

## Executive roles

### Chief Executive

Responsible for managing and leading the business and its employees

Chair of the fixed income investment committee

Chair of the equities investment committee

Developing an effective relationship with the Chairman and the Board

Leading the business towards achievement of the strategy

Maintaining an effective dialogue with shareholders and stakeholders

Making business decisions (within the framework of the Board's delegated authorities)

### Group Finance Director

Managing the Group's capital, cash flow and liquidity

Responsible for the Group's financial reporting and leading the annual budget process

Maintaining an effective dialogue with shareholders and analysts on the performance of the Company

Responsible for corporate development, including mergers and acquisitions

Managing the Group's subsidiaries

## Non-executive roles

### Chairman

Responsible for leading the Board and its overall effectiveness

Building an effective and diverse Board with complementary skills which is progressively refreshed

Facilitating and encouraging an effective contribution from all Board members

Ensuring the Board have clear, accurate and timely information

Facilitating an annual evaluation of the Board, its committees and individual Directors

### Senior Independent Director

A sounding board for the Chairman and an intermediary for the other Directors and shareholders

Facilitating an annual review of the performance of the Chairman

### Non-executive Directors

Providing oversight of, but not managing, the business

Providing effective independent oversight and challenge of the executive management

Scrutinising the performance of executive management

The **Company Secretary** is responsible for advising the Board on all governance matters. (The appointment or removal of the Company Secretary is a matter for the whole Board).