

# BOARD OF DIRECTORS



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## 1. SIR BRIAN STEWART\*

Chairman

Brian Stewart (71) was appointed as a non-executive Director of the Group and as a member of the Nomination Committee in March 2010. He was appointed as Chairman of the Group in August 2010. He is a former Chairman of Standard Life plc and of Miller Group plc and a former Chairman and former Chief Executive of Scottish & Newcastle plc.

## 2. STEPHEN GLANCEY

Group Chief Executive Officer

Stephen Glancey (55) was appointed Group Chief Executive Officer in 2012. Prior to that, he was appointed Chief Operating Officer in November 2008 and Group Finance Director in May 2009. He qualified as a chartered accountant and was previously the Group Operations Director of Scottish & Newcastle plc.

## 3. KENNY NEISON

Group Chief Financial Officer

Kenny Neison (46) was appointed Chief Financial Officer in 2012. He joined the Group in November 2008 and was appointed to the Board as Group Strategy Director and Head of Investor Relations in November 2009. He qualified as a chartered accountant and has previously held a number of senior financial positions in Scottish & Newcastle plc, including UK Finance Director and Finance Director for Western Europe.

## 4. JORIS BRAMS

Managing Director, International division

Joris Brams (47) was appointed as Managing Director of the Group's International division in 2012 and was appointed to the Board in October 2012. He was previously Group Operations Director at Puratos Group, a Belgian company supplying the bakery, patisserie and chocolate sectors in more than 100 countries. He previously served as Group Technical and Development Director at Scottish & Newcastle plc and, prior to that, he held a number of commercial roles at Alken-Maes Breweries. He brings significant experience of international transactions as well as having production, supply-chain management and procurement expertise. He is a non-executive director of Democo NV, a Belgian construction company.

## 5. VINCENT CROWLEY\*

Vincent Crowley (61) was appointed as a non-executive Director of the Company in January 2016 and as a member of the Audit Committee in March 2016. He was previously both COO and CEO of Independent News and Media plc, a leading media company which, during his tenure, had operations and investments in Australia, India, Ireland, New Zealand, South Africa and the UK. He also served as CEO and subsequently as a non-executive Director of APN News & Media, a media company listed in Australia and New Zealand. He initially worked with KPMG in Ireland. He is currently Chairman of Newsbrands Ireland, Chairman of Altas Investments plc and a non-executive Director of Inner City Enterprise.

## BOARD COMMITTEES

### Audit Committee

Emer Finnan (Chairman)  
Vincent Crowley  
Richard Holroyd  
Rory Macnamara

### Nomination Committee

Sir Brian Stewart (Chairman)  
Breege O'Donoghue  
Richard Holroyd

### Remuneration Committee

Breege O'Donoghue (Chairman)  
Stewart Gilliland  
Richard Holroyd

### Senior Independent Director

Richard Holroyd

**6. EMER FINNAN\***

Emer Finnan (47) was appointed as a non-executive Director of the Company in May 2014 and became Chairman of the Audit Committee in July 2015. She is a Partner and Senior Managing Director of Kildare Partners, a private equity firm based in London and Dublin, where she is responsible for investment origination. After qualifying as a chartered accountant with KPMG, she worked in investment banking at Citibank and ABN AMRO in London and then NCB Stockbrokers in Dublin. In 2005 she joined EBS Building Society in Ireland, becoming its Finance Director in early 2010. In September 2012, Emer re-joined NCB Stockbrokers to lead a financial services team in Ireland. She joined Kildare Partners in 2013. She brings considerable financial expertise to the Board.



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**7. STEWART GILLILAND\***

Stewart Gilliland (59) was appointed as a non-executive Director of the Company and a member of the Remuneration Committee in April 2012. From 2006 to 2010 he was Chief Executive Officer of Müller Dairy (UK) Ltd. Prior to that, he held positions at Whitbread Beer Company and at Interbrew SA in markets including the UK and Ireland, Europe and Canada. He is currently Chairman of Booker Group plc and Curious Drinks Limited and a non-executive Director of Nature's Way Foods Limited and Mitchells & Butlers. He is a former non-executive director of Tulip Ltd, Vianet Group plc and Sutton & East Surrey Water plc. He brings significant experience of the long alcohol drinks sector in international markets.



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**8. RICHARD HOLROYD\***

Richard Holroyd (69) was appointed as a non-executive Director of the Company in 2004 and is a member of the Audit Committee, the Remuneration Committee and the Nomination Committee. He was previously the managing director of Colman's of Norwich and head of the global marketing futures department of Shell International. He has served as non-executive Director of several companies in the UK and continental Europe and was a member of the UK Competition Commission from September 2001 to April 2010. Richard Holroyd has many years' experience in the fast moving consumer goods sector.



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**9. RORY MACNAMARA\***

Rory Macnamara (61) was appointed as a non-executive Director of the Company in January 2016 and as a member of the Audit Committee in March 2016. He was previously Vice Chairman of Deutsche Morgan Grenfell and subsequently a Managing Director of Lehman Brothers. He initially worked with PriceWaterhouse in the UK. He is currently non-executive Chairman of Dunedin Income Growth Investment Trust plc. He is also a non-executive Director of Alliance Trust plc, Augean plc and Mears Group plc. During his career, he has been Chairman of Mecom Group plc, Dragon-Ukrainian Properties & Development plc, Carpathian plc, Izodia plc and Goshawk Insurance Holdings plc. He has also served as a non-executive Director of Private Equity Investor plc, Raven Mount Group and Sportingbet plc.

**10. BREEGE O'DONOGHUE\***

Breege O'Donoghue (71) was appointed as a non-executive Director of the Company in 2004. She was appointed the Chairman of the Remuneration Committee in December 2012 and is a member of the Nomination Committee. She is an executive director of Penneys/Primark. She is a member of the Outside Appointments Board of the Code of Standards and Behaviour for the Civil Service and a trustee of IBEC, and was previously Chair of the Labour Relations Commission and a Director of An Post and Aer Rianta. Breege has many years' experience in the Irish and international retail sector.

For information on independence of the Directors, please see Directors' Statement of Corporate Governance on pages 60 to 71.

\* Non-executive Director

**DAVID JOHNSTON**

Company Secretary  
David Johnston joined the Group in November 2014 as Company Secretary. Prior to that, he was Group General Counsel and Company Secretary for Paddy Power plc. After qualifying as a solicitor, David worked initially for McCann FitzGerald, one of Ireland's leading law firms and subsequently for O2 Ireland, where he was Chief Legal Counsel and Company Secretary.