

## An effective induction programme is integral to a Director's ability to quickly thrive in their role.

Each Director receives a comprehensive, formal induction upon appointment, which is tailored to their individual experience.

The induction is designed to enable new Directors to familiarise themselves with our business operations, risk and governance arrangements. It includes briefings on industry and regulatory matters, our strategy and business model, risk management and risk appetite, and meetings with senior management in key areas of the business. These are supplemented by induction materials such as recent Board papers and minutes, organisational structure charts, governance matters, and relevant policies.

New Directors also meet our External Auditor, brokers and advisers, and attend a presentation from the Group Company Secretary and the external legal counsel on the roles and responsibilities of a UK-listed company director.

During FY25, we welcomed Marieke Flament as a Non-Executive Director and Clifford Abrahams to the Board as CFO. Their induction was based on IG's Induction Programme and tailored as appropriate to their experience and role.

## IG Induction Programme

### Internal meetings

- Board Chair
- Senior Independent Director
- Non-Executive Directors, including Board Committee Chairs
- Executive Committee members, including the CEO, CFO, Regional CEOs, Chief Operating Officer, Chief Business Officer, Chief Technology Officer and the Chief Risk Officer
- Others, including Group General Counsel, Chief Compliance Officer, Head of Investor Relations, Head of Communications, Chief of Staff, Head of Internal Audit, Head of Reward and the Group Company Secretary

### Induction topics

- Financials
- Tax
- Dealing
- Strategy
- Operations
- Liquidity
- Risk Management
- Regulatory Risk and Customer Outcomes

### External meetings

- External Advisers, including legal counsel and corporate brokers
- External Auditor
- Investors

### Site visits

- Offices outside the UK Head Offices

