15 days.

## Sensitivity analysis

### Equity

The fair values of all available-for-sale investments and their exposure to equity price risks at the reporting date are based on the accounting policy in note 1(k). If equity prices had been 5% higher/lower the revaluation reserve would increase/decrease by £110,000 (2015: increase/decrease by £111,000).

In respect of investments held for trading purposes and their exposure to equity price risks at the reporting date, if equity prices had been 5% higher, net profit for the year ended 31 May 2016 would have been £1,000 higher (2015: £1,000 higher) and vice versa if prices were lower.

### Cash

The Group's financial cash asset of £405,000 (2015: £2,456,000) is held at a fixed interest rate and is available on demand. If prevailing interest rates during the year (approximately 0.5%) had been comparable with those prevailing in the prior year (approximately 0.5%), bank interest receivable of £20,000 (2015: £20,000) would have been substantially unchanged. A further reduction in rates in the period would have had no material impact.

## 27 Related party transactions

Transactions between the Company and its subsidiaries which are related parties have been eliminated on consolidation and are not disclosed in this note as they are not material.

### Directors' transactions

Directors transact share-dealing business with the Company under normal staff business terms and in accordance with applicable laws and regulations. In the year to 31 May 2016, commission earned from this by the Company amounted to £1,960 (2015: £1,207).

During the year, the Directors each received no dividends attributable to their respective shareholdings, as disclosed in the Directors' Report (2015: 0.6p).

Details of Directors' interests in ordinary shares and in share options are as disclosed in the Directors' Report, together with details of other significant holdings in the equity of the Company. The Company has no ultimate controlling party.

### Directors' balances

The Directors' trading balances have been included within trade receivables and payables and Directors' current account balances are included in other payables.



## Company Information

### DIRECTORS

Clive Fiske Harrison

*Chairman*

James Philip Quibell Harrison

*Chief Executive Officer*

Francis Gerard Luchini

*Compliance Director and Company*

*Secretary*

Alan Dennis Meech

*Director*

Martin Henry Withers Perrin\*

Alexander Rupert Fiske-Harrison \*

*\*Non-Executive*

### REGISTERED OFFICE

3<sup>rd</sup> Floor, Salisbury House

London Wall

London EC2M 5QS

### REGISTERED NUMBER

02248663

### AIM Listing

**Lon:FKE**

**ISIN: GB0003353157**

**Sedol: 0335315**

### NOMINATED ADVISER

Grant Thornton

UK LLP

30 Finsbury Square

London EC2P 2YU

### AUDITOR

Deloitte LLP

London

### REGISTRARS

Capita Asset Services Limited

The Registry

34 Beckenham Road

Beckenham, Kent BR3 4TU

Details of the Directors and their backgrounds are as follows:

#### **Clive Fiske Harrison** *Chairman*

Clive Harrison started his career with Panmure Gordon in 1961 and moved to Hodgson & Baker (subsequently renamed Sandleson & Co) in 1965. He founded Fiske & Co in 1973 and has been senior partner and latterly Chief Executive officer since that time. He retired from the role of Chief Executive following the AGM on 25 September 2015.

#### **James Philip Quibell Harrison** *Chief Executive Officer*

James Harrison joined Fiske in 1996 in the private client investment department and now manages a substantial client portfolio. He was Company Secretary from 2001 to 2005 and he was appointed to the Board as an Executive Director in May 2007. On 25 September 2015, following the AGM he was appointed as the Chief Executive Officer. He is responsible for the day to day running of the Company.

#### **Francis Gerard Luchini** *Compliance Director*

Gerard Luchini joined Fiske as Compliance Officer in July 1997 and became a Director in January 1998. He was formerly a Compliance Officer with the Royal Bank of Canada. He has responsibility for all compliance and regulatory matters at the firm. He was appointed Company Secretary in 2005.

#### **Alan Dennis Meech** *Director*

Alan Meech joined Fiske as a dealer in 1985 and became a Director in May 1989. He was previously with J M Finn. His role at Fiske, principally on the dealing desk, also includes responsibility for some areas of credit control.

#### **Martin Henry Withers Perrin** *Non-Executive*

Martin Perrin joined the Board as a non-executive Director in November 2003. He is a chartered accountant with wide experience of operations and finance in industry. He is Chairman of the Audit Committee and the Risk Management Committee and is a member of the Remuneration and Nomination Committee. He is a Director of The Investment Company Plc and Vipera plc.

#### **Alexander Rupert Fiske-Harrison** *Non-Executive*

Alexander Fiske-Harrison joined the Board as a non-executive Director in April 2016. He has previously worked for the Financial Times Group where he was involved in setting up the FT Magazine in 2003 and has also worked as a trainee stockbroker at Fiske plc. Alexander is currently a director of St. Botolph's Securities Limited and Mersea Island Securities Limited, both of which are investment companies. Alexander also sits on the Board of Mephisto Productions Limited, a company involved the production of film and theatre.

# Notice of Annual General Meeting

Notice is hereby given that the Annual General Meeting of Fiske plc will be held at Salisbury House, London Wall, London EC2M 5QS on 22 September 2016 at 12.30 pm for the following purposes:

## Ordinary Business:

1. To receive the Report of the Directors and Auditor and the Accounts for the year ended 31 May 2016.
2. To re-elect Martin Henry Withers Perrin as a director of the Company.
3. To re-elect Alan Dennis Meech as a director of the Company.
4. To re-elect James Philip Quibell Harrison as a director of the Company.
5. To reappoint Deloitte LLP as auditor and to authorise the Board to fix their remuneration.

## Special Business

To consider and, if thought fit, to pass the following Resolutions which will be proposed as to Resolution 6 as an ordinary Resolution and as to Resolutions 7 and 8 as special Resolutions:

6. THAT for the purposes of section 551 Companies Act 2006 ("2006 Act") (and so that expressions used in this resolution shall bear the same meanings as in the said section 551):
  - (a) the Directors be generally and unconditionally authorised to exercise all powers of the Company to allot shares and to grant such subscription and conversion rights as are contemplated by sections 551(1)(a) and (b) of the 2006 Act respectively up to a maximum nominal amount of £634,515 to such persons and at such times and on such terms as they think proper during the period expiring at the conclusion of the next Annual General Meeting of the Company (unless previously varied, revoked or renewed by the Company in general meeting); and
  - (b) the Company shall be entitled to make, prior to the expiry of such authority, any offer or agreement which would or might require relevant securities to be allotted after the expiry of such authority and the Directors may allot any relevant securities pursuant to such offer or agreement as if such authority had not expired; and
  - (c) all prior authorities to allot securities be revoked but without prejudice to the allotment of any securities already made or to be made pursuant to such authorities.
7. THAT:
  - (a) the Company be and is hereby generally and unconditionally authorised for the purpose of section 701 of the Companies Act 2006 (the "2006 Act") to make market purchases (within the meaning of section 693 of the 2006 Act) of ordinary shares of 25p each in the capital of the Company ("ordinary shares") on such terms and in such manner as the Directors may from time to time determine provided that:
  - (b) the maximum number of ordinary shares hereby authorised to be acquired is 846,020;
  - (c) the minimum price which may be paid for an ordinary share is 25p;
  - (d) the maximum price which may be paid for an ordinary share is an amount equal to 105% of the average of the middle market quotations for an ordinary share as derived from The London Stock Exchange Daily Official List for the five business days immediately preceding the day on which an ordinary share is contracted to be purchased;
  - (e) unless previously revoked or varied, the authority hereby conferred shall expire at the close of the next Annual General Meeting of the Company or 18 months from the date on which this resolution is passed, whichever shall be the earlier; and
  - (f) the Company may make a contract to purchase ordinary shares under the authority hereby conferred prior to the expiry of such authority, which contract will or may be executed wholly or partly after the expiry of such authority, and may purchase ordinary shares in pursuance of any such contract.
8. THAT the Directors be granted power pursuant to Section 570 of the Companies Act 2006 to allot equity securities (within the meaning of section 560 of the 2006 Act) for cash, pursuant to the authority conferred on them to allot such shares or grant such rights by Resolution 6 contained in the Notice of the Annual General Meeting of the Company of which this Resolution forms part as if section 561(1) and sub sections (1)-(6) of section 562 of the 2006 Act did not apply to any such allotment, provided that the power conferred by this Resolution shall be limited to:
  - (a) the allotment of equity securities in connection with an issue or offering in favour of holders of equity securities and any other persons entitled to participate in such issue or offering where the

equity securities respectively attributable to the interests of such holders and persons are proportionate (as nearly as maybe) to the respective number of equity securities held or deemed to be held by them on the record date of such allotment, subject only to such exclusions or other arrangements as the Directors may consider necessary or expedient to deal with fractional entitlements or legal or practical problems under the laws or requirements of any recognised regulatory body or stock exchange in any territory; and

- (b) the allotment of equity securities up to an aggregate nominal value of £528,763; and
- (c) shall expire at the conclusion of the next Annual General Meeting of the Company or, if earlier, the date 15 months from the date of passing of this Resolution unless previously varied, revoked or renewed by the Company in general meeting provided that the Company may, before such expiry, make any offer or agreement which would or might require equity securities to be allotted after such expiry and the Directors may allot equity securities pursuant to any such offer or agreement as if the power hereby conferred had not expired; and
- (d) all prior powers granted under section 571 of the Companies Act 2006 be revoked provided that such revocation shall not have retrospective effect.

By Order of the Board

F G Luchini  
Secretary

25 August 2016

Registered office:  
Salisbury House  
London Wall  
London EC2M 5QS

## Notes to Notice of Annual General Meeting

1. A member entitled to attend and vote at the Meeting convened by the above notice may appoint a proxy to exercise all or any of his rights to attend, speak and vote at a meeting of the Company. A proxy need not be a member of the Company. A member may appoint more than one proxy in relation to the Meeting, provided that each proxy is appointed to exercise the rights attached to a different share or shares held by that member. A form of proxy is enclosed. To be valid the enclosed form of proxy together with the power of attorney or other authority, if any, under which it is signed or a notarially certified or office copy thereof, must be delivered in accordance with instructions on it so as to be received by the Company's registrars, Capita Asset Services, Proxies, The Registry, 34 Beckenham Road, Beckenham BR3 4TU, not less than two working days before the time appointed for holding the Meeting or any adjournment thereof. Lodgement of a form of proxy will not prevent a member from attending and voting in person if so desired.
2. Copies of contracts of service between the directors and the Company will be available at the registered office of the Company on any weekday prior to the meeting (weekends and public holidays excepted) during normal business hours. Copies of the above-mentioned documents will also be available on the date of the Annual General Meeting at the place of the meeting for 15 minutes prior to the meeting until its conclusion.
3. Pursuant to section 360B of the 2006 Act and regulation 41 of the Uncertificated Securities Regulations 2001, only shareholders registered in the register of members of the Company as at two working days before the time appointed for holding the Meeting shall be entitled to attend and vote at the Meeting in respect of the number of shares registered in their name at such time. If the Meeting is adjourned, the time by which a person must be entered on the register of members of the Company in order to have the right to attend and vote at the adjourned meeting is at 12.30 pm on the day preceding the date fixed for the adjourned meeting. Changes to the register of members after the relevant times shall be disregarded in determining the rights of any person to attend or vote at the Meeting.
4. In the case of joint holders, the vote of the senior who tenders a vote whether in person or by proxy will be accepted to the exclusion of the votes of the other joint holders and for this purpose seniority will be determined by the order in which names stand in the register of members of the Company in respect of the relevant joint holding.
5. By attending the Meeting members agree to receive any communications made at the meeting.
6. In order to facilitate voting by corporate representatives at the Meeting, arrangements will be put in place at the Meeting so that (i) if a corporate shareholder has appointed the Chairman of the Meeting as its corporate representative to vote on a poll in accordance with the directions of all of the other corporate representatives for that shareholder at the Meeting, then on a poll those corporate representatives will give voting directions to the Chairman and the Chairman will vote (or withhold a vote) as corporate representative in accordance with those directions; and (ii) if more than one corporate representative for the same corporate shareholder attends the Meeting but the corporate shareholder has not appointed the Chairman of the Meeting as its corporate representative, a designated corporate representative will be nominated, from those corporate representatives who attend, who will vote on a poll and the other corporate representatives will give voting directions to that designated corporate representative. Corporate shareholders are referred to the guidance issued by the Institute of Chartered Secretaries and Administrators on proxies and corporate representatives ([www.icsa.org.uk](http://www.icsa.org.uk)) for further details of the procedure. The guidance includes a sample form of appointment letter if the Chairman is being appointed as described in (i) above.