RATHBONES

Rathbones Group Plc (the "Company" and/or the "Group")
Nomination Committee (the "Committee")
Terms of reference

These terms of reference were approved by the committee on 9 December 2025.

1. Membership

1.1. The committee shall comprise at least three directors, all of whom shall be independent non-executive directors.

1.2. Only members of the committee have the right to attend committee meetings. However, other individuals such as the chief executive, the Chief People Officer and external advisers 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 his or her nominee shall act as the secretary of the committee.

3. Quorum

The quorum necessary for the transaction of business shall be two. 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.

4. Frequency of meetings

The committee shall meet at least twice a year and otherwise as required.

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.

Minutes of meetings

5.3. The secretary shall minute the proceedings and resolutions of all committee meetings, including the names of those present and in attendance.

5.4. Draft minutes of committee meetings shall be circulated promptly to all members of the committee. Once approved, minutes should be circulated to all other members of the board unless it would be inappropriate to do so.

6. Annual General Meeting

The committee chairman should attend the annual general meeting to answer any shareholder questions on the committee's activities.

7. Duties

The committee should carry out the duties below for the Company, major subsidiary undertakings and the Group as a whole, as appropriate.

The committee shall:

7.1. regularly review the structure, size and composition (including the skills, knowledge, experience and diversity) of the board and make recommendations to the board with regard to any changes

7.2. give full consideration to succession planning for directors and other senior executives, taking into account the challenges and opportunities facing the company, regulatory requirements and the skills and expertise needed on the board in the future

7.3. keep under review the leadership needs of the organisation, both executive and non-executive, with a view to ensuring the continued ability of the organisation to compete effectively in the marketplace

7.4. ensure there is a contingency plan for dealing with unexpected departures

7.5. review executive and senior management development programmes on an annual basis

7.6. keep up to date and fully informed about regulatory requirements, strategic issues and commercial changes affecting the company and the market in which it operates

7.7. be responsible for identifying and nominating for the approval of the board, candidates to fill board vacancies as and when they arise

7.8. before any appointment is made by the board, 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:

7.8.1. use open advertising or the services of external advisers to facilitate the search

7.8.2. consider candidates from a wide range of backgrounds

7.8.3. 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

7.9. ensure that such board and senior management succession plans and board appointments are based on merit and objective criteria and promote diversity, inclusion and equal opportunity as well as diversity of skills, background and personal strengths

7.10. provide oversight of the development of a diverse pipeline for succession for the board and senior management positions

7.11. review gender balance of those in senior management and their direct reports

7.12. 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

7.13. before appointment of a director, require the proposed appointee to disclose any other business interests that may result in a conflict of interest and to report any future business interests that could result in a conflict of interest; consider and, if appropriate, authorise situational conflicts of interest of directors and potential directors; keep under review at least annually potential conflicts of interests of directors disclosed to the Company and develop appropriate processes for managing such conflicts if the Committee considers this to be necessary; at all times take care to minimise the risk of any conflict of interest within the Committee that might be seen to give rise to an unacceptable influence;

7.14. 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

7.15. review the results of the board performance evaluation process that relate to the composition of the board

7.16. 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

7.17. review succession plans below the Executive Committee level on an annual basis

The committee shall also make recommendations to the board concerning:

7.18. formulating plans for succession for both executive and non-executive directors and in particular for the key roles of chairman and chief executive

7.19. suitable candidates for the role of senior independent director

7.20. membership of the audit and remuneration committees, and any other board committees as appropriate, in consultation with the chairs of those committees

7.21. 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 the knowledge, skills and experience required

7.22. the re-election by shareholders of directors under the annual re-election provisions of the UK Corporate Governance Code ("Code") or the retirement by rotation provisions in the company's articles of association, having due regard to their performance and ability to continue to contribute to the board in the light of the knowledge, skills and experience required and the need for progressive refreshing of the board (particularly in relation to directors being re-elected for a term beyond six years)

7.23. 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 the law and their service contract

7.24. the appointment of any director to executive or other office.

8. Reporting responsibilities

8.1. The committee chairman shall report to the board on its proceedings after each meeting on all matters within its duties and responsibilities.

8.2. The committee shall make whatever recommendations to the board it deems appropriate on any area within its remit where action or improvement is needed.

8.3. The committee shall produce a report to be included in the company's annual report, including any matters required by the Disclosure Guidance & Transparency Rules ("DTR") published by the FCA, and describing its work including:,

(i) its activities, the membership of the Committee; the number of meetings and attendance over the course of the year;
(ii) the process used to make appointments, its approach to succession planning and how both support the development of a diverse pipeline
(iii) identify in the annual report any external search consultancy that has been engaged, together with a statement about any other connection it has with the company or its individual directors;
(iv) how the board performance review has been conducted, the nature and extent of an external reviewer's contact with the Board and individual directors, the outcomes and actions taken, and how it has or will influence future board composition;
(v) identify in the annual report any external evaluator engaged together with a statement about any other connection it has with the company or individual directors;
(vi) a description of the board's policy and any initiatives on diversity and inclusion, their objectives and link to company strategy, how they have been implemented and progress on achieving the objectives; and
(vii) the gender balance of those in senior management and their direct reports.

8.4. Ensure, through the chair of the Board, that the company maintains contact and the Committee chair seeks engagement, as required, with the company's major stakeholders on significant matters related to the committee's areas of responsibility; and

8.5. Make publicly available the committee's terms of reference by placing them on the company's website.

9. Other matters

The committee shall:

9.1. have access to sufficient resources in order to carry out its duties, including access to the company secretariat for assistance as required

9.2. 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

9.3. give due consideration to laws and regulations, the provisions of the Code and the requirements of the UK Listing Authority's Listing, Prospectus and DTR and any other applicable rules, as appropriate

9.4. 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.

10. Authority

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