

Kevin O'Byrne

CHAIR

Board and Committee Memberships

Chair – Board

Chair – Nominations Committee

Kevin joined the Board on 13 May 2019 and became Chair on 16 December 2024. He was previously Senior Independent Director from 1 June 2022 and is Chair of the Nominations Committee.

Relevant Skills and Experience:

Kevin brings extensive board, retail, commercial and finance experience, having occupied senior roles in a number of leading UK and international retailers. The Board considers that Kevin possesses current and pertinent experience in financial matters.

Previous Experience:

Kevin was chief financial officer of J Sainsbury plc from January 2017 to March 2023. Prior to that, he was chief executive officer of Poundland Group plc, and previously held executive roles at Kingfisher plc, including divisional director UK, China and Turkey, chief executive officer of B&Q UK & Ireland and group finance director. Prior to that he was finance director of Dixons Retail plc. From 2008 to 2017 he was a non-executive director and chairman of the audit committee of Land Securities Group PLC where he was also senior independent director from 2012 to 2016. Kevin was Chair of Centrica plc's Audit and Risk Committee from 2019 to 2023.

External Appointments:

Non-executive director and Chair-elect (with effect from 1 May 2025) of International Flavors & Fragrances Inc. (NYSE listed).

Responsibilities:

Our Non-Executive Directors, through their diverse experience and skills, scrutinise the performance of management and constructively challenge and help develop our strategy. They uphold high standards of integrity and probity. They form the Audit and Risk, Nominations, Remuneration and Safety, Environmental and Sustainability Committees.