

Our Academy Programme

Building futures
Growing talent
Strengthening Praxis



Contents

| | |
|--|---|
| Welcome to PraxisFirst | 1 |
| Who we are | 2 |
| Why PraxisFirst | 2 |
| The programme overview | 3 |
| What participants can expect | 3 |
| Cohort experience and peer support | 4 |
| Support framework | 4 |
| Expectations of our new colleagues | 5 |
| What the business commits to | 5 |
| Looking ahead | 6 |

Welcome to *PraxisFirst*

Praxis is an independent, leading provider of bespoke private wealth, corporate & fund administration, pensions & employer solutions, and yacht services to individuals, families, and corporate and institutional clients across the world.

We believe that the future of our business is shaped by the people we invest in today and we are deliberate about how we build our future.

PraxisFirst is our global early careers academy, designed to develop and support school leavers and graduates across the Group. It provides a paid, structured and consistent pathway into the business, combining practical experience, professional development and exposure across multiple areas of Praxis.

The programme is a strategic investment in building long-term capability, strengthening our talent pipeline and embedding our culture from the very beginning of a colleague's career journey.

PraxisFirst is not just a programme. It is a long-term commitment to developing future professionals, creating clear career pathways and supporting sustainable growth across the business.

This is where careers begin, capability is built and potential is realised.



Who we are

Praxis is a leading professional services business with a global footprint, built on expertise, relationships and trust. Across all our jurisdictions, we are united by a shared purpose and a clear set of values:

- > We Listen
- > We Trust
- > We Inspire
- > We Succeed Together

Our success has always been driven by our people. **PraxisFirst** reflects our belief that sustainable growth comes from developing talent from within, creating an environment where individuals can learn, contribute and thrive.

Why *PraxisFirst*

We are committed to investing in structured, high quality development pathways that support both individual growth and business performance.

PraxisFirst is designed to:

- > strengthen our talent pipeline across all jurisdictions
- > support succession planning and long-term capability building
- > provide meaningful early career opportunities within a global organisation
- > embed our values and culture from the very beginning of a colleague's journey
- > create a consistent and high-quality experience for early careers talent

This is a strategic investment in our future.



The programme overview

PraxisFirst is a two-year circular development programme that combines structured learning, practical experience and ongoing support.

Participants will rotate through different areas of the business, gaining exposure to a broad range of services, teams and client environments. This approach builds both technical capability and commercial awareness, while helping individuals identify where they can add the most value.

The programme is designed to be immersive, progressive and supportive, ensuring that each participant develops confidence, capability and clarity about their future career.

What participants can expect

Joining **PraxisFirst** means becoming part of a structured and supportive development journey. Over the two-year years, participants will benefit from:

- > a structured induction into Praxis, our services and our culture
- > rotational placements across different business areas (depending upon the business area allocated)
- > access to professional qualifications and study support
- > tailored development sessions
- > exposure to real client work and business projects
- > regular feedback, coaching and performance conversations

Participants will be supported not only in building technical skills, but also in developing the behaviours, confidence and professionalism expected within Praxis.



Cohort experience and peer support

A key part of **PraxisFirst** is the cohort model. Participants will join as part of a group, creating a shared experience from day one. This helps build strong peer relationships, encourages collaboration and provides a support network throughout the programme.

The cohort experience is designed to:

- > create a sense of belonging and connection across jurisdictions
- > encourage shared learning and open dialogue
- > provide mutual support through challenges and development milestones
- > build lasting professional relationships within Praxis

This is not an individual journey. It is a collective experience.

Support framework

PraxisFirst is underpinned by a strong and visible support structure.

Each participant will have access to:

- > a line manager responsible for day-to-day guidance and performance support
- > a programme mentor to provide broader career insight and perspective
- > the People team, who will coordinate the programme and provide ongoing support
- > local business leaders who will contribute to development and exposure opportunities

We are committed to creating an environment where participants feel supported, challenged and valued.

Expectations of our new colleagues

PraxisFirst is a two way commitment.

We are investing in our participants and in return we expect individuals to approach the programme with professionalism, curiosity and accountability. Participants are expected to:

- > engage fully in all aspects of the programme
- > take ownership of their development and learning
- > demonstrate a willingness to learn and adapt
- > uphold Praxis values in everything they do
- > build positive relationships across the business

This is an opportunity to build a career, not simply complete a programme.

What the business commits to

PraxisFirst reflects a clear commitment from the business.

We will:

- > provide a structured and meaningful development experience
- > ensure access to high quality learning and support
- > offer real opportunities to contribute and add value
- > create a culture where early career talent is heard and respected
- > invest time, resource and leadership attention into the programme

We recognise that the success of **PraxisFirst** depends on the quality of the experience we deliver.



Looking ahead

PraxisFirst is the beginning of a journey.

At the end of the two-year programme, participants will have developed the skills, experience and confidence to move into a defined role within the business. They will have a clear pathway for progression and have started their professional qualifications.

For Praxis, this means stronger capability, deeper engagement and a more sustainable future.

PraxisFirst is about more than early careers. It is about building a culture where people are developed, supported and inspired to succeed. It is about creating opportunity, strengthening our business and living our values in a tangible way.

We are proud to launch **PraxisFirst** and excited about the future it will help us create.

To find out more or to apply to the Academy Programme, please email our People team on learning@praxisgroup.com





Contact us

E learning@praxisgroup.com

praxisgroup.com

Praxis is the brand name for the Praxis Group Limited and all its subsidiary and associated companies.

For company information and regulatory details, visit our website praxisgroup.com