

Director Induction Programme Outline

Phase 1: meetings with Board, Company Secretary and key advisors

Function	Topics covered
Chair	<ul style="list-style-type: none"> - Man Group's business strategy and direction. - Board and Committee overview and dynamics.
CEO	<ul style="list-style-type: none"> - Overview of the markets in which Man Group operates and the competitive and regulatory landscape. - Recent performance, key issues impacting the business and future challenges. - Executive Committee overview.
CFO	<ul style="list-style-type: none"> - Analysis of current financial position and future projections. - Follow up on prior strategy sessions. - Compensation structures within the firm.
President	<ul style="list-style-type: none"> - Overview of key responsibilities: Sales including recent performance, targets and client trends, overview of Solutions and Responsible Investment.
SID	<ul style="list-style-type: none"> - Board insights and role as SID.
NED and Chair of Audit & Risk Committee (ARCom)	<ul style="list-style-type: none"> - Board insights and overview of ARCom.
NED with Board responsibility for employee engagement	<ul style="list-style-type: none"> - Board insights and overview of employee engagement.
NEDs	<ul style="list-style-type: none"> - Board insights
Company Secretary and Remuneration Committee (RemCo) Secretary	<ul style="list-style-type: none"> - Briefing on directors' duties and legal responsibilities and listed company regulatory framework. - Man Group's corporate governance and Board structure. - Board and Committee procedures and policies.
ARCom Secretary	<ul style="list-style-type: none"> - ARCom procedures and policies.
EA to the Board	<ul style="list-style-type: none"> - Board meetings and Board administrative processes.
Head of Group Legal	<ul style="list-style-type: none"> - Overview of remuneration regulation and oversight of RemCo.
Senior Reward Executive	<ul style="list-style-type: none"> - RemCo support and advice. - Executive directors' remuneration policy and practice. - Shareholder engagement on remuneration.
External Remuneration Advisors	<ul style="list-style-type: none"> - Overview of remuneration landscape and key market trends.
Corporate Lawyers	<ul style="list-style-type: none"> - Follow up on directors' duties, legal responsibilities and listed company regulatory framework.

Phase 2: Central functions

Function	Topics covered
General Counsel	<ul style="list-style-type: none"> - Legal and regulatory framework with briefing on current corporate and fund developments. - Current areas of focus for Legal Department.
Head of Strategy	<ul style="list-style-type: none"> - Key strategic priorities and areas of focus and challenge.
Head of Non-Financial Risk	<ul style="list-style-type: none"> - Key areas of responsibility including Compliance, Business Operational Risk & Resilience, Financial Crime and Information Security - Areas of regulatory focus and development. - Key non-financial risk policies, reporting and escalation. - The work of the Risk and Finance Committee and its interaction with ARCom.
Group Financial Controller	<ul style="list-style-type: none"> - Review of the financial sections in the latest Annual Report, including key themes/trends, significant areas of judgement and the financial reporting controls framework. - Current areas of focus for the Finance and Tax functions.
Head of Group Risk	<ul style="list-style-type: none"> - Overview of financial risk, Board's risk appetite statements and of Man Group's corporate risk management framework. - Identification and explanation of the principal and emerging risks faced by the business and mitigating actions in place. - Man Group's regulatory and economic capital, funding, liquidity structure and credit rating.

Head of Corporate Development and Treasury	<ul style="list-style-type: none"> - Strategy for growth both organically, through products and geographies, and externally through potential areas of interest for acquisitions. - Man Group's capital structure and dividend policy. - Overview of Treasury operations and objectives.
Head of Internal Audit	<ul style="list-style-type: none"> - Functions of Internal Audit. - Process for assessing inherent risk and how this is used to direct Internal Audit's work. - How audit findings are prioritised and reported to the Audit and Risk Committee and how related management actions are tracked and verified.
External Audit Partner	<ul style="list-style-type: none"> - Overview of last annual audit and interaction with ARCom.
Head of Investor Relations	<ul style="list-style-type: none"> - Man Group's shareholder base and analyst coverage including a briefing on investor perspectives and current issues.
Head of Communications	<ul style="list-style-type: none"> - Overview of press coverage and current issues. - Man Group's external and internal communication programmes, marketing and messaging.
Chief Operating Officer	<ul style="list-style-type: none"> - Overview of key responsibilities for the COO office including PCO, Central Trading and Execution, Fund Treasury, Rest of World Office oversight and Corporate Real Estate.
Chief Technology Officer	<ul style="list-style-type: none"> - Overview of Technology platforms and infrastructure. - Strategy and Investment in Technology.
Global Head of Operations	<ul style="list-style-type: none"> - Overview of Central Operations and Management of Third Party Service Providers.
CRO, Investment Risk	<ul style="list-style-type: none"> - Overview of Man Group's investment risk function and risk management framework.
Global Head of Sustainability	<ul style="list-style-type: none"> - Overview of CSR, DE&I and employee engagement initiatives.
CISO	<ul style="list-style-type: none"> - Overview of cyber security policies and framework.
Global Head of Operational Risk & Resilience	<ul style="list-style-type: none"> - Overview of operational risk and resilience framework.
Global Head of Financial Crime	<ul style="list-style-type: none"> - Overview of key responsibilities and financial crime policies and framework.

Phase 3: Investment Management, Trading and Responsible Investment

Function	Topics covered
CIO, AHL	<ul style="list-style-type: none"> - Overview of AHL including structure, governance, strategy, recent performance and principal challenges. - .
Head of Solutions	<ul style="list-style-type: none"> - Overview of Solutions including structure, governance, strategy, recent performance and principal challenges. -
Head of Discretionary	<ul style="list-style-type: none"> - Overview of Discretionary including structure, governance, strategy, recent performance and principal challenges. -
CEO, Man Numeric and Head of Americas	<ul style="list-style-type: none"> - Overview of Man Numeric including structure, governance, strategy, recent performance and principal challenges. - Key responsibilities as Head of Americas.
Director of Trading	<ul style="list-style-type: none"> - Overview of Central Trading Systems.
CIO, Responsible Investment	<ul style="list-style-type: none"> - Man's approach to Responsible Investment.