



Templeton Global Growth Fund Ltd (“Company”) Diversity Policy

INTRODUCTION:

In line with company values, Templeton Global Growth Fund Ltd (“Company”) values diversity and recognizes the benefits it can bring.

The nature of an investment company is such that it can be run efficiently with a small number of employees. In the Company’s case, it outsources the investment management and administration functions, which results in even fewer people being employed in the running of the Company. The Company’s only employees are its non-executive Directors.

RESPONSIBILITY FOR DIVERSITY:

The Review Committee (a committee of the Board of Directors) is responsible for the oversight of the Diversity Policy and reports annually to the Board of Directors on the Company’s progress towards achieving appropriate levels of diversity.

Recruitment of new Directors or employees is based on merit and structured in such a way so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates. Consideration is also given to the Company’s diversity criteria including, but not limited to, skills, qualifications, experience, gender, age, ethnicity and cultural background.

CULTURE:

The Company accepts, appreciates and supports that Directors or employees have domestic responsibilities. The Company’s work practices are designed to accommodate flexible and inclusive workplace practices and to stay connected with Directors or employees who are absent due to caring duties. In order to maintain a properly functioning diverse workplace, under no circumstances will the company tolerate discrimination, harassment, vilification and victimization of Directors or employees.

MEASUREABLE OBJECTIVES:

Given the Company’s size and its functional objectives, key performance indicators for the Board have not been established around the Diversity Policy. However, the Company is committed to an overall female workforce participation percentage of at least 20%.

Given the nature of an investment company and the small size of its workforce, it is not practically possible to develop a diverse pipeline of talent that can be considered for future succession or senior executive roles, however, the Board seeks to achieve this pipeline through its consideration of a pipeline for future non-executive Directors.

This policy is reviewed at least annually by the Review Committee and the Board to check that it is operating effectively and to consider whether any changes are required.

Approved by the Templeton Global Growth Fund Ltd Board on 25 June 2020.