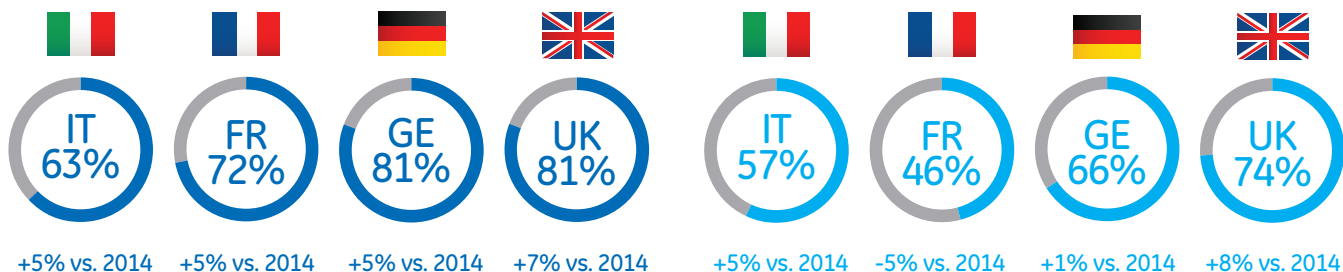


REVENUE GROWTH (PAST 12 MONTHS) & PREDICTED REVENUE GROWTH

■ % reporting revenue growth in past year

■ % who predict growth in gross revenue



UK delivering on growth promises and catching up on Germany... Is this the Brittelstand?



Predicted growth higher in the Brittelstand compared to the 'Mighty' Mittelstand

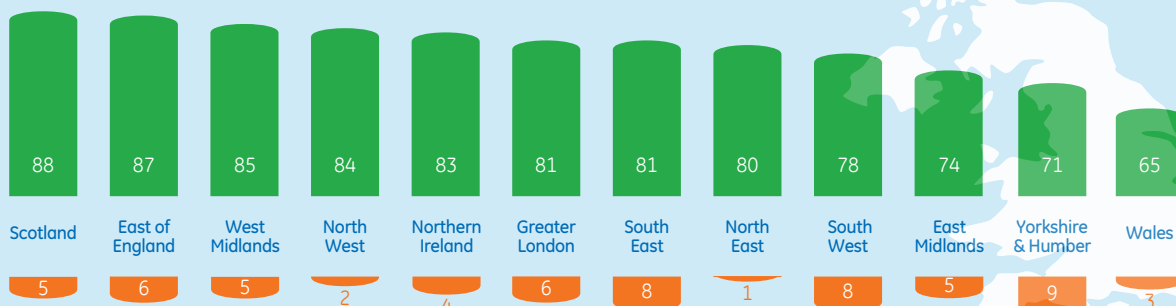
REVENUE GROWTH (REGIONS)

Mid-Market (Past 12 Months)

% Increase 2015	+3.8%	+4.3%	+4.1%	+4.0%	+3.4%	+4.0%	+4.1%	+4.0%	+4.0%	+4.1%	+3.2%	+3.1%
2014	+2.6%	+4.0%	+2.2%	+3.2%	+3.5%	+4.6%	+3.6%	+1.7%	+3.1%	+4.4%	+3.7%	+0.5%

■ % reporting revenue growth in past year
 ■ % reporting declining revenue in past year

Regions rebalancing in 2015



KEY DETERMINING FACTORS TO GROWTH

★ TOP ★

PERFORMANCE IMPROVERS (PERCEIVED)

34%
-3% vs. 2014

Management and operational structure of the business

33%
-2% vs. 2014

Employees' skills / level of education

30%
-5% vs. 2014

Level of teamwork

30%
-1% vs. 2014

General staff attitudes

★ TOP ★

CHALLENGES TO GROWTH IN 2015 (%)

Finding talent with the right skill set in the local area

33%
+2% vs. 2014

Retaining key / talented employees

30%
-4% vs. 2014

Competing against larger companies for talent

30%
+2% vs. 2014

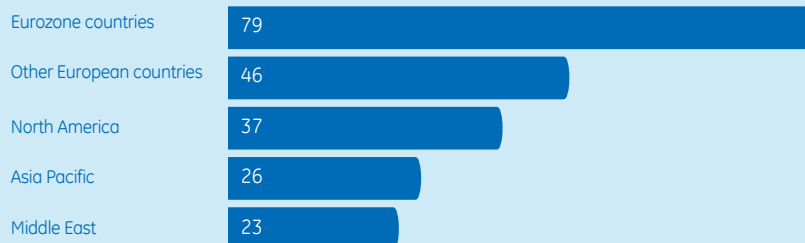
Current economic environment

29%
-1% vs. 2014

TOP EXPORT MARKETS



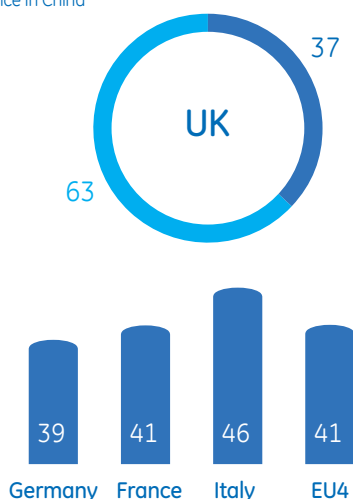
Growth Champions have a different pattern of export to other firms



Growth Champions %	Growers %	Marginal Growers %	Flat or Declining %
66	82	80	83
55	47	50	33
34	37	35	41
21	28	27	25
24	18	28	18

PRESENCE / INTERESTS IN CHINA

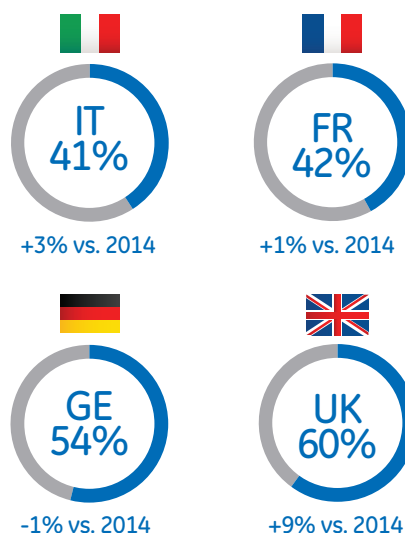
■ Presence in China
■ No Presence in China



UK has smallest presence in China

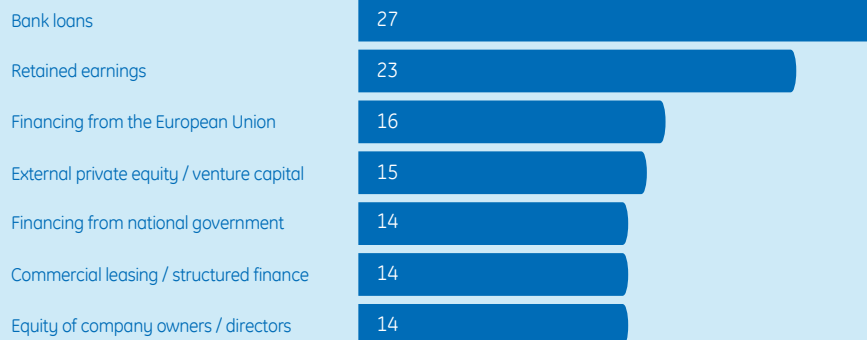
WORKFORCE GROWTH (PAST 12 MONTHS)

■ % whose workforce grew in past year



UK races ahead of other European markets in job creation

PREFERENCE FOR FUTURE FINANCE



■ % would like more access in future

Across the whole market, companies estimate that their revenues would have been higher by 2.1 percent, or £41.8 billion, with greater access to finance... with Bank loans as the key preference for future finance.



Caution concerning forward-looking statements. This document contains "forward-looking statements", that is, statements related to future, not past, events. In this context, forward-looking statements often address our expected future business and financial performance and financial condition, and often contain words such as "expect," "anticipate," "intend," "plan," "believe," "seek," "see," or "will." Forward-looking statements by their nature address matters that are, to different degrees, uncertain. For us, particular uncertainties that could cause our actual results to be materially different than those expressed in our forward-looking statements include, without limitation, the level of demand and financial performance of the major industries we serve, the impact of regulation and regulatory, investigative and legal proceedings and legal compliance risks; strategic actions, including acquisitions and dispositions and our success in integrating acquired businesses; and numerous other matters of national, regional and global scale, including those of a political, economic, business and competitive nature. These uncertainties may cause our actual future results to be materially different than those expressed in our forward-looking statements. We do not undertake to update our forward looking statements.

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