

## **RECKITT BENCKISER GROUP PLC (the “Company”)**

### **ROLE AND RESPONSIBILITIES OF THE CHIEF EXECUTIVE OFFICER**

**Adopted by resolution on 19 November 2024**

This document sets out the role and responsibilities of the Chief Executive Officer (“CEO”) of the Company.

The CEO is responsible for the executive management of the Company consistent with the strategy and commercial objectives agreed by the Board and subject to the limits of authority established by the Board. The CEO leads the Executive Directors and the senior team in the day-to-day management of the Company, including chairing the Executive Committee and communicating its decisions/recommendations to the Board. He is accountable and reports to the Board.

The CEO’s responsibilities include:

1. Effective development, and implementation of strategy and commercial objectives, for approval by the Board, having regard to the Company’s responsibilities to its shareholders, customers, employees and other stakeholders; and reporting to the Board on progress in delivering strategic objectives.
2. Regularly reviewing the operational performance and strategic direction of the Company.
3. Identifying and executing new business opportunities, acquisitions and disposals, approving major proposals or bids in line with the authority delegated by the Board.
4. Providing clear leadership in responsible business conduct across all areas of the Company’s business.
5. Ensuring the long-term sustainability of the business.
6. Delegating the day-to-day management of the business of the Company to each of the Executive Committee Members, acting individually or as a group or sub-committee.
7. Managing the Company’s affairs and resources on behalf of the Board, except for those reserved for decision by the Board.
8. Providing clear leadership to promote the desired culture, values and behaviours and to inspire and support the Company’s workforce in all areas of the Company’s business, including the development of ideas, products and operations.
9. Ensuring the Company has appropriate organisational structures and regularly reviews and recommends changes as appropriate.
10. Meeting with the Chair on a regular basis and keeping him informed of all important matters.
11. Ensuring the Board receives accurate, timely and clear information to enable it to discharge its duties and is kept informed of key business issues including any forthcoming, complex, contentious or sensitive issues affecting the Company.
12. Providing advice on succession planning, making recommendations in particular on the role and capabilities required in respect of the appointment of Executive Committee Members and Executive Directors.
13. Ensuring that there are appropriate processes in place to identify and manage risk, including the health and safety performance of the Company, in line with the extent and categories of risk identified as acceptable by the Board and that appropriate internal controls are in place.

14. Ensuring Company policies and procedures are in place and appropriate to enable compliance.
15. Ensuring that there are procedures in place to ensure compliance with all relevant legislation and regulations, including timely and accurate disclosure of information in accordance with regulatory requirements.
16. Promoting and conducting the affairs of the Company with the highest standards of integrity, probity and corporate governance.
17. Ensuring that the Company meets its obligations in respect of corporate responsibility as defined by the Board.
18. Ensuring effective communication with shareholders and other key stakeholders. Representing the Company and furthering its best interests with the business community, investors and analysts, the media, employees, customers, suppliers, governments, shareholders, financial institutions, the community and the public, ensuring that key relationships are fostered.