



GENEL ENERGY PLC (the *Company*)

NOMINATION COMMITTEE - TERMS OF REFERENCE adopted by the Board on 1 December 2022

1. BACKGROUND

The board of directors of the Company (the *Board*) has resolved to establish a nomination committee (the *Committee*). These terms of reference replace any previous terms of reference for any nomination committee of the Board.

2. DUTIES OF THE COMMITTEE

2.1 The duties of the Committee shall be:

- (a) to identify and nominate, for the approval of the Board, candidates to fill Board vacancies as and when they arise as well as to put in place plans for succession for directors and senior executives, in particular with respect to the Chairman of the Board and the Chief Executive Officer;
- (b) to review regularly the Board structure, size and composition (including skills, knowledge, experience and diversity) and make recommendations to the Board about any adjustments;
- (c) to 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;
- (d) to 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;
- (e) to recommend to the Board whether to reappoint a director at the end of their term of office having due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, experience and skills required;
- (f) to make recommendations to the Board concerning the re-election by shareholders of directors under the annual re-election provisions of the UK Corporate Governance Code (which require all directors of the Company to stand for re-election each year), or the retirement by rotation provisions in the Company's articles of association, having due regard to their performance, ability, and why their contribution is important to the Company's long-term sustainable success in the light of the knowledge, skills and experience required and the need for progressive refreshing the Board, taking into account the length of service of individual directors, the chair and board as a whole ;

- (g) to make recommendations to the Board concerning the appointment of any director to executive or other office;
- (h) to make recommendations to the Board concerning any matters relating to the continuation in office of any director at any time including the suspension or termination of service of an executive director as an employee of the Company subject to the provisions of law and their service contract;
- (i) to keep under review the leadership needs of the Company and its subsidiaries (collectively, the **Group**), both executive and non-executive, with a view to ensuring the continued ability of the Group to compete effectively in the marketplace;
- (j) to keep up to date and fully informed about strategic issues and commercial changes affecting the Company and the market in which it operates;
- (k) to make recommendations to the Board about suitable candidates for the role of senior independent director, designated independent non-executive director and membership of the audit and remuneration committees, and any other committees as appropriate, of the Board in consultation with the chairman of the relevant committee;
- (l) to give full consideration to succession planning for directors and other senior executives in the course of its work, taking into account the challenges and opportunities facing the Company, and what skills and expertise are therefore needed on the Board in the future;
- (m) to be responsible for identifying and nominating for the approval of the Board, candidates to fill Board vacancies as and when they arise;
- (n) to make recommendations to the Board concerning formulating plans for succession for both executive and non-executive directors and in particular for the key roles of Chairman of the Board and Chief Executive Officer;
- (o) before an appointment is made by the Board, to evaluate the balance of skills, knowledge, experience and diversity on the Board in light of the Company's strategic priorities, main trends and factors affecting the long-term success and future viability of the Company. Following the evaluation prepare a description of the role and capabilities required for a particular appointment. In identifying suitable candidates the Committee shall:
 - (i) use open advertising or the services of external advisers to facilitate the search;
 - (ii) consider candidates from a wide range of backgrounds; and
 - (iii) consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on the Board, including gender, taking care that appointees have enough time available to devote to the position;
- (p) in relation to the appointment of a Chairman of the Board, to prepare a job specification, including the time commitment expected, and to ensure that the other significant commitments of a proposed Chairman of the Board are disclosed to the Board before the appointment and any changes to such commitments are reported to the Board as they arise;

- (q) Prior to the appointment of a director, other significant time commitments should be disclosed, and any additional future commitments should not be undertaken without prior approval. The proposed appointee should also be required to disclose any other business interests that may result in a conflict of interest. These must be authorised by the Board prior to appointment and any future business interests that could result in a conflict of interest must not be undertaken without prior authorisation of the Board.;
- (r) to review the results of the Board performance evaluation process that relate to the composition of the Board;
- (s) to review and consider the activity undertaken to ensure talent management below the senior executives; and

3. PROCEDURES

3.1 So the Committee can perform its role, it will have the following procedures:

Non-executive directors

- (a) when it is decided by the Board that a new appointment of a non-executive director is to be made, a short-list will be circulated by the chairman of the Committee (the *Committee Chairman*) to members of the Committee and the Chief Executive Officer (and other directors, if felt appropriate), for comment and the addition of any further potential non-executive directors. The Committee may also engage a reputable firm of search consultants to recommend candidates. These consultants would normally also be engaged to assist in filling a specific vacancy;
- (b) following input from Committee members and/or engaged consultants, a revised short-list will then be considered by the Committee;
- (c) short-listed candidates selected by the Committee will be interviewed in the first instance by the Committee Chairman and one other Committee member and the Chief Executive Officer. If the Committee Chairman wishes to take the selection process further, the potential candidate(s) will be invited to meet the Committee;
- (d) the Committee will decide whether to recommend an individual for appointment to the Board; and
- (e) the Board will decide whether to make the appointment, as recommended by the Committee.

Executive directors

- (f) when it is decided by the Board that a new appointment of an executive director is to be made, the Chairman of the Board and the Chief Executive Officer will submit to the Committee a short-list of one or more candidates to be an executive director. The Chairman of the Board and Chief Executive Officer and/or the Committee may engage a search consultant to assist in the selection of external candidates for a specific appointment;
- (g) some or all of the Committee's members will meet the candidate(s) selected for interview; and

- (h) the Committee's assessments will be reviewed by the Chairman of the Board and Chief Executive Officer following which a candidate will be submitted to the Board for appointment.
- (i) the Board will decide whether to make the appointment, as recommended by the Committee.

4. COMPOSITION

- 4.1 The Committee shall have a minimum of two members, who shall be appointed by the Board. A majority of members of the Committee shall be independent non-executive directors.
- 4.2 The Board shall appoint one member of the Committee to act as the chairman of the Committee (the ***Committee Chairman***). The Chairman of the Board shall not chair the Committee when it is dealing with the appointment of a successor to the chairmanship of the Board. In the absence of the Committee Chairman and/or an appointed deputy, the remaining members present shall elect one of the members to chair the meeting. No Committee Chairman, deputy or person elected under this paragraph 3.2 shall have a casting vote.
- 4.3 Only members of the Committee have the right to attend Committee meetings. However, other individuals may be invited to attend all or part of meetings as and when appropriate and necessary, and members of the Board will be encouraged to do so.
- 4.4 Appointments to the Committee shall be for a period of up to three years, extendable for two further periods of up to three years, provided that the relevant director still meets the criteria for membership of the Committee.

5. QUORUM

- 5.1 The quorum necessary for the transaction of business shall be two members.
- 5.2 A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

6. MEETING ADMINISTRATION

- 6.1 The Committee shall meet at least twice a year and at such other times as the Committee Chairman shall require.
- 6.2 Meetings of the Committee shall be called by the secretary of the Committee (the ***Committee Secretary***) at the request of the Committee Chairman.
- 6.3 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, no later than five working days before the date of the meeting unless otherwise agreed. Supporting papers shall be sent to committee members and to other attendees, as appropriate, at the same time.

7. COMMITTEE SECRETARY

- 7.1 The Company Secretary or such person as the Company Secretary nominates shall act as the Committee Secretary.
- 7.2 The Committee Secretary shall minute the proceedings and resolutions of all meetings of the Committee, including recording the names of those present and in attendance.
- 7.3 The Committee Secretary shall ascertain, at the beginning of each meeting, the existence of any conflicts of interest and minute them accordingly.
- 7.4 Draft minutes of Committee meetings shall be circulated to all members of the Committee and, once agreed minutes should promptly be circulated to all members of the Board, unless a conflict of interest has been identified.

8. COMMITTEE EFFECTIVENESS

- 8.1 The Committee shall, at least once a year, review its own performance, 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. This can be satisfied by participation in any wider Board evaluation process.

9. REPORTING RESPONSIBILITIES

- 9.1 The Committee Chairman shall report to the Board after each meeting on the nature and content of its discussions, recommendations and actions to be taken.
- 9.2 The Committee shall make such recommendations to the Board as it deems appropriate on any area within its remit where action or improvement is needed and adequate time should be made available for Board discussions when necessary.
- 9.3 The Committee shall make a statement in the Company's Annual Report describing its work, including .
 - (i) the process used in relation to appointments, its approach to succession planning and how both support the development of a diverse pipeline;
 - (ii) how Board evaluation has been conducted, the nature and extent of an external evaluator's contact with the board and individual directors, the outcomes and actions taken, and how it has influenced or will influence board composition;
 - (iii) the policy on diversity and inclusion, its objectives and linkage to company strategy, how it has been implemented and the process of achieving the objectives;
 - (iv) the gender balance of those in the Executive Group and their direct reports.
 - (v) If an external search consultancy has been engaged, it should be identified in the Annual Report alongside a statement about any other connection it has with the company or individual directors.

- 9.4 The Committee Chairman shall attend the Annual General Meeting prepared to respond to any shareholder questions on the Committee's activities. In addition, the Committee Chairman should seek engagement with shareholders on significant matters related to the committee's areas of responsibility.

10. OTHER MATTERS

The Committee shall:

- (a) have access to sufficient resources in order to carry out its duties, including access to the Company secretariat for assistance as required;
- (b) 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;
- (c) Give due consideration to all relevant laws and regulations, the provisions of the UK Corporate Governance Code and associated guidance, the requirements of the FCA's Listing Rules, Prospectus Rules and Disclosure Guidance and Transparency Rules sourcebook and any other applicable rules, as appropriate.
- (d) oversee any investigation of activities which are within its terms of reference; and
- (e) have regard to the prevailing market conditions in carrying out its role.

11. AUTHORITY

The Committee is authorised by the Board to:

- (a) undertake any activity within its terms of reference;
- (b) seek any information that it requires from any Group employee or external provider of services to the Group in order to perform its duties;
- (c) call any employee and/or other representative of a service provider to be questioned at a meeting as and when required;
- (d) obtain at the Company's expense, outside legal or other professional advice in pursuance of its duties (and persons providing such professional advice shall be permitted to attend meetings of the Committee, but shall not be members of it); and
- (e) delegate any of its powers to one or more of its members.