

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

### **ROLE AND RESPONSIBILITIES OF THE SENIOR INDEPENDENT DIRECTOR**

**Adopted by resolution on 19 November 2025**

This document sets out the role and responsibilities of the Senior Independent Director ("SID") of the Company.

The SID's responsibilities include, but are not limited to:

#### **A. Chair**

1. The SID acts as a sounding board for the Chair, providing support in the delivery of their objectives, and serving as an intermediary for the other Directors and shareholders.
2. The SID will chair the Nomination Committee when it is considering succession to the role of the Chair of the Board.
3. Ensuring the orderly succession of the Chair, working closely with the other Committees as appropriate.
4. Leading the evaluation of the Chair in consultation with the other directors, ensuring that the Non-Executive Directors meet with the SID (together or separately), without the Chair present, at least annually, to appraise the Chair's performance and on such other occasions as necessary.

#### **B. Shareholders**

1. The SID will be available to shareholders or other stakeholders if they have any concerns which contact through the normal channels of Chair, Chief Executive Officer or Chief Financial Officer has failed to resolve, or for which such contact is inappropriate.
2. Develop and maintain a balanced understanding of major shareholder issues and concerns.

#### **C. Issues**

1. The SID will work with the Chair and other directors to resolve any significant issues. For example, if there is a dispute between the Chair and Chief Executive Officer, if shareholders or Non-Executive Directors have expressed concerns that are not being addressed by the Chair or Chief Executive Officer, if strategy is not supported by the entire Board, if there is concern that decisions are being made without the approval of the full Board, or if succession planning is being ignored.