

## **GLANBIA ANNOUNCES CHAIR APPOINTMENT**

13 August 2025 - Glanbia plc ("Glanbia" or the "Company"), the Better Nutrition company, announces that with effect today it is appointing Independent Non-Executive Director, Paul Duffy, Chair Designate and that he will succeed Donard Gaynor as Chair of the Company on 1 January 2026. Mr Gaynor will retire as Chair and from the Board of the Company on 31 December 2025.

This follows a comprehensive Chair succession process which was led by Roisin Brennan, the Senior Independent Director.

Mr Duffy has been a director of Glanbia plc since 1 March 2021 and has significant global business experience in the consumer sector. He is a member of the Company's Nomination & Governance and Remuneration Committees as well as Chair of the Audit Committee.

Paul is a former Chairman and CEO of Pernod Ricard North America, a global leader in the wine and spirits industry. During his 25 year career with Pernod Ricard, Paul held a number of senior leadership positions including serving as Chairman and CEO roles at Pernod Ricard UK, The Absolut Company (Sweden) and Irish Distillers. He served on the Pernod Ricard global management executive committee.

Paul is a Fellow of Chartered Accountants Ireland and is a graduate of Trinity College Dublin, Ireland. He is a Non-Executive Director of Hostelworld Group plc, W.A. Baxter & Sons and former Chairman of Irish Children's Museum CLG.

Commenting Mr Duffy said, "It is a privilege to be appointed Chair of Glanbia plc. I look forward to working with the Glanbia Board and leadership team on the focused delivery of strategy and value creation for our stakeholders. On behalf of the Board, I would like to warmly thank Donard for his dedicated service and leadership of the Company over the past 12 years. He has made a substantial contribution during a period of significant evolution for Glanbia."

Mr Gaynor said, "It has been an honour to serve as the first independent Chair of Glanbia plc. I would like to thank Siobhan Talbot, Hugh McGuire, my Board colleagues and our shareholders for their support during my tenure as Chairman. Paul has excellent experience and a strong track record of delivery in executive and non-executive roles which he has brought to Glanbia. I look forward to working with Paul in the coming months to facilitate a smooth transition ahead of his formal appointment as Glanbia Chair on 1 January 2026."

The Company confirms that there are no other matters requiring disclosure under Paragraph 6.1.7 Chapter 6 of the Euronext Dublin Listing Rules and Paragraph 6.4.8 Chapter 6 of the London Stock Exchange Listing Rules.