

## Net Fees

### Constant Currency

	FY16	FY16	FY16	FY16	FY16
Original Format	Q1	Q2	Q3	Q4	FY
UK&I	-	(9%)	(9%)	(12%)	(8%)
Continental Europe	20%	16%	12%	8%	13%
USA	14%	-	(10%)	1%	-
Asia Pac & Middle East	(13%)	(18%)	(26%)	(4%)	(15%)
<b>Group</b>	<b>10%</b>	<b>2%</b>	<b>(2%)</b>	<b>-</b>	<b>2%</b>

	FY17	FY17	FY17	FY17	FY17
	Q1	Q2	Q3	Q4	FY
	(19%)	(14%)	(10%)	(12%)	(14%)
	7%	7%	6%	16%	9%
	12%	20%	20%	17%	18%
	(14%)	5%	1%	(7%)	(4%)
<b>Group</b>	<b>-</b>	<b>4%</b>	<b>5%</b>	<b>8%</b>	<b>4%</b>

	FY16	FY16	FY16	FY16	FY16
Management Structure	Q1	Q2	Q3	Q4	FY
DACH	25%	20%	17%	10%	17%
EMEA excl DACH	6%	(2%)	(5%)	(5%)	(2%)
USA	14%	-	(10%)	1%	-
APAC	(16%)	(15%)	(19%)	1%	(12%)
<b>Group</b>	<b>10%</b>	<b>2%</b>	<b>(2%)</b>	<b>-</b>	<b>2%</b>

	FY17	FY17	FY17	FY17	FY17
	Q1	Q2	Q3	Q4	FY
	6%	4%	5%	8%	6%
	(8%)	(2%)	(2%)	6%	(1%)
	12%	20%	20%	17%	18%
	(10%)	3%	(6%)	(9%)	(6%)
<b>Group</b>	<b>-</b>	<b>4%</b>	<b>5%</b>	<b>8%</b>	<b>4%</b>

	FY16	FY16	FY16	FY16	FY16
Top five countries	Q1	Q2	Q3	Q4	FY
Germany	27%	23%	19%	10%	19%
Netherlands	18%	15%	4%	5%	10%
UK	1%	(9%)	(7%)	(12%)	(7%)
USA	14%	-	(10%)	1%	-
Japan	1%	52%	(14%)	3%	7%
ROW	(1%)	(8%)	(11%)	(1%)	(5%)
<b>Group</b>	<b>10%</b>	<b>2%</b>	<b>(2%)</b>	<b>-</b>	<b>2%</b>

	FY17	FY17	FY17	FY17	FY17
	Q1	Q2	Q3	Q4	FY
	9%	4%	5%	6%	6%
	15%	16%	12%	37%	20%
	(16%)	(12%)	(9%)	(11%)	(12%)
	12%	20%	20%	17%	18%
	53%	38%	6%	54%	38%
	(15%)	(2%)	(1%)	3%	(4%)
<b>Group</b>	<b>-</b>	<b>4%</b>	<b>5%</b>	<b>8%</b>	<b>4%</b>

## Net Fees

### Constant Currency

	FY18	FY18	FY18	FY18	FY18
Original Format	Q1	Q2	Q3	Q4	FY
UK&I	(3%)	(2%)	(10%)	(4%)	(5%)
Continental Europe	15%	20%	24%	20%	20%
USA	1%	16%	8%	8%	8%
Asia Pac & Middle East	15%	1%	16%	13%	11%
<b>Group</b>	<b>8%</b>	<b>13%</b>	<b>13%</b>	<b>12%</b>	<b>12%</b>

	FY19	FY19	FY19	FY19	FY19	FY20
	Q1	Q2	Q3	Q4	FY	Q1
	(7%)	(12%)	(7%)	(11%)	(9%)	(10%)
	12%	14%	5%	1%	8%	3%
	17%	10%	5%	6%	9%	-
	5%	20%	14%	8%	12%	(4%)
<b>Group</b>	<b>9%</b>	<b>9%</b>	<b>4%</b>	<b>1%</b>	<b>5%</b>	<b>-</b>

	FY18	FY18	FY18	FY18	FY18
Management Structure	Q1	Q2	Q3	Q4	FY
DACH	15%	21%	21%	27%	21%
EMEA excl DACH	7%	10%	10%	7%	8%
USA	1%	16%	8%	8%	8%
APAC	16%	(6%)	8%	4%	5%
<b>Group</b>	<b>8%</b>	<b>13%</b>	<b>13%</b>	<b>12%</b>	<b>12%</b>

	FY19	FY19	FY19	FY19	FY19	FY20
	Q1	Q2	Q3	Q4	FY	Q1
	12%	18%	8%	5%	10%	9%
	5%	-	(2%)	(5%)	(1%)	(6%)
	17%	10%	5%	6%	9%	-
	(4%)	25%	21%	1%	10%	(15%)
<b>Group</b>	<b>9%</b>	<b>9%</b>	<b>4%</b>	<b>1%</b>	<b>5%</b>	<b>-</b>

	FY18	FY18	FY18	FY18	FY18
Top five countries	Q1	Q2	Q3	Q4	FY
Germany	13%	17%	17%	24%	18%
Netherlands	20%	30%	37%	17%	25%
UK	(5%)	(3%)	(10%)	(5%)	(6%)
USA	1%	16%	8%	8%	8%
Japan	82%	56%	123%	90%	85%
ROW	12%	8%	16%	8%	11%
<b>Group</b>	<b>8%</b>	<b>13%</b>	<b>13%</b>	<b>12%</b>	<b>12%</b>

	FY19	FY19	FY19	FY19	FY19	FY20
	Q1	Q2	Q3	Q4	FY	Q1
	9%	16%	6%	5%	9%	7%
	13%	9%	7%	4%	8%	3%
	(9%)	(12%)	(8%)	(10%)	(10%)	(8%)
	17%	10%	5%	6%	9%	-
	44%	63%	82%	1%	43%	(11%)
	10%	10%	(2%)	(5%)	3%	(8%)
<b>Group</b>	<b>9%</b>	<b>9%</b>	<b>4%</b>	<b>1%</b>	<b>5%</b>	<b>-</b>