

Registered number: 00459151

*Man Group Services Limited*  
**Annual Report and Financial Statements**  
**for the year ended 31 December 2023**

# Man Group Services Limited

## Company Information

Directors	L K Carty (appointed 27 March 2023, resigned 18 December 2023) L J Cottrell (resigned 27 March 2023) T I M Cruickshank A H J M Forterre R Grew (appointed 1 September 2023) S L Ellis (resigned 31 August 2023)
Company secretary	R E Sharp E A Woods (appointed 2 May 2023)
Registered number	00459151
Registered office	Riverbank House 2 Swan Lane London EC4R 3AD United Kingdom
Independent auditor	Deloitte LLP 2 New Street Square London EC4A 3BZ United Kindgdom

# *Man Group Services Limited*

## **Contents**

<b>Strategic Report</b>	<b>1</b>
<b>Directors' Report</b>	<b>3</b>
<b>Directors' Responsibilities Statement</b>	<b>6</b>
<b>Independent Auditor's Report</b>	<b>7</b>
<b>Profit and Loss Account</b>	<b>10</b>
<b>Statement of Comprehensive Income</b>	<b>11</b>
<b>Balance Sheet</b>	<b>12</b>
<b>Statement of Changes in Equity</b>	<b>13</b>
<b>Notes to the Financial Statements</b>	<b>14</b>

# *Man Group Services Limited*

## **Strategic Report For the year ended 31 December 2023**

The directors of Man Group Services Limited (the "Company") present their Strategic Report and the audited financial statements of the Company for the year ended 31 December 2023.

### **Principal activity**

During the year there were no significant changes to the principal activity of the Company which consisted of the holding of service contracts for the UK employees of Man Group plc and its subsidiaries (the "Group"). All costs and expenses associated with these employees are settled by a fellow Group subsidiary. The Company is the principal employer of the Group's UK defined benefit pension plan (the "Plan").

The results for the year ended 31 December 2023 are set out in the Profit and Loss Account on page 10.

### **Key performance indicators**

The Company's net assets as at the Balance Sheet date demonstrate the Company's performance and position. Net assets have decreased by 33% to £11,913,000 as at 31 December 2023 from £17,729,000 as at 31 December 2022, primarily driven by the actuarial loss related to defined benefit pension scheme for the year.

### **Principal risks and uncertainties**

The Company operates within a robust risk management framework and the Company's risk profile has not changed materially in the year.

The directors have not identified any market, operational, liquidity and/or climate change risks that are likely to materially impact the performance of the Company in the next year.

The directors will continue to monitor any changes in the operating environment of the Company.

### **Section 172(1) statement**

Under the Companies (Miscellaneous Reporting) Regulations 2018, the Company is required to disclose how its directors have had regard to their duties under section 172(1) (a) to (f) of the Companies Act 2006 ("s.172") during the year.

The directors confirm that during the year ended 31 December 2023, they have acted in a way that they consider, in good faith, to be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have had regard (amongst other matters) to the matters set out under s.172 including the Company's applicable stakeholders.

The directors are mindful of the Company's purpose and function. Its role consists of holding service contracts for the UK employees of the Group and as the principal employer of the Group's UK defined benefit pension plan. The Company seeks to further the Group's overall long-term strategy, while also adhering to the policies and procedures comprising the Group's governance framework, and the directors consider that its stakeholders are largely consistent with those identified at Group level, which are discussed in detail within the Stakeholder Engagement section of the Man Group plc 2023 Annual Report.

The following key stakeholders have been identified for the Company:

- shareholders
- other Group subsidiaries

*Man Group Services Limited*

**Strategic Report (continued)  
For the year ended 31 December 2023**

**Section 172(1) statement (continued)**

The Group's s.172 statement is integrated across the Governance report of the Group's 2023 Annual Report. The s.172 statement is also available on the Man Group website at [www.man.com/regulatory-disclosures](http://www.man.com/regulatory-disclosures).

The Company's Board of directors have the necessary skills and experience required to make decisions on behalf of the Company and identify any potential impacts of their decisions on its stakeholders. The directors take account of the consideration and engagement undertaken at Group level in their decision-making and management of the Company. They believe that s.172 obligations have been considered to an appropriate extent and in accordance with the UK Companies Act 2006, the directors have ensured that all decisions taken during the year promote the success of the company for the benefit of its shareholder.

This report was approved by the Board and signed on its behalf.



**A H J M Forterre**

Director  
Date: 31<sup>st</sup> July 2024

## **Directors' Report**

### **For the year ended 31 December 2023**

The directors present their report, together with the audited financial statements of the Company, for the year ended 31 December 2023.

#### **Dividends**

During the year, the Company did not declare or pay any dividends (2022: £NIL). The directors do not recommend the payment of a final dividend in respect of the year ended 31 December 2023 (2022: £NIL).

#### **Directors**

The individuals listed within the Company Information section served as directors of the Company for the duration of the year and up to the date of approval of this report, unless otherwise stated.

#### **Qualifying third party indemnity provisions**

During the year, the existing and former directors of the Company benefited from a qualifying third-party indemnity provision, and this remains in force at the date of this report. The indemnity is provided by another company within the the Group, and covers, to the extent permitted by law, any third-party liabilities which directors may incur as a result of their service on the Board.

#### **Going Concern**

After making reasonable enquiries the directors have concluded that there is a reasonable expectation that the Company will have adequate resources to continue in operational existence for a period of at least twelve months from the date of approval of the financial statements. Accordingly, the financial statements have been prepared on a going concern basis.

#### **Future developments**

The directors do not expect any development in the Company's business in the next year to be significantly different from its present activities.

#### **Employees**

The Company's employees provide services to a fellow Group undertaking, Man Group Operations Limited ("MGOL"), under a services agreement. Employment policies and engagement services are determined at a Group level and implemented by the Company. Further information in relation to employees can be found in Note 10.

#### **Employee involvement**

Man Group actively monitors employee engagement and retention to ensure that the Group holds itself to account to deliver on its key objectives. The Group's annual employee engagement survey, alongside its interactive employee engagement programme led by Man Group plc Board members, allows employees an opportunity to contribute to that directly. In 2023, the Group achieved an employee engagement score of 8.1 out of 10, and its voluntary attrition rate reduced further to 7% (2022: 10.7%). The Group remains committed to supporting the communities it operates within by sharing its time, expertise and resources.

Alongside the engagement survey, the Group continues to provide various mechanisms for staff to provide feedback. Town halls have been held throughout the year, during which Group's executive directors explained the firm's strategy and growth drivers. A Town hall event was also held by Robyn Grew on her appointment as CEO to outline her priorities and to ensure employees understood how they contribute to the overarching strategy and success of the firm.

The Group's 'Drive' programme is run by employees and sponsored by the senior management team. It gives a voice to the Group's initiatives both internally and externally, enabling the Group to help drive change in the industry to attract talent, and champions our zero-tolerance approach to discrimination of any kind. Drive is coordinated by the Group's DE&I Steering Committee, which ensures representation of staff from the Group's offices across the world.

Further information on Employee engagement, as it relates to the Group, is discussed in the People and Culture section of the Group's 2023 Annual Report (which does not form part of this report).

**Directors' Report (continued)**

**For the year ended 31 December 2023**

**Disabled employees**

The employment policy of the Company as it relates to disabled persons is consistent with the policy identified at Group level and managed by the directors of Man Group plc. Man Group is committed to providing equal employment opportunities, and discrimination by any individual on the grounds of age, disability, gender, race, religion, sexual orientation, or educational background is not tolerated. Full and fair consideration is given by Man Group to all employment applications, including from people with disabilities, considering their aptitudes and abilities. Man Group is also registered as Disability Confident Committed (Level 1) with the Department for Work and Pensions ("DWP"). Where existing employees become disabled, it is Man Group's policy wherever practicable to provide continuing employment under existing terms and conditions and to provide training, career development and promotion to disabled employees wherever appropriate. Man Group is registered as a "disability confident" employer under the DWP's scheme and will undertake to make reasonable adjustments for staff.

**Research and development**

A number of the Company's employees are engaged in research and development activities. These activities are in the fields of computer science, software engineering and signal processing. Further details of the Group's activities in the field of research and development can be found in the Group's Annual Report (which does not form part of this report).

**Energy and Carbon Reporting**

Under the Streamlined Energy and Carbon Reporting rules as contained in the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 (as amended) (the "LMCGR"), the Company is required to report on carbon emissions and energy use.

The Company is exempt from the reporting requirements as it consumed less than 40,000kWh of energy during the reporting period (para 20D(7)(a), Part 7A, Schedule 7 LMCGR). Accordingly this disclosure has not been presented.

**Financial instruments**

The Company has exposure to market, foreign exchange, liquidity, credit, and interest rate risk. Given the absence of external borrowings for the Company, liquidity risk and interest rate risk are not considered material.

The Company's principal financial assets are amounts due from Group undertakings, and as such, the credit risk is mainly attributable to these balances. The Company recognises a loss allowance for any expected credit losses ("ECL") on its financial assets measured at amortised cost. The credit risk is monitored on an ongoing basis, and there is currently no exposure to significant credit risk.

**Auditor**

Deloitte LLP was reappointed as auditor of the Company and the Group for the year ended 31 December 2023. Under section 487(2) of the Companies Act 2006, Deloitte LLP will be deemed to have been reappointed as auditor 28 days after these financial statements were sent to members or 28 days after the latest date prescribed for filing the accounts with the registrar, whichever is earlier.

**Disclosure of information to auditor**

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditor is unaware, and;
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

*Man Group Services Limited*

**Directors' Report (continued)**

**For the year ended 31 December 2023**

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

This report was approved by the Board and signed on its behalf.

A handwritten signature in black ink, appearing to read 'A H J M Forterre', with a horizontal line underneath.

**A H J M Forterre**

Director

Date: 31<sup>st</sup> July 2024



**Directors' Responsibilities Statement  
For the year ended 31 December 2023**

The directors are responsible for preparing the Strategic Report, Directors' Report, and 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 have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 101 "Reduced Disclosure Framework".

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 Company and of the profit or loss of the Company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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 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 Company's corporate and financial information included on the Group's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

# Independent Auditor's Report to the Members of Man Group Services Limited

## Report on the audit of financial statements

### Opinion

In our opinion the financial statements of Man Group Services Limited ('the Company'):

- give a true and fair view of the state of the Company's affairs as at 31 December 2023 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 101 "Reduced Disclosure Framework"; and
- have been prepared in accordance with the Companies Act 2006.

We have audited the financial statements of the Company which comprise:

- the Profit and Loss Account;
- the Statement of Comprehensive Income;
- the Balance Sheet;
- the Statement of Changes in Equity;
- the material accounting policy information; and
- the related notes 1 to 19.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 101 "Reduced Disclosure Framework" (United Kingdom Generally Accepted Accounting Practice).

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

### Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# **Independent Auditor's Report to the Members of Man Group Services Limited (continued)**

## **Responsibilities of directors**

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, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the Company's industry and its control environment, and reviewed the Company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and the directors about their own identification and assessment of the risks of irregularities, including those that are specific to the Company's business sector.

We obtained an understanding of the legal and regulatory frameworks that the Company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included UK Companies Act 2006 and tax and pension legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the Company's ability to operate or to avoid a material penalty.

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

# Independent Auditor's Report to the Members of Man Group Services Limited (continued)

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management and in house legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

## Report on other legal and regulatory requirements

### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- 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; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Strategic Report or the Directors' Report.

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

Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

We have nothing to report in respect of these matters.

### Use of our report

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.



Peter van Daesdonk (Senior Statutory Auditor)  
For and on behalf of Deloitte LLP  
Statutory Auditor  
London, United Kingdom  
Date: 31<sup>st</sup> July 2024

## *Man Group Services Limited*

### **Profit and Loss Account**

For the year ended 31 December 2023

	<b>Note</b>	<b>2023</b> <b>£000</b>	<b>2022</b> <b>£000</b>
Turnover	4	40	3
<b>Gross profit</b>		<hr/> 40	<hr/> 3
Administrative expenses		(848)	(211)
Other operating (expense)/income	5	(410)	1
<b>Operating loss</b>		<hr/> (1,218)	<hr/> (207)
Interest receivable and similar income	6	47	-
Interest payable and similar expenses	7	(7)	-
Other finance income	8	842	61
<b>Loss before tax</b>		<hr/> (336)	<hr/> (146)
Tax on loss	11	77	29
<b>Loss for the financial year attributable to owners of the Company</b>		<hr/> <hr/> (259)	<hr/> <hr/> (117)

All amounts relate to continuing operations.

The notes on pages 14 to 24 form part of these financial statements.

***Man Group Services Limited***

**Statement of Comprehensive Income**

For the year ended 31 December 2023

	<b>Note</b>	<b>2023</b>	<b>2022</b>
		<b>£000</b>	<b>£000</b>
<b>Loss for the financial year</b>		<u>(259)</u>	<u>(117)</u>
<b>Other comprehensive expense</b>			
Actuarial loss related to defined benefit pension scheme	17	(7,051)	(326)
Deferred tax on pension plan	14	1,494	(59)
<b>Items that will not be reclassified to profit or loss</b>		<u>(5,557)</u>	<u>(385)</u>
<b>Total comprehensive expense for the financial year</b>		<u>(5,816)</u>	<u>(502)</u>

The notes on pages 14 to 24 form part of these financial statements.

# *Man Group Services Limited*

## **Balance Sheet**

As at 31 December 2023

Registered number: 00459151

	Note	2023 £000	2022 £000
<b>Current assets</b>			
Debtors	12	<u>3,662</u>	<u>4,057</u>
		3,662	4,057
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	13	<u>(2,758)</u>	<u>(4,200)</u>
		(2,758)	(4,200)
<b>Net current assets/(liabilities)</b>		904	(143)
<b>Net assets/(liabilities) excluding pension asset</b>			
		<u>904</u>	<u>(143)</u>
Pension asset	17	11,009	17,872
<b>Net assets</b>		<u><u>11,913</u></u>	<u><u>17,729</u></u>
<b>Capital and reserves</b>			
Called-up share capital	15	-	-
Other reserves	16	18,231	18,231
Profit and loss account		<u>(6,318)</u>	<u>(502)</u>
		<u><u>11,913</u></u>	<u><u>17,729</u></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf by:



**A H J M Forterre**

Director

Date: 31<sup>st</sup> July 2024

The notes on pages 14 to 24 form part of these financial statements.

## *Man Group Services Limited*

### **Statement of Changes in Equity**

For the year ended 31 December 2023

	<b>Called-up share capital</b>	<b>Other reserves</b>	<b>Profit and loss account</b>	<b>Total equity</b>
	<b>(Note 15) £000</b>	<b>(Note 16) £000</b>	<b>£000</b>	<b>£000</b>
<b>At 1 January 2022</b>	-	-	-	-
Loss for the financial year	-	-	(117)	(117)
Other comprehensive expense	-	-	(385)	(385)
<b>Total comprehensive income for the year</b>	<b>-</b>	<b>-</b>	<b>(502)</b>	<b>(502)</b>
Other movements	-	18,231	-	18,231
<b>At 31 December 2022</b>	<b>-</b>	<b>18,231</b>	<b>(502)</b>	<b>17,729</b>
<b>At 1 January 2023</b>	-	18,231	(502)	17,729
Loss for the financial year	-	-	(259)	(259)
Other comprehensive expense	-	-	(5,557)	(5,557)
<b>Total comprehensive income for the year</b>	<b>-</b>	<b>-</b>	<b>(5,816)</b>	<b>(5,816)</b>
<b>At 31 December 2023</b>	<b>-</b>	<b>18,231</b>	<b>(6,318)</b>	<b>11,913</b>

The notes on pages 14 to 24 form part of these financial statements.



# ***Man Group Services Limited***

## **Notes to the Financial Statements**

For the year ended 31 December 2023

### **1. General information**

The Company is a private company limited by shares incorporated in the United Kingdom under the Companies Act 2006 and registered in England and Wales. The Company was first incorporated on 25 September 1948. The Company's registered office address is stated within the Company Information section.

The nature of the Company's operations and its principal activities are set out in the Strategic Report on page 1.

### **2. Significant accounting policies**

The principal accounting policies are summarised below. They have all been applied consistently throughout the year and the preceding year.

#### **2.1 Basis of preparation**

The Company meets the definition of a qualifying entity under FRS 100 'Application of Financial Reporting Requirements' issued by the FRC. Accordingly, these financial statements were prepared in accordance with Financial Reporting Standard 101 'Reduced Disclosure Framework'.

As permitted by FRS 101, the Company has taken advantage of the disclosure exemptions available under that standard in relation to financial instruments, capital management, presentation of a cash-flow statement, standards not yet effective, and related party transactions. Where required, equivalent disclosures are given in the group accounts of Man Group plc.

The Company's ultimate parent undertaking, Man Group plc includes the Company in its consolidated financial statements. The consolidated financial statements of Man Group plc are prepared in accordance with International Financial Reporting Standards as adopted by the United Kingdom and are publicly available and may be obtained from the address given in note 19 and on the Man Group website.

The financial statements have been prepared on the historical cost basis except for the defined benefit pension plan that is measured at fair value at the end of each reporting period as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for the goods and services.

#### **2.2 Impact of new international reporting standards, amendments, and interpretations**

There were no new or amendments to existing accounting standards issued by the International Accounting Standards Board ("IASB") that have had a significant impact on these financial statements.

No standards or interpretations issued and not yet effective are expected to have a material impact on the Company's financial statements.

#### **2.3 Going concern**

The directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for a period of at least twelve months from the date of approval of the financial statements. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **2.4 Foreign currency**

The financial statements are presented in pound sterling (GBP), which is the currency of the primary economic environment in which the Company operates (its functional currency).

Transactions in currencies other than the functional currency are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at

## ***Man Group Services Limited***

### **Notes to the Financial Statements**

For the year ended 31 December 2023

#### **2. Significant accounting policies (continued)**

##### **2.4 Foreign currency (continued)**

the rates of exchange prevailing at that date. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

Exchange differences are recognised in profit or loss in the period in which they arise.

##### **2.5 Turnover**

The Company's primary source of revenue is intercompany service fee income (amounts recharged to other Group undertakings) in respect of the provision of employees to be directed in the performance of the activities of a fellow Group undertaking. Intercompany service fee income is recognised in the year in which the services are provided.

##### **2.6 Costs**

Costs such as administrative expenses incurred in the operations of the business are recognised as incurred.

The costs associated with the employees who are made available to MGOL by the Company under a services agreement are paid directly by MGOL and as such, no costs are recognised in the Profit and Loss Account. Further information in relation to these employees can be found in Note 10.

##### **2.7 Pension costs**

The Company is the principal employer of a defined benefit pension scheme. This plan is closed to future accrual and has no active members. There have been no contributions to the scheme in the current or prior years. A defined benefit plan creates a financial obligation to provide funding to the pension plan to provide a retired employee with pension benefits usually dependent on one or more factors such as age, years of service and compensation.

The Company is the principal employer of the Man Group plc Pension Fund (the "Plan"). The assets and liabilities of the Plan are incorporated into the Company's Balance Sheet in accordance with IAS 19.

##### ***Net interest income on defined benefit pension asset***

Net interest income on the net pension asset is recognised as other finance income in the Company's Profit and Loss Account. Further information can be found in Note 8 and Note 17.

##### **2.8 Taxation**

The tax expense for the period comprises current and deferred tax. Tax is recognised in the Profit and Loss Account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

Current tax, including UK corporation tax and foreign tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date. Current tax is based on taxable profit for the year. Taxable profit differs from net profit as reported in the Profit and Loss Account because it excludes items of income or expense that are taxable or deductible in other years, in addition to items that are never taxable or deductible.

Deferred tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. Deferred tax is determined using tax rates (and laws) that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred tax asset is realised, or the deferred income tax liability is settled.

Deferred tax assets are recognised only to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.

## ***Man Group Services Limited***

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **2. Significant accounting policies (continued)**

##### **2.9 Financial instruments**

Financial assets and financial liabilities are recognised in the Company's Balance Sheet when the Company becomes a party to the contractual provisions of the instrument.

##### ***Financial assets and liabilities***

All financial assets and liabilities are recognised and derecognised on a trade date, being the date on which the Company commits to purchase or sell the asset or liability. Financial assets are derecognised only when the contractual rights to the cash flows from the asset have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership to another entity. The Company derecognises financial liabilities when, and only when, the Company's obligations are discharged, cancelled or they expire. Any gain or loss arising on derecognition of a financial asset or liability is recognised directly in profit or loss.

Financial assets and liabilities are initially measured at fair value, plus transaction costs, except for those financial assets and liabilities classified as at fair value through profit or loss ("FVTPL"), which are initially measured at fair value. Transaction costs of financial assets and liabilities carried at FVTPL are expensed in profit or loss.

The Company's financial assets and liabilities are measured subsequently at amortised cost or at FVTPL depending on the classification of the financial assets and liabilities, with classification determined at the time of initial recognition.

##### ***Financial assets and liabilities at amortised cost***

Trade and other receivables and trade and other payables are subsequently measured at amortised cost using the effective interest method. Interest income and expense is recognised in profit or loss by applying the effective interest rate. The effective interest rate is the rate that exactly discounts estimated future cash flows through the expected life of the instrument or, where appropriate, a shorter period, to the net carrying amount on initial recognition.

##### ***Financial assets and liabilities at FVTPL***

Financial assets and liabilities that do not meet the criteria for being measured at amortised cost, are measured at fair value, with gains or losses arising on remeasurement recognised in profit or loss and presented within other operating income in the Profit and Loss Account.

##### ***Valuation techniques and assumptions applied for the purposes of measuring fair value***

The fair values of financial assets and liabilities are determined as follows.

- The fair values of financial assets and liabilities with standard terms and conditions and traded on active liquid markets are determined with reference to quoted market prices.
- The fair values of other financial assets and liabilities (excluding derivative instruments) are determined in accordance with generally accepted pricing models based on discounted cash flow analysis using prices from observable current market transactions and dealer quotes for similar instruments.
- The fair values of derivative instruments are calculated using observable prices.

##### ***Impairment of financial assets***

The Company considers a loss allowance for expected credit losses ("ECL") on its financial assets measured at amortised cost by applying the simplified approach under IFRS 9. The assessment of the probability of default and loss is based on historical data adjusted by observable data on events that may have a detrimental impact on the estimated future cash flows of the financial asset.

Financial assets are written off when there is information indicating that the counterparty is in severe financial difficulty and there is no realistic prospect of recovery. Any subsequent recoveries are recognised in profit or loss.

## ***Man Group Services Limited***

### **Notes to the Financial Statements**

For the year ended 31 December 2023

#### **3. Judgements in applying accounting policies and key sources of estimation uncertainty**

In the application of the Company's accounting policies, 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, which are reviewed on an ongoing basis, are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The directors have determined that there are no significant areas of judgement that have a material impact on the Company's financial statements.

The following are the critical accounting estimates and assumptions that the directors have made, which have the most significant effect on the amounts recognised in the financial statements.

#### **Defined benefit pension scheme**

The Company operates a defined benefit pension scheme. The net assets and liabilities of the scheme are incorporated into the Company's Balance Sheet. The actuarial assumptions used in the valuation of those assets and liabilities are key sources of estimation uncertainty and are set out in Note 17.

The directors have also considered the possible impact of climate change on the estimates and assumptions used in the preparation of the Company's financial statements and have concluded there are no key assumptions concerning the future or other key sources of estimation uncertainty at the reporting date that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

#### **4. Turnover**

An analysis of the Company's turnover is as follows:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Intercompany service fee income	40	3
	<u>40</u>	<u>3</u>

Analysis of the Company's turnover by location is set out below, which is based on the country of the domicile of the group undertaking from which the Company received the service fee income.

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
United Kingdom	40	3
	<u>40</u>	<u>3</u>

#### **5. Other operating (expense)/income**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Net foreign exchange (losses)/gains	(410)	1
	<u>(410)</u>	<u>1</u>

## *Man Group Services Limited*

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **6. Interest receivable and similar income**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Interest receivable from group companies	47	-
	<u>47</u>	<u>-</u>

#### **7. Interest payable and similar expenses**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Interest payable to group companies	7	-
	<u>7</u>	<u>-</u>

#### **8. Other finance income**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Interest on defined benefit pension asset	842	61
	<u>842</u>	<u>61</u>

#### **9. Auditor's remuneration**

The Company paid the following amounts to its auditor in respect of the audit of the financial statements:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Fees for the audit of the Company	112	103
	<u>112</u>	<u>103</u>

#### **10. Employees and Directors**

Staff costs were as follows:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Wages and salaries	168,245	205,012
Social security costs	32,005	34,944
Pension costs - defined contribution	8,008	7,085
Pension costs - defined benefit	-	103
Fund product-based compensation	21,071	14,241
Share-based payment charge	17,964	17,870
	<u>247,293</u>	<u>279,255</u>

The average monthly number of employees, including the directors, during the year was as follows:

	<b>2023</b>	<b>2022</b>
	<b>No.</b>	<b>No.</b>
Permanent staff	1,079	1,011
Temporary staff	82	82
	<u>1,161</u>	<u>1,093</u>

The Company is the employing entity of the employees who provide services to another group company, MGOL, under a services agreement. Under the service agreement, these employees are made available to MGOL to be

## *Man Group Services Limited*

### **Notes to the Financial Statements**

For the year ended 31 December 2023

#### **10. Employees and Directors (continued)**

directed in the performance of its activities, for which MGOL pays an annual service fee to the Company of £40,000. The employee-related costs and expenses are settled and borne by MGOL. The directors of the Company did not receive any remuneration (2022: £NIL). The directors of the Company were all remunerated by another Group entity for their services to the Group as a whole. It is not practicable to allocate their remuneration between their services as directors of the Company and the remuneration received from employment. The directors receive no incremental emoluments for their services to the Company.

#### **11. Taxation**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
<b>Corporation tax</b>		
Current tax on loss for the year	(123)	(21)
	<u>(123)</u>	<u>(21)</u>
<b>Total current tax</b>	<u>(123)</u>	<u>(21)</u>
<b>Deferred tax</b>		
Origination and reversal of timing differences	44	(6)
Changes to tax rates	2	(2)
	<u>46</u>	<u>(8)</u>
<b>Total deferred tax (Note 14)</b>	<u>46</u>	<u>(8)</u>
<b>Total tax credit</b>	<u>(77)</u>	<u>(29)</u>

#### **Factors affecting tax charge for the year**

The tax assessed for the year is lower than (2022: higher than) the effective rate of corporation tax in the UK of 23.5% (2022: 19%). The differences are explained below:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
<b>Loss before tax</b>	(336)	(146)
	<u>(336)</u>	<u>(146)</u>
Loss multiplied by the effective rate of corporation tax in the UK of 23.5% (2022: 19%)	(79)	(27)
<b>Effects of:</b>		
Impact of tax rate changes	2	(2)
	<u>2</u>	<u>(2)</u>
<b>Total tax credit</b>	<u>(77)</u>	<u>(29)</u>

#### **Factors that may affect future tax charges**

As enacted on 10 June 2021, the headline corporation tax rate in the UK increased from 19% to 25% from 1 April 2023. Deferred tax has been recognised, where relevant, at the rate expected to apply when the related deferred tax asset is realised, or the deferred tax liability is settled.

## *Man Group Services Limited*

### **Notes to the Financial Statements**

For the year ended 31 December 2023

#### **11. Taxation (continued)**

The following amounts have been recognised in other comprehensive income:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
<b>Deferred tax</b>		
Deferred tax current year (credit)/charge	(1,494)	59
	<u>(1,494)</u>	<u>59</u>
<b>Total income tax recognised directly in other comprehensive income</b>	<u>(1,494)</u>	<u>59</u>

#### **12. Debtors**

##### **Amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Amounts owed by group undertakings	3,539	4,036
Corporation tax debtor	123	21
	<u>3,662</u>	<u>4,057</u>

Amounts owed by group undertakings are unsecured and repayable on demand. No balances are overdue and, under the expected credit loss model of IFRS 9, no impairment loss has been recognised at 31 December 2023 (2022: £NIL).

#### **13. Creditors: amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Amounts owed to group undertakings	6	-
Deferred tax liability	2,752	4,200
	<u>2,758</u>	<u>4,200</u>

Amounts owed to group undertakings are unsecured and repayable on demand.

## *Man Group Services Limited*

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **14. Deferred tax liability**

	<b>Pension surplus £000</b>	<b>Total £000</b>
1 January 2022	-	-
Credited to profit or loss	(8)	(8)
Charged to other comprehensive income	59	59
Recognition of net pension asset	4,149	4,149
31 December 2022	<u>4,200</u>	<u>4,200</u>
Charged to profit or loss	46	46
Credited to other comprehensive income	(1,494)	(1,494)
31 December 2023	<u>2,752</u>	<u>2,752</u>

The deferred tax liability is made up as follows:

	<b>2023 £000</b>	<b>2022 £000</b>
Defined benefit plan surplus	<u>2,752</u>	<u>4,200</u>
	<u>2,752</u>	<u>4,200</u>

#### **15. Share capital**

	<b>2023 £</b>	<b>2022 £</b>
<b>Allotted, called-up and fully-paid</b>		
100 (2022: 100) ordinary shares of £1.00 each	100	100

The Company has one class of ordinary shares which carries no right to fixed income.

#### **16. Other reserves**

	<b>2023 £000</b>	<b>2022 £000</b>
Capital contribution	<u>18,231</u>	<u>18,231</u>
	<u>18,231</u>	<u>18,231</u>

As part of a group-wide reorganisation to eliminate redundant entities and streamline operations, on 19 December 2022, the Company's current parent company, Man Group Treasury Limited acquired the Company from MGOL, for consideration of £18,231,000. The consideration paid was equivalent to the fair value of the Company at acquisition.



## *Man Group Services Limited*

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **17. Pension**

##### **Defined benefit schemes**

A defined benefit plan creates a financial obligation to provide funding to the pension plan to provide a retired employee with pension benefits usually dependent on one or more factors such as age, years of service and compensation.

The Company is the principal employer of the Man Group plc Pension Fund (the "Plan"). The assets and liabilities of the Plan are incorporated into the Company's Balance Sheet in accordance with IAS 19.

The Plan is operated separately from the Company and managed by independent trustees. The trustees are responsible for payment of the benefits and management of the Plan's assets. Under UK regulations, the Company and the trustees of the Plan are required to agree a funding strategy and contribution schedule for the Plan.

The Company has concluded that it has no requirement to adjust the Balance Sheet to recognise either a current surplus or a minimum funding requirement on the basis that the Company has an unconditional right to a refund of a current or projected future surplus at some point in the future.

The Plan was closed to new members in May 1999, and to future accrual in May 2011. It has no active members.

The Plan exposes the Company to the following risks:

- Uncertainty in benefit payments: the value of liabilities for post-retirement benefits will ultimately depend on the amount of benefits paid out. This in turn will depend on the level of inflation (for those benefits that are subject to some form of inflation protection) and how long individuals live.
- Volatility in asset values: The Company is exposed to future movements in the values of assets held in the Plan to meet future benefit payments.
- Uncertainty in cash funding: movements in the values of the obligations or assets may result in the Company being required to provide higher levels of cash.
- Potential changes in legislation: future changes in legislation or changes in interpretation of existing legislation could have an impact on the assumptions used in the valuation of the Plan's assets and liabilities.

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Present value of funded obligations	(203,581)	(202,176)
Fair value of plan assets	214,590	220,048
Net pension asset	<u>11,009</u>	<u>17,872</u>

##### **Reconciliation of present value of plan assets**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
At the beginning of the year	220,048	-
Transfer from other group company	-	222,442
Interest income	10,280	1,001
Actuarial losses	(3,844)	(1,210)
Running costs	(654)	(94)
Benefits paid	(11,240)	(2,091)
At the end of the year	<u>214,590</u>	<u>220,048</u>

## *Man Group Services Limited*

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **17. Pension (continued)**

##### **Reconciliation of present value of plan liabilities**

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
At the beginning of the year	(202,176)	-
Transfer from other group company	-	(204,211)
Interest cost	(9,438)	(940)
Actuarial (losses) / gains	(3,207)	884
Benefits paid	11,240	2,091
At the end of the year	<u>(203,581)</u>	<u>(202,176)</u>

The amounts recognised in other comprehensive income are as follows:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Change in financial assumptions	(5,405)	(1,545)
Change in demographic assumptions	3,054	-
Experience adjustments on benefit obligations	(856)	2,429
Actual return on plan assets less interest on plan assets	(3,844)	(1,210)
<b>Total</b>	<u>(7,051)</u>	<u>(326)</u>

The amounts recognised in profit or loss are as follows:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Running costs	(654)	(94)
Net interest income	842	61
	<u><b>188</b></u>	<u><b>(33)</b></u>

The most significant actuarial assumptions used in the valuation of the Plan are as follows:

	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Discount rate	4.5	4.8
Price inflation	3.1	3.3
Pension payment increases	3.7	3.7
Deferred pensions increases	5	5

Illustrative life expectancy assumptions are set out in the table below.

	<b>2023</b>	<b>2022</b>
	<b>Years</b>	<b>Years</b>
Life expectancy of male aged 60 at year end	27	27
Life expectancy of male aged 60 in 20 years	28	28
Life expectancy of female aged 60 at year end	29	30
Life expectancy of female aged 60 in 20 years	31	31

The weighted average duration of a pension plan is the average term over which the plan's benefits are expected to fall due, weighted by the present value of each expected benefit payment. The weighted average duration of the Plan is approximately 12 years (2022: 13 years).

## *Man Group Services Limited*

### **Notes to the Financial Statements** For the year ended 31 December 2023

#### **17. Pension (continued)**

##### **Sensitivity analysis**

The table below illustrates the impact on the assessed value of the benefit obligations from changing the most sensitive actuarial assumptions in isolation. The methods and assumptions used in preparing the sensitivity analysis is consistent with those of the prior period. Each assumption has been varied individually and a combination of changes in assumptions could produce a different result.

	<b>2023</b>	<b>2022</b>
<b>Increase in obligation:</b>		
Discount rate decreased by 0.5% p.a.	12,568	13,242
Inflation rate increased by 0.5% p.a.	3,927	4,138
One year increase in assumed life expectancy	7,855	7,448

##### **Composition of plan assets**

The assets held by the plan were as follows:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Fund investments	105,357	74,499
Liability-driven investments	65,300	63,599
Bonds	26,074	72,344
Cash	17,859	9,606
<b>Total assets</b>	<b>214,590</b>	<b>220,048</b>

At 31 December 2023, approximately 28% of the plan assets relate to those with quoted prices and 72% with unquoted prices (2022: approximately 33% quoted and 67% unquoted).

#### **18. Related party transactions**

The Company has taken advantage of the exemption under the provisions of FRS 101 from disclosing transactions with other wholly owned Group entities since the Company is a wholly owned subsidiary of Man Group plc, the consolidated financial statements of which are publicly available.

During the year and the preceding year there have been no transactions with related parties other than wholly-owned Group entities.

#### **19. Controlling party**

In the opinion of the directors, the Company's ultimate parent company and ultimate controlling party is Man Group plc, a company registered in Jersey. The immediate parent undertaking and controlling party is Man Group Treasury Limited, a company registered in Jersey.

The smallest and largest group of undertakings that prepares consolidated accounts of which the Company is a member is Man Group plc. The financial statements of the Company are available from the Company's registered office address.

The group financial statements of Man Group plc are available from 22 Grenville Street, St Helier, Jersey, JE4 8PX and on the Man Group website.