



## GRENCORE GROUP PLC

(‘Greencore’, the ‘Company’ or the ‘Group’)

### Sustainability Engagement Director

#### TERMS OF REFERENCE

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Recognising the fundamental importance of progressing the Group’s sustainability ambitions, the Greencore Board of Directors (‘Board’) has designated a Non-Executive Director with the role of acting as a conduit between the Board and management in relation to the Group’s sustainability agenda.

This individual is referred to as a ‘Sustainability Engagement Director’.

#### 1. Function of the Sustainability Engagement Director

- Receive regular reports from the Sustainability Team in relation to the Group’s sustainability agenda;
- At least three times per year, review the Group’s sustainability objectives, procedures and performance, including delivery of the Group’s Sustainability Strategy;
- At least annually, provide the Board with an update on sustainability including the Group’s performance against the Sustainability Strategy, identifying any significant trends or developments;
- Make periodic visits to Group locations and/ or suppliers in order to become familiar with the nature of the operations in the context of sustainability;
- Include an update in the Group’s Annual Report for stakeholders, setting out the key highlights of the role in the year under review;
- Liaise with the Group Head of Investor Relations in relation to the Group’s sustainability agenda, including assisting with Investor Relations’ led shareholder engagement where appropriate; and
- Act as a source of guidance and support for the Sustainability Team in relation to sustainability matters.

#### 2. General

- Appointment to the role of Sustainability Engagement Director shall be for a period of two years, which may be extended for a further period if appropriate, provided that the Board remains satisfied that the Sustainability Engagement Director continues to carry out his or her duties effectively.
  - Appointment to the role of Sustainability Engagement Director shall automatically terminate upon the individual ceasing to be a Non-Executive Director of the Board.
  - The Sustainability Engagement Director shall undertake that he or she will have sufficient time to dedicate to the role.
  - The Sustainability Engagement Director shall have access to the advice and services of the Sustainability Steering Committee.
  - The Terms of Reference and performance of the Sustainability Engagement Director shall be reviewed annually.
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