

Halma Future Leaders Programme

2020

Halma

About Halma

Halma

Who we are



**Halma is a global group of
life-saving technology companies**

Our purpose is to grow a **safer,
cleaner, healthier** future for
everyone, every day.

Halma's DNA



Halma Organisational Genes

These are the core elements of our business structure that are fundamental to our success:

- Purpose drives us
- Agility is everything
- We bet on talent
- We are global niche specialists
- We are structured for growth
- We invest for the future



Halma Cultural Genes

These are the unique cultural and behavioural principles we insist on to enable our growth and deliver our purpose:

- Live the purpose
- Embrace the adventure
- Be an entrepreneur
- Say Yes, and...
- Just be a good person

We make the world...





Safer

-  People & Vehicle Flow
-  Fire Detection & Suppression
-  Pressure Management
-  Elevator Safety
-  Industrial Access Control
-  Security Sensors
-  Safe Storage & Transfer
-  Gas Detection

Cleaner

-  Water Analysis & Treatment
-  Environmental Monitoring
-  Spectroscopy & Photonics

Healthier

-  Ophthalmology
-  Patient Assessment
-  Sensor Technology
-  Diagnostics

Together we at Halma are tackling some of the big global issues



Safer environments for growing and urbanising populations



Better air and water quality as pollution levels increase



Better diagnosis and care as the global population lives longer

By numbers



125 years
of history



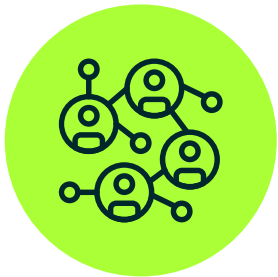
40+ consecutive years of
dividend growth of
5% or more



London Stock Exchange
listed and member of
the FTSE 100



40+ businesses
operating globally



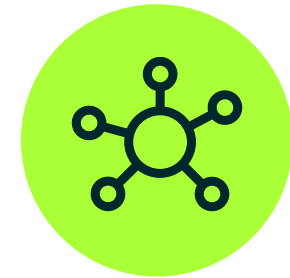
7,000+
employees



£7bn+ market
capitalisation



140+
acquisitions

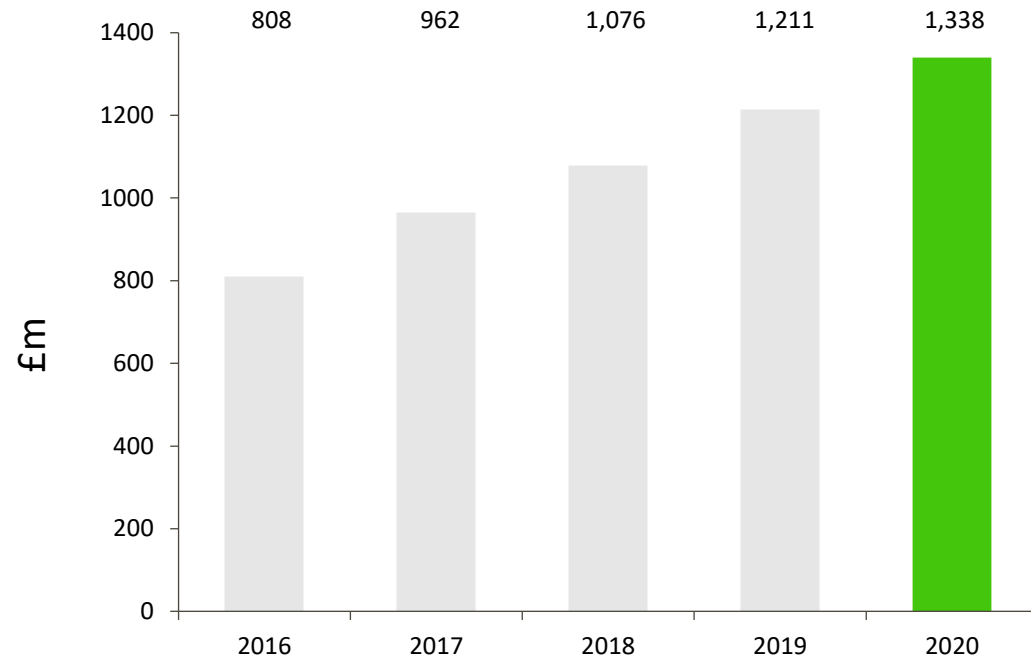


5 international hubs:
US, EU, Brazil,
India & China

Financial highlights

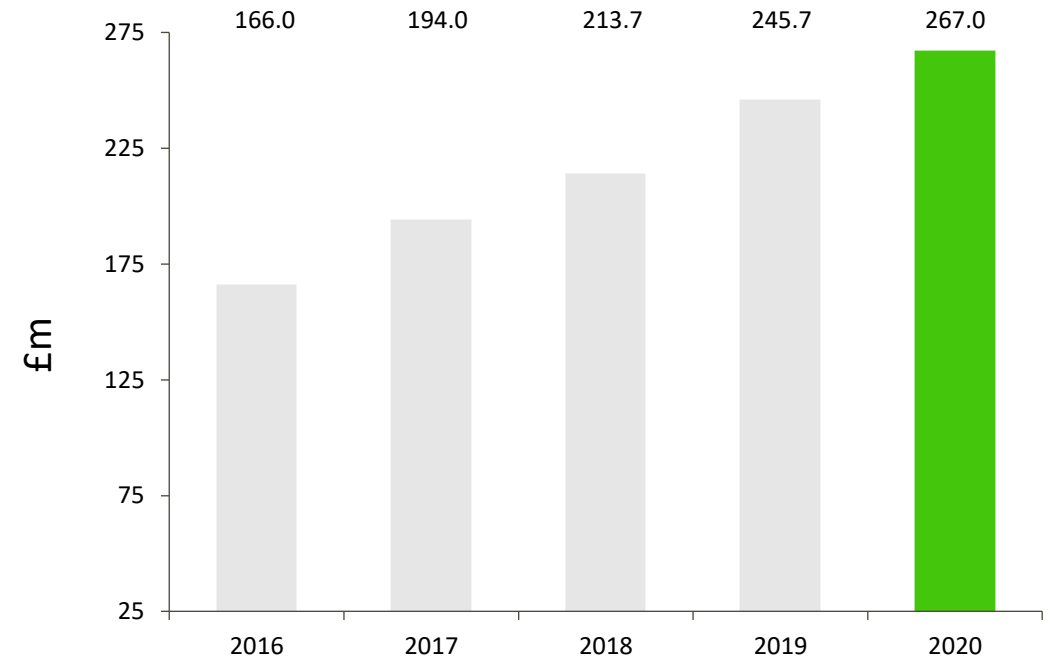
Revenue

£1,338m +11%



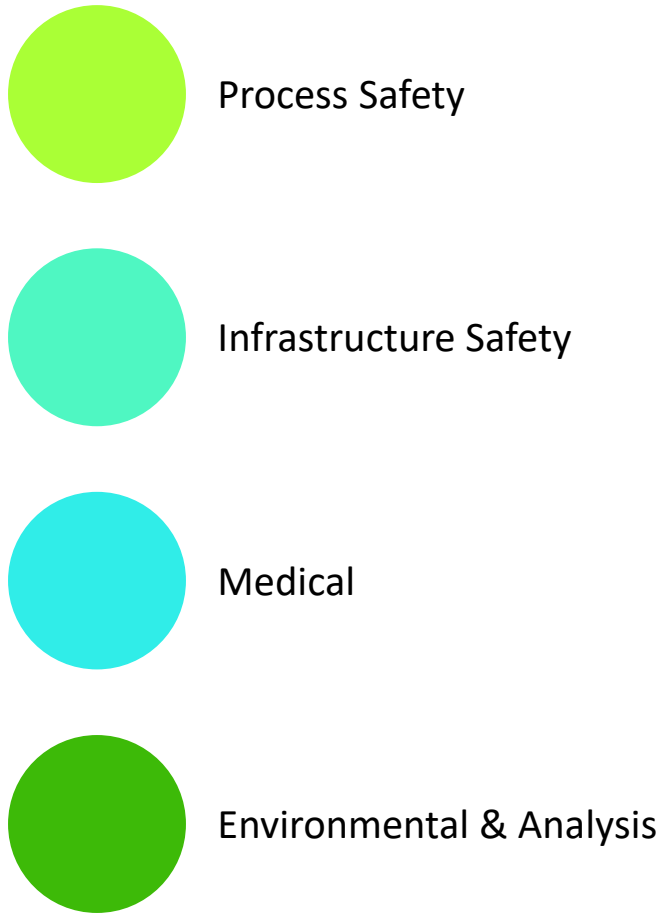
Adjusted¹ profit before taxation

£267.0m +9%

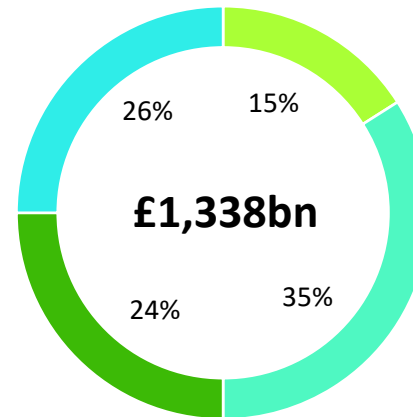


¹ Adjustments as stated in note 1 to the 2019/20 Annual Report and Accounts

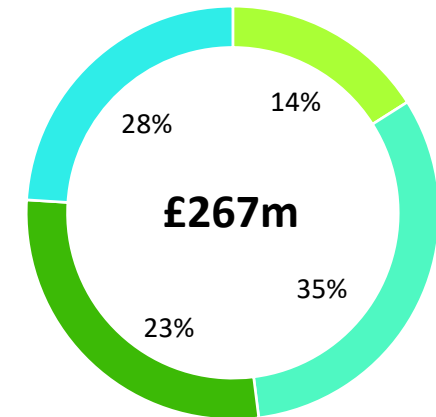
Organised as four sectors



Revenue by sector

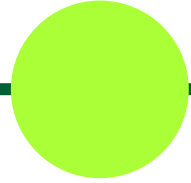


Profit¹ by sector²



1. Adjustments as stated in note 1 to the 2019/20 Annual Report and Accounts
2. Year ending 31 March 2020

A portfolio of autonomous companies



Process Safety

 COSASCO®

 CROWCON
Detecting Gas Saving Lives

 elfab
pressure intelligence

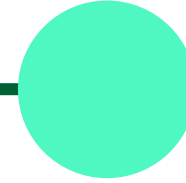
 FORTRESS

 oseco
pressure intelligence

 SENSIT
Technologies

 sofis
valve operation

 SPS



Infrastructure Safety

 Advanced

 AMPAC
ADVANCED WARNING SYSTEMS

 apollo

 ARGUS SECURITY

 AVIRE

 BEA

 ffe

 FireMate

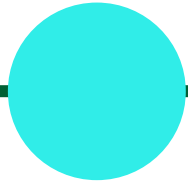
 FIRETRACE
International
Creating a safer world together

 Limotec
Perfection in Detection

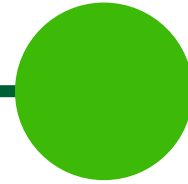
 NAVTECH
RADAR

 Texecom

A portfolio of autonomous companies



Medical



Environmental & Analysis

 BIO-CHEM
FLUIDICS

 CARDIOS

 CENTRAK[®]

 ALICAT
SCIENTIFIC

 Avo Photonics

 fiberguide[™]
industries
THE FIBER OPTIC SOLUTIONS COMPANY

 Diba
Fluid Intelligence

 Keeler

 LONGER
PRECISION FLUID TRANSFER

 HWM

 HYDREKA
www.hydreka.fr

 Labsphere

 maxtec

 medicel
SWISS TECHNOLOGY FOR SURGERY

 MST

 Mini-Cam

 Ocean
Insight

 Palintest
Water Analysis Technologies

 NOVABONE
Proven to Signal, Recruit, Proliferate, and Differentiate.

 PERMA PURE

 Riester

 Sensorex



 VOLK

 SunTech Medical[®]
Brilliant Blood Pressure Solutions[™]

Our successes

Halma plc
WINNER
COMPANY OF THE
YEAR AWARD



Management Today
BRITAIN'S MOST ADMIRED COMPANIES 2019
WINNER



Diversity and inclusion



“ It’s a double barrier to be gay and a woman in Engineering. In my role, I have to be technically savvy and the assumption is that I’m not because of my gender. It’s really important to me that I give back and pave the way for others. That includes being a champion.

Louise Early
Marketing Director, Crowcon



Sustainability

Halma plays a positive role in society, by addressing global, long-term issues which are fundamental to human wellbeing, in the broad market areas of safety, health and the environment.

Halma companies are world leaders in a number of technologies which help to minimise environmental damage, and we are committed to the development of equipment for measuring and monitoring environmental changes and controlling the impact of industrial activities over the long term.



Halma Future Leaders

Halma

Purpose

To develop high calibre, high potential graduates into future leaders for Halma operating companies and business units, within 5 -7 years of joining the programme.

Organisation benefits

- Provide our companies with individuals demonstrating different technological, digital, and organizational mindsets
- Increase energy and pace within operating companies
- Generate a functional network across the group
- Create a new benchmark for the incoming standard of talent
- Amplify company ambition
- Add to/create a leadership pipeline

Halma Future Leaders Programme



Joining a small cohort of 15 high potential new undergrads/graduates



A personalised programme tailored to individuals' needs and skills



Global, collaborative, flexible, high level of responsibility.



2 year (4 x 6month) rotational project placements, full time salaried employment



Attend leadership, commercial, operations, technical and innovation business skills trainings modules



A permanent job in a Halma business on completion of programme in one of the group companies or business units

Halma Future Leaders Programme

We want talented individuals with a bachelor degree or higher in a technical, engineering, science who are:

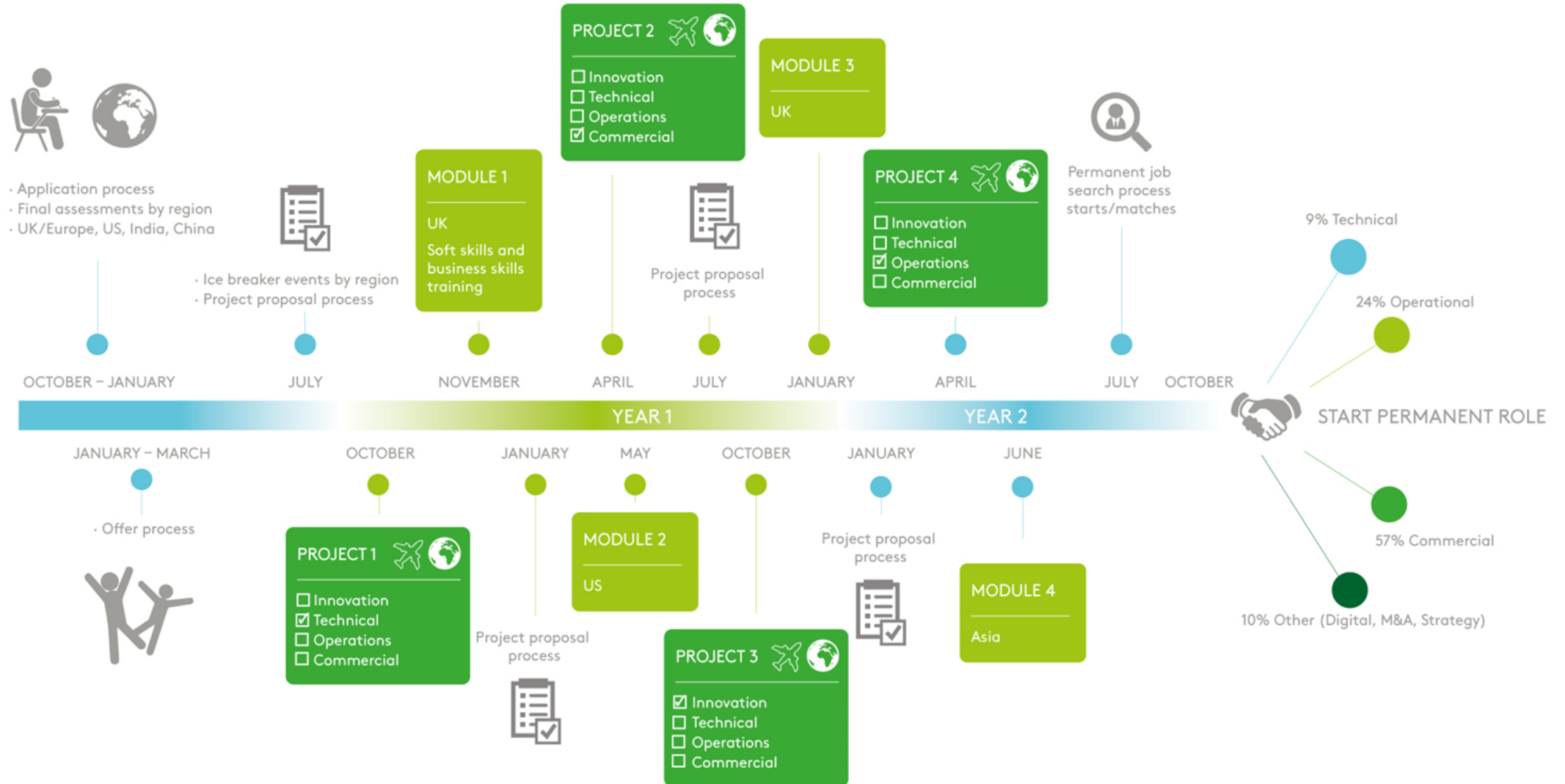
- Aligned with MTP (massive transformational purpose) and Halma's DNA
- Enthusiastic
- Relationship builders
- Results orientated
- Resourceful
- Resilient
- Rounded interests/achievements
- Curiosity/learning
- Intellect
- Ambition
- Low ego



Halma Future Leaders Programme



Halma Future Leaders Programme journey



Impact examples

Corey Szumski – SunTech

Final rotation doing a vet market research project, this led to a permanent role and now value stream >\$3.6m to SunTech.

Pranav Sharman – Texecom

Responsible for P&L at Texecom India. Achieved 215% GM growth FY17/18, exceeding £1m sales first time, 12% coming from new products developed for local market.

Henry Langston, Michael Vaux, Eve Edwards, Myles Holbrough, Bethany Claps, Paul Higham, Seb Baucutt, Jack Bennett and Rachel Shaw – Wave Illumination

Start up driven by Halma Future Leaders, conservative assumptions indicate a revenue stream of £3.2m from £600k invested.

Jon Parkins – Apollo

Tasked with researching the emergency lighting market and determining whether Apollo should be operating in that space. Subsequent product development led to a start up business within Apollo led by Jon, forecast revenue stream £3.5m by FY22.

Joseph Whittall – Avire

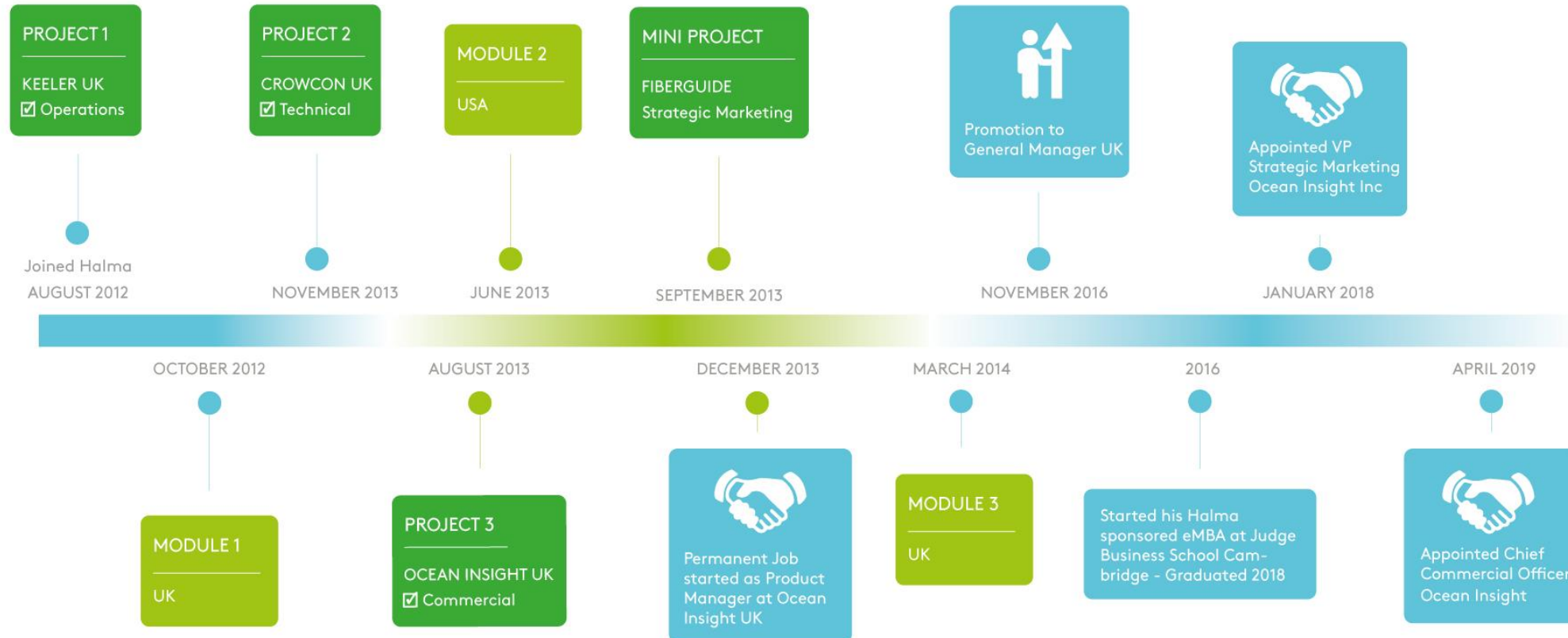
Responsible for managing the relocation of display manufacturing from a sub-contractor in Indonesia to Avire factory in China.

Progression example: Henry Langston



Henry Langston

Henry is from New Zealand. He graduated with Bachelors in Aerospace and Art History from University of Sydney Australia.

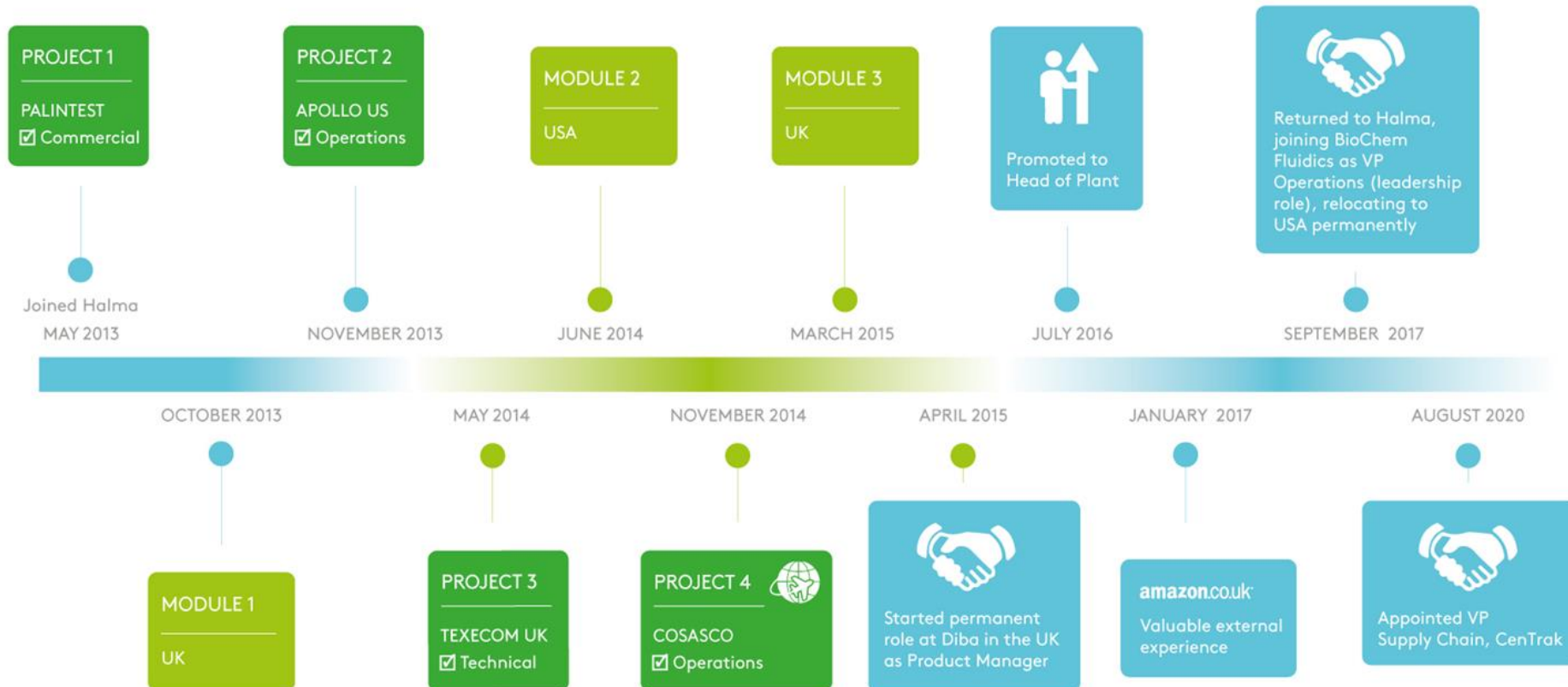


Progression example: Linsey Holden-Downes



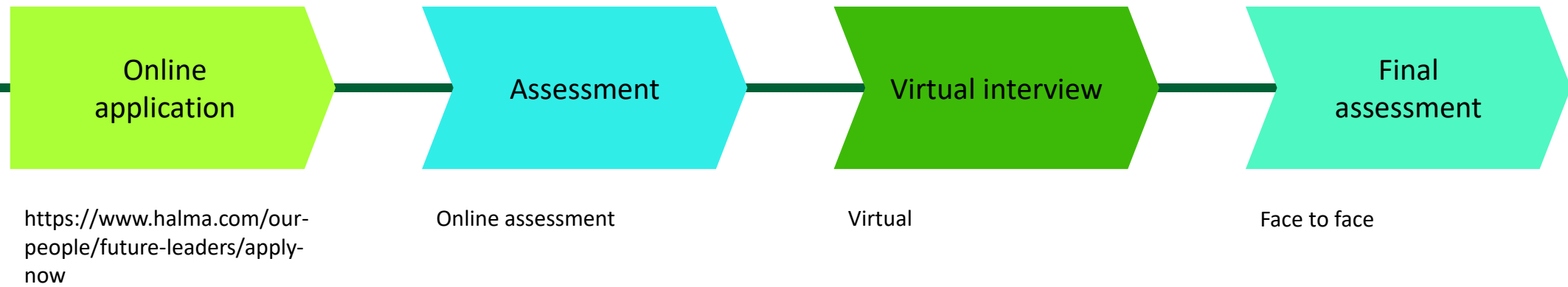
Linsey Holden-Downes

Linsey is from Northern Ireland. She graduated with a Masters in Chemistry from University of Newcastle, and a Diploma in Law from Northumbria University.



Selection process

The application process opens in September and is ongoing through to January



Thank you

Halma