

Jupiter Fund Management plc (the 'Company')

Chairman - Roles and Responsibilities

Chairman

The Chairman is responsible for the leadership and management of the Board of Directors together with ensuring the effectiveness of the Board, its Committees and individual Directors. The Chairman shall ensure constructive relationships between Executive and Non-Executive Directors and shall promote a culture of openness and debate.

The Chairman's principal additional responsibilities include:

- To lead the Board including by facilitating the effective and cohesive contribution of all Directors and ensuring the development of constructive relationships between the Non-Executive Directors and Executive Directors with appropriate challenge of management.
- To promote high standards of corporate governance both in relation to the Company's Board and the Group as a whole.
- To provide support and guidance to the Chief Executive Officer ("CEO"), whilst respecting their executive responsibilities.
- In concert with the CEO and Vice Chairman, to develop and champion the Company's purpose, culture and values.
- To lead the annual Board evaluation process, including both the evaluation of the effectiveness of the Committees of the Board and individual Directors together with ensuring appropriate action on the results of the evaluation.
- To ensure effective engagement with shareholders to enable the Board to have a clear understanding of shareholder views, including undertaking consultations with major shareholders.
- To ensure that the views of key stakeholders are understood and considered by the Board in Board discussions and their decision making.
- To ensure the Directors receive accurate, timely and clear information to enable the Directors to form appropriate judgments.
- In concert with the CEO, and supported by the Company Secretary, to develop and set agendas for meetings of the Board focussed on strategy, performance, value creation, governance, risk and accountability.
- To lead and ensure the effective operation of the Nomination Committee, including the maintenance and/or development of an appropriate and diverse balance of skills, experience and perspective on the Board and its Committees and the effective appointment and induction of Directors.

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Chief Executive Officer - Roles and Responsibilities

Chief Executive

The Chief Executive Officer has delegated authority from the Board for the day to day operations of the Group and is responsible for all executive management matters affecting the Group, except for those matters which have been reserved for approval by the Board.

The Chief Executive Officer is responsible for developing the appropriate business strategy and for ensuring that the strategy is effectively monitored and executed in accordance with both the approved financial and operating plan and within a sound system of internal control and risk management.

The Chief Executive Officer's additional principal responsibilities include:

- To propose and deliver the Group's strategy and objectives, having regard to the Group's responsibilities to its shareholders, clients, employees and other stakeholders.
- To lead business development and be responsible for building sustainable, compliant and profitable revenue streams.
- To implement the purpose, culture and values of the Group, ensuring effective communication of these and that operational policies and practices drive appropriate behaviour.
- To lead the Executive Directors and the senior executive team in the day to day operations of the Group's business and ensuring that the Group has effective and appropriate risk management systems and internal controls.
- To develop an effective management team and workforce, through talent management and succession planning.
- In conjunction with the Chairman, ensure effective communication with shareholders, the workforce, clients and other key stakeholders.
- To maintain, in conjunction with the Chief Financial Officer and Investor Relations team, effective communication with shareholders on the strategy and performance of the Group.
- To ensure that the Board is kept informed on all important matters affecting the Group.

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Senior Independent Director - Roles and Responsibilities

Senior Independent Director

The Senior Independent Director's role, in addition to their responsibilities as a Non-Executive Director, is to support the Chairman and, if necessary, to serve as an intermediary for the other Directors and shareholders.

The Senior Independent Director's additional responsibilities include:

- To act as a sounding board for the Chairman and provide support to the Chairman in the delivery of the Board's objectives.
- To ensure a balanced understanding of shareholder views and attend meetings with major shareholders if required.
- To be available to major shareholders, and other stakeholders, in the event they have concerns which contact through the normal channels has failed to resolve or is inappropriate.
- Together with the Nomination Committee, ensure an orderly succession process for the Chairman.
- To develop effective working relationships with both Executive and Non-Executive Directors whilst having an awareness of any issues or concerns individual Directors may have.
- To lead the annual performance evaluation of the Chairman, considering the views of both Executive and Non-Executive Directors and to provide appropriate feedback to the Chairman.
- To attend and be available to respond to shareholder questions at the Annual General Meeting.
- Working with the Chairman, other Directors and /or shareholders to resolve significant issues and helping to maintain stability in circumstances where the Board or Company is undergoing a period of stress.