

# Board of Directors

## Chairman & Executive Directors



**Mr. Philip Toomey (67)**

### Chairman of the Board

Philip has extensive business leadership and international experience following an executive career in the financial services industry practice at Accenture. Philip brings financial and operational expertise as well as significant board level experience.

Philip was formerly Global Chief Operating Officer for the financial services industry practice at Accenture and also a member of the Accenture Global Leadership Council.

He is a Fellow of Chartered Accountants Ireland.

Philip was appointed Chairman of the Board in May 2018 and has served as a Director for nine years. He is Chairman of the Governance, Nomination and Sustainability Committee having previously served as Senior Independent Director and Chairman of the Audit Committee.

*Appointed: 20 February 2012 and as Chairman 3 May 2018*

#### Committee Membership



#### Committee Membership Key

- A Audit Committee
- N Governance, Nomination and Sustainability Committee
- R Remuneration Committee
- Indicates Committee Chair



**Mr. Edmond Scanlon (47)**

### Executive Director Chief Executive Officer

Edmond is a highly experienced leader in the global food and beverage industry having spent almost 20 years in senior roles across the Group. Edmond brings a strategic mindset to drive Group performance and growth as well as significant financial and operational expertise.

Edmond joined Kerry's graduate programme in Ireland in 1996. Over his career he has held leadership roles in the Group's Flavours and Applied Health and Nutrition businesses as well as heading up the Group's activities in China and the Asia Pacific region.

Edmond was appointed Executive Director and Group Chief Executive Officer in October 2017.

*Appointed: 1 October 2017*



**Ms. Marguerite Larkin (49)**

### Executive Director Chief Financial Officer

Marguerite brings extensive financial knowledge and risk management expertise as well as being a highly experienced business leader.

Marguerite has over 25 years international experience having served as lead client partner at Deloitte Ireland for a number of multinationals operating in a broad range of industries including food and beverage, pharma and technology.

During her career with Deloitte, Marguerite served as a senior partner and held a number of leadership roles within Deloitte Ireland.

Marguerite is a Fellow of Chartered Accountants Ireland and holds a Bachelor of Commerce degree and Masters in Accountancy.

Marguerite was appointed Executive Director and Group Chief Financial Officer in September 2018.

*Appointed: 30 September 2018*



**Mr. Gerry Behan (56)**

### Executive Director President and CEO Kerry Taste & Nutrition

Gerry has over 30 years' experience in the Group and has extensive knowledge of the global food and beverage industry.

He has a wealth of business leadership experience, financial and operational expertise and brings a strategic mindset in the advancement of Kerry's leading taste and nutrition capabilities and unique positioning.

Gerry joined Kerry's graduate programme in 1986 and has held a number of senior financial and business management roles, primarily in the Americas region, including regional Chief Operating Officer and regional Chief Executive Officer.

He was appointed President and Chief Executive Officer of Kerry's Global Taste & Nutrition business in 2011.

Gerry has served as an Executive Director on the Board for 13 years.

*Appointed: 13 May 2008*

# Board of Directors

## Non-Executive Directors



**Dr. Hugh Brady (61)**  
Independent Non-Executive Director

Hugh's biomedical research and academic background brings an invaluable perspective to the Board particularly in the areas of health and wellbeing. He also brings a broad range of international and leadership experience.

Hugh is currently President and Vice Chancellor of the University of Bristol in the UK, a position he has held since 2015.

Hugh had a successful career as a physician and biomedical research scientist in the US where he served on the faculty of Harvard Medical School for almost a decade prior to returning to his alma mater as Professor of Medicine and Therapeutics in University College Dublin (UCD). He was previously President of UCD from 2004 to 2013.

He is a non-Executive Director on the Board of ICON plc where he also serves on the Audit Committee.

Hugh joined both the Audit and Governance, Nomination and Sustainability Committees in 2015.

*Appointed: 24 February 2014*

**Committee Membership** A N



**Mr. Gerard Culligan (46)**  
Independent Non-Executive Director

Gerard has considerable knowledge of the food industry, in particular the dairy and agribusiness sectors, as well as many years business management experience. He brings insights to the Board that are reflective of the Group's heritage and the dairy community that he represents.

Gerard operates his own business in the agribusiness sector and is a director and co-owner of two private companies in the marine industry.

*Appointed: 1 June 2017*

### Committee Membership Key

- A Audit Committee
- N Governance, Nomination and Sustainability Committee
- R Remuneration Committee
- Indicates Committee Chair



**Dr. Karin Dorrepaal (59)**  
Independent Non-Executive Director

Karin is an experienced business leader who also brings extensive pharmaceutical market knowledge. She has wide ranging experience as a non-Executive Director on an international basis.

During her career she was an Executive Director on the Board of Schering AG in Berlin with responsibility for the Diagnostic Imaging business as well as worldwide manufacturing and procurement and was a partner at the NY and Amsterdam office of an international consultancy firm (formerly known as Booz Allen & Hamilton) where she specialised in the pharmaceutical industry.

Karin holds a Ph.D. and an MBA.

She is currently a non-Executive Director on the Boards of Gerresheimer AG, Paion AG (vice Chairperson) and Almirall S.A. Karin is also a director of a number of private companies.

Karin joined the Remuneration Committee in January 2015 and the Governance, Nomination and Sustainability Committee in December 2015.

*Appointed: 1 January 2015*

**Committee Membership** R N



**Ms. Joan Garahy (58)**  
Senior Independent Non-Executive Director

Joan has significant financial services and investment experience having spent over 31 years advising on and managing investment funds. Joan is also an experienced non-Executive Director and has particular expertise in financial and remuneration matters.

Joan's executive career included roles as a personal financial planner, equity analyst, fund manager and head of research and she held leadership roles in the investment and pensions industry including with ClearView Investments & Pensions, the National Treasury Management Agency (Ireland), Hibernian Investment Managers and Goodbody Stockbrokers.

Joan is currently non-Executive Director at ICON plc and Irish Residential Properties REIT plc. She is also a director of IPB Insurance CLG and a number of private companies.

In February 2012, Joan was appointed Chairperson of the Remuneration Committee and joined the Audit Committee on the same date. She was appointed Senior Independent Director on 3 May 2018.

*Appointed: 11 January 2012 and as Senior Independent Director 3 May 2018.*

**Committee Membership** R A



**Ms. Emer Gilvarry (63)**  
Independent Non-Executive Director

Emer is a highly experienced professional who brings legal, business and corporate governance expertise to the Board.

Emer is a former senior partner of law firm Mason Hayes and Curran where she served as Head of the Litigation group from 2001 to 2008, Managing Partner from 2008 to 2014 and Chair from 2014 to 2017.

Emer is currently the Senior Independent Director at Greencoat Renewables plc. She is also a director of a number of private companies.

She previously served as a non-Executive Director of Aer Lingus plc from 2014 to 2015 and as a Council Member of The Economic and Social Research Institute from 2014 to 2020.

Emer joined the Audit Committee in November 2020.

*Appointed: 1 November 2020*

**Committee Membership** A



**Mr. Tom Moran (65)**  
Independent Non-Executive Director

Tom is an experienced leader who brings extensive knowledge of the food and agriculture industries combined with a broad range of international diplomacy skills. He is also a member of a number of boards and committees.

Tom has a long and distinguished career within the Irish Public Sector where he served as Secretary General of the Irish Department of Agriculture, Food and the Marine and also held a number of international policy and international trade negotiation leadership roles.

Tom is currently a Board member of An Bord Bia, the Irish Food Board, and chairs its Dairy Subsidiary Board, a member of the Irish Government AgriFood 2030 Strategy Group and Vice Chair of the Origin Green Global Sustainability Council. He is also Chairman of the Irish Government Public Appointments Service. Tom is a registered Chartered Director.

Tom joined the Remuneration Committee in February 2016 and the Governance, Nomination and Sustainability Committee in November 2020. He also served as a member of the Audit Committee from December 2015 to November 2020. Tom is currently the designated workforce engagement Director.

*Appointed: 29 September 2015*

**Committee Membership** R N



**Mr. Con Murphy (56)**  
Independent Non-Executive Director

Con has a deep knowledge of the food industry, in particular the dairy and agribusiness sectors. He brings insights to the Board that are reflective of the Group's heritage and the dairy community that he represents.

Con operates his own business in the agribusiness sector and is a member of the Board of a small private company. He was previously the Chairman of the Irish Montbeliarde Cattle Society.

*Appointed: 1 June 2017*



**Mr. Christopher Rogers (60)**  
Independent Non-Executive Director

Christopher is an experienced non-Executive Director with a broad business leadership background who also brings extensive knowledge of the foodservice industry together with financial and risk management expertise.

He was formerly an Executive Director of Whitbread plc for 11 years, serving as Finance Director for 7 years and then as Global Managing Director of Costa Coffee.

Christopher is currently non-Executive Director at Travis Perkins plc, Vivo Energy plc and Sanderson Design Group plc.

Christopher is a Fellow of Chartered Accountants England and Wales. He is also a visiting Fellow at Durham University (UK).

He was appointed Chairman of the Audit Committee with effect from 8 May 2018 and joined the Remuneration Committee in April 2020.

*Appointed: 8 May 2018*

**Committee Membership** A R



**Mr. Jinlong Wang (63)**  
Independent Non-Executive Director

Jinlong is an experienced leader with more than 30 years' experience in global business development, consumer branding and general management. His in-depth understanding of Asian markets, coupled with his extensive knowledge of the Food & Beverage industry, brings a key set of skills to the Board.

He was formerly President of Starbucks Coffee Asia Pacific having served as Chairman and President of Starbucks China. He also served as Operating Partner of Hony Capital Limited and as Group Chairman and Chief Executive Officer of PizzaExpress.

He is currently a non-Executive Director on the Boards of Sonova Holdings AG and Swire Properties Limited.

Jinlong holds a Bachelor's degree in international economics and trade from the University of International Economics and Trade in Beijing and a Juris Doctor degree from Columbia University School of Law.

*Appointed: 5 January 2021*

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**Audit Committee Report**  
Pages 107-112

**Governance, Nomination and Sustainability Committee Report**  
Pages 113-118

**Remuneration Committee Report**  
Pages 119-149