

# Schroder Income Growth Fund plc

## Terms of Reference

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### For the Nomination Committee

#### Role

1. The role of the Nomination Committee is to consider and make recommendations to the Board on its composition so as to maintain an appropriate balance of skills, experience and diversity, including gender and to ensure progressive refreshing of the Board.

#### Membership and Attendance

2. The Committee shall be appointed by the Board and shall consist of not less than three members all of which shall be non-executive Directors of the Company. A quorum shall be three members, a majority of which must be independent.
3. The Chairman of the Committee shall be appointed by the Board.
4. Membership of the Committee shall be reviewed by the Board from time to time.
5. In the event that the committee considers the appointment of a successor to the Chairman of the Board, the committee shall elect a chairman other than the Chairman of the Board, for those purposes alone, from among the other independent members.
6. The Committee may invite such persons as it deems appropriate to attend meetings.

#### Meetings

7. The Committee shall meet at least annually.

#### Secretary

8. The Company Secretary shall be the secretary of the Committee and shall attend all meetings of the Committee.

#### Authority

9. The Committee is authorised by the Board to investigate any activity within its terms of reference. It is authorised to employ the services of such advisers as it deems necessary to fulfil its responsibilities, and to invite such persons as it considers appropriate to attend its meetings and to participate in its discussions.

## Responsibilities

10. The responsibilities of the Committee shall be:

In accordance with the adopted procedure for the appointment of new directors:

- (a) to evaluate the balance of skills, knowledge, experience and diversity, including gender, of the Board of Directors and to prepare a description of the role and capabilities required for a particular appointment. In the case of the appointment of a Chairman, to prepare a job specification
- (b) to select potential candidates to fill vacancies on the Board of Directors for recommendation to the Board, and
- (c) to interview, or arrange for suitable directors to interview, suitable candidates for directors.

In addition the Committee shall also:

- (d) consider and make recommendations to the Board on its composition so as to maintain an appropriate balance of skills, experience and diversity, including gender and to ensure progressive refreshing of the Board.
- (e) periodically review the terms of appointment of the non-executive directors
- (f) consider whether a senior independent director should be appointed and, if appropriate, to identify and recommend to the Board suitable candidates for the role
- (b) consider other issues, as requested and defined by the Board.

## Reporting procedures

- 11. The Committee Chairman, or in his absence the elected chairman of the relevant meeting, shall report on the issues raised at the meeting to the Board at the earliest opportunity.
- 12. The Secretary shall circulate the minutes of meetings of the Committee to all members of the Board.