



Senior Independent Director – Terms of Reference

Executive sponsor	GROUP GENERAL COUNSEL AND COMPANY SECRETARY	Lead	NOMINATION AND GOVERNANCE COMMITTEE
Owner	BOARD OF DIRECTORS	Effective date	1 OCTOBER 2026
Review date	15 SEPTEMBER 2026	Version	1.0

In accordance with Provision 12 of the 2024 UK Corporate Governance Code, the Board of Directors (the 'Board') of Greencore Group plc ('Greencore', the 'Company', or 'Group') has appointed an independent Non-Executive Director to act as Senior Independent Director.

1. Duties of the Senior Independent Director:

The duties of the Senior Independent Director shall be to:

- a) Act as a sounding board for the Board Chair and to serve as an intermediary for the other Directors, shareholders and stakeholders when necessary;
- b) Support the Board Chair in promoting the highest standards of corporate governance and Board effectiveness.
- c) Make themselves available to shareholders and other stakeholders if they have concerns which contact through the normal channels of Board Chair, Chief Executive Officer or Chief Financial Officer has failed to resolve or for which such contact is inappropriate;
- d) Lead the succession planning process for the role of Board Chair.
- e) Lead the annual review of the Board Chair's by meeting with the Non-Executive Directors at least annually, without the Board Chair present, to evaluate the Board Chair's performance, taking into account the views of the Executive Directors and the Group General Counsel and Company Secretary ('Group Company Secretary') and to meet with the Non-Executive Directors on such other occasions as deemed appropriate;
- f) Attend meetings with major shareholders as appropriate; and
- g) Make themselves available to meet with shareholders at the Annual General Meeting of the Company.

2. General

- a) Appointment to the role of Senior Independent Director shall be for a period of three years, which may be extended for a further period of up to three years, provided that the Board remains satisfied that the Senior Independent Director remains independent and continues to carry out their duties effectively. Appointment to the role shall automatically terminate upon the individual ceasing to be a Non-Executive Director of the Board;
- b) The Senior Independent Director shall undertake that they will have sufficient time to dedicate to the role;
- c) The process for the appointment of the Board Chair shall be led by the Senior Independent Director with support and input from the Nomination and Governance Committee;
- d) The Senior Independent Director shall have the authority to convene a meeting of the Non-Executive Directors if, in his or her opinion, such a meeting is required;
- e) The Senior Independent Director shall have access to the advice and services of the Group Company Secretary;
- f) The Senior Independent Director shall be entitled, at the Company's cost, to obtain external legal, or other independent professional advice if required; and
- g) The Terms of Reference and performance of the Senior Independent Director shall be reviewed annually.

Version	Date	Comments
1.0	15 September 2026	