



Genesis Emerging Markets Fund Limited

Nomination Committee: Terms of Reference

1. Membership

- 1.1 The Committee shall comprise at least three Directors. A majority of the Members of the Committee shall be independent non-executive Directors.
- 1.2 Only Members of the Committee have the right to attend Committee meetings. However, other individuals may be invited to attend for all or part of any meeting, as and when appropriate and necessary.
- 1.3 Appointments to the Committee are made by the Board and shall be for a period of up to three years, which may be extended for further periods of up to three years, provided the Director still meets the criteria for Membership of the Committee.
- 1.4 The Board shall appoint the Committee Chairman who should be either the Chairman of the Board or an independent non-executive Director. In the absence of the Committee Chairman and/or an appointed deputy, the remaining Members present shall elect one of themselves to chair the Meeting from those who would qualify under these Terms of Reference to be appointed to that position by the Board. The Chairman of the Board shall not chair the Committee when it is dealing with the matter of succession to the chairmanship.

2. Secretary

The Company Secretary or a nominee of the Manager shall act as the Secretary of the Committee.

3. Quorum

The quorum necessary for the transaction of business shall be two both of whom must be independent non-executive Directors.

4. Frequency of meetings

The Committee shall meet as frequently as required but not less than annually.

5. Notice of meetings

- 5.1 Meetings of the Committee shall be called by the Secretary of the Committee at the request of the Committee Chairman.
- 5.2 Unless otherwise agreed, notice of each Meeting confirming the venue, time and date, together with an agenda of items to be discussed, shall be forwarded to each Member of the Committee, any other person required to attend and all other non-executive Directors, no later than five working days before the date of the Meeting. Supporting papers shall be sent to Committee Members and to other attendees as appropriate, at the same time.

6. Minute of meetings

- 6.1. The Secretary shall minute the proceedings and resolutions of all Committee Meetings, including the names of those present and in attendance.
- 6.2. Draft Minutes of Committee Meetings shall be circulated promptly to all Members of the Committee.

7. Annual General Meeting

The Committee Chairman should attend the Annual General Meeting to answer any shareholder questions on the Committee's activities.

8. Duties

The Committee shall:

- 8.1. regularly review the structure, size and composition (including the length of service of the Board members, skills, knowledge, experience and diversity) of the Board and make recommendations to the Board with regard to any changes.
- 8.2. give full consideration to succession planning for Directors, taking into account the challenges and opportunities facing the Company, the skills and expertise needed on the Board in the future and the promotion of diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.
- 8.3. be responsible for identifying and nominating, for the approval of the Board, candidates to fill Board vacancies as and when they arise and for overseeing the development of a diverse pipeline for succession.
- 8.4. before any appointment is made by the Board, agree a formal, rigorous and transparent procedure to evaluate the balance of skills, knowledge, experience and diversity on the Board, and, in the light of this evaluation, prepare a description of the role and capabilities required for a particular appointment. In identifying suitable candidates the Committee shall:
 - 8.4.1. use open advertising or the services of external advisers to facilitate the search;
 - 8.4.2. consider candidates from a wide range of backgrounds; and
 - 8.4.3. consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on the Board, including gender, social and ethnic backgrounds, cognitive and personal strengths, taking care that appointees have enough time available to devote to the position
- 8.5. for the appointment of a Chairman, the Committee should prepare a job specification, including the time commitment expected. A proposed Chairman's other significant commitments should be disclosed to the Board before appointment and any changes to the Chairman's commitments should be reported to the Board as they arise.
- 8.6. prior to the appointment of a Director, the proposed appointee should be required to disclose any other business interests that may result in a conflict of interest and be required to report any future business interests that could result in a conflict of interest.

- 8.7. ensure that on appointment to the Board, non-executive Directors receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, Committee service and involvement outside Board meetings.
- 8.8. review the results of the performance evaluation process of the Board, Board Committees, the Chairman and individual directors.
- 8.9. review annually the time required from non-executive Directors. Performance evaluation should be used to assess whether the non-executive Directors are spending enough time to fulfil their duties.
- 8.10. work and liaise as necessary with all other Board Committees.

The Committee shall also make recommendations to the Board concerning:

- 8.11. formulating plans for succession for non-executive Directors and in particular for the key role of Chairman.
- 8.12. suitable candidates for the role of Senior Independent Director.
- 8.13. Membership of the Audit and Risk Committee, and any other Board Committees as appropriate, in consultation with the Chairman of those Committees.
- 8.14. the re-appointment of any non-executive Director at the conclusion of their specified term of office having given due regard to their performance and ability to continue to contribute to the Board in the light of knowledge, skills and experience required.
- 8.15. the re-election by shareholders of Directors under the annual re-election provisions of the AIC Code of Corporate Governance (the "Code"), having due regard to their performance and specific reasons why their contribution continues to be important to the Company's long-term sustainable success taking into the need for progressive refreshing of the Board (particularly in relation to Directors being re-elected for a term beyond six years).
- 8.16. any matters relating to the continuation in office of any Director at any time.
- 8.17. the establishment of a policy on the tenure of the Chairman which is consistent with the need for regular refreshment and diversity

9. Reporting responsibilities

- 9.1. The Committee Chairman shall report to the Board on its proceedings after each Meeting on all matters within its duties and responsibilities.
- 9.2. The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.
- 9.3. The Committee shall produce a report to be included in the Company's Annual Report about its activities, the process used to make appointments, its approach to succession planning and how both support developing a diverse pipeline. Where an external search agency has been used, it shall be identified in the Annual Report and a statement made as to whether it has any connection with the Company or individual directors.
- 9.4. The report referred to in 9.3 above should include a statement regarding any externally facilitated board evaluation conducted on recommendation from the Chairman. The statement should explain

how the board evaluation has been conducted, the nature and extent of the external evaluators contact with the board and individual directors, whether the external evaluator has any connection with the Company or individual directors and the outcomes and actions taken, including how it has or will influence board composition.

- 9.5. The report referred to in 9.3 above should include a statement of the Board's policy on diversity and inclusion, its objectives and linkage to strategy, how it has been implemented, and progress on achieving the objectives.

10. Other matters

The Committee shall:

- 10.1. have access to sufficient resources in order to carry out its duties, including access to the Company Secretary for assistance as required.
- 10.2. be provided with appropriate and timely training, both in the form of an induction programme for new Members and on an ongoing basis for all Members.
- 10.3. give due consideration to laws and regulations, the provisions of the Code and the requirements of the UK Listing Authority's Listing, Prospectus and Disclosure Guidance and Transparency Rules and any other applicable rules, as appropriate.
- 10.4. arrange for periodic reviews of its own performance and, at least annually, review its constitution and Terms of Reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

11. Authority

The Committee is authorised by the Board to obtain, at the company's expense, outside legal or other professional advice on any matters within its terms of reference.

Approved by the Board of Directors of Genesis Emerging Markets Fund Limited
21st June 2019