

Environmental Sustainability Policy Statement

Our commitment

We recognise that the world we live in is changing and if left unaddressed, climate change could have serious consequences for our planet, our societies' well-being and our economic security. As a global business, acting responsibly is fundamental to who we are, and we are committed to minimising our operational impact on the environment.

Our environmental management activities are primarily focused on the areas where we have the greatest impact. We commit to minimising the environmental impact of all our activities through responsible and minimal use of natural resources, maximising energy efficiency, reducing greenhouse gas emissions, zero waste to landfill wherever possible and recycling or minimising waste.

Our approach

Man Group, its Board of Directors ('Board'), and its Executive Committee will seek to ensure that Man Group's statutory duties in respect of the environment are always met, including with respect to other persons who may be affected by Man Group's activities. As a minimum, this policy statement requires compliance with all relevant environmental legislation, both local and international, in the countries in which Man Group operates.

Our Corporate Sustainability Committee ('CSC') meets quarterly and is mandated to drive Man Group's global corporate social responsibility, sustainability and climate-related initiatives, and to monitor the firm's environmental impact from its operations. The CSC is comprised of senior employees with a broad set of skills, experience and roles within the firm. The CSC reports to the Risk and Finance Committee and indirectly to the Board's Audit & Risk Committee.

Man Group aims to minimise its impact on the environment by:

- Continually improving our environmental performance and management systems by increasing the data we capture and integrating environmental best practices, such as ISO standards;
- employing sustainable practices in the evaluation of property leasing, design, refurbishment and management, aligning wherever feasible to standards such as BREEAM (Building Research Establishment Environmental Assessment Method) and LEED (Leadership in Energy and Environmental Design);
- setting environmental performance targets and holding ourselves accountable to these targets. This includes our net zero strategy through which we have committed to achieving net zero carbon in our workplaces by 2030. We report our net zero strategy via our website (www.man.com) and Annual Report and communicate frequently and transparently about our environmental commitments and performance;
- reducing carbon emissions from our own operations by investing in energy efficient buildings, improving our energy management, ensuring use of renewable energy wherever we can, and managing our business travel activities. In 2020, we committed to reducing our carbon footprint and offsetting any residual emissions that cannot be eliminated;
- using climate guidance and frameworks (e.g. the Taskforce for Climate-Related Financial Disclosures) to inform our focus and reporting, including those that incorporate impact on biodiversity and the natural world around us (e.g. the Taskforce for Nature-Related Financial Disclosures);
- highlighting our [supplier code of conduct](#) to identify and manage indirect environmental impacts in the supply chain and improve awareness of environmental performance amongst our suppliers;
- educating our people on environmental issues through a blend of both mandatory global training and voluntary initiatives to encourage environmentally responsible behaviour (for example, incentivising our staff to adopt re-usable coffee cups in our UK headquarters);

- measuring the waste generated from our business operations and incorporating waste hierarchy (such as reduce, reuse and recycle) in all applicable circumstances, including leveraging zero waste to landfill services where possible; and
- engaging with industry groups and organisations actively and contributing to environmental sustainability in business. We aim to achieve this in a variety of ways, for example, by publishing proprietary research; signing up to industry groups (such as the Institutional Investors Group on Climate Change (IIGCC) and the UK Sustainable Investment and Finance Association (UKSIF)); and through the production of our award-winning podcast series, A Sustainable Future.

We report our environmental sustainability progress through our Annual Report, our [Corporate Sustainability brochure](#) and on www.man.com.

Responsible Investing

Please note that this policy statement does not cover Man Group's approach to responsible investment. For further information on our approach to responsible investment, please refer to the [responsible investment section of our website](#).

A handwritten signature in black ink that reads 'M. R. Grew'.

Robyn Grew
Chief Executive Officer
Man Group plc

Important Information:

The value of an investment and any income derived from it can go down as well as up and investors may not get back their original amount invested. Alternative investments can involve significant additional risks. This material is for information purposes only and does not constitute an offer or invitation to invest in any product for which any Man Group plc affiliate provides investment advisory or any other services. The content is not intended to constitute advice of any nature nor an investment recommendation or opinion regarding the appropriateness or suitability of any investment or strategy and does not consider the particular circumstances specific to any individual recipient to whom this material has been sent. Opinions expressed are those as of the date of the publication and are subject to change. Some statements contained in these materials concerning goals, strategies, outlook or other non-historical matters may be 'forward-looking statements' and are based on current indicators and expectations at the date of their publication. We undertake no obligation to update or revise them. Forward-looking statements are subject to risks and uncertainties that may cause actual results to differ materially from those implied in the statements. Unless stated otherwise the source of all information is Man Group plc and its affiliates as at December 2025.

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