

## **Role of the Chief Executive Officer**

The Chief Executive Officer (CEO) is accountable and reports to the Board and is responsible for running the business of Drax Group plc (the “Group”). The CEO is a Director of the Company and as such, has the same statutory and regulatory responsibilities as all the other Directors.

The CEO is responsible for the day-to-day management of the Group and leading the Executive Committee. The CEO is responsible for the following, within the authority limits delegated to them by the Board:

### **Business strategy and management**

- Developing Group objectives and strategy having regard to the Group’s responsibilities to its shareholders, customers, employees, regulators and other stakeholders.
- The successful achievement of objectives and execution of strategy following presentation to, and approval by, the Board.
- Recommending to the Board an annual budget and longer-term strategic and financial plans and ensuring their achievement following Board approval.
- Optimising as far as is reasonably possible the use and adequacy of the Group’s resources.

### **Investment and financing**

- Examining all proposed major investments and major capital expenditure and the recommendation to the Group Board of those which, in a Group context, are material either by nature or cost.
- Identifying and executing acquisitions and disposals, approving major proposals or bids.
- Identifying and executing new business opportunities.

### **Risk management and controls**

- Managing the Group’s risk profile, including the health and safety performance of the Group, in line with the extent and categories of risk identified as acceptable by the Board.
- Ensuring appropriate internal controls and ethics and compliance programmes are in place and effective.

### **Board committees**

- Making recommendations to the Remuneration Committee on remuneration policy, Executive remuneration and terms of employment of the senior executive team, and on any other matters as appropriate.
- Making recommendations to the Nomination Committee on the role and capabilities required in respect of the appointment of Executive Directors, the senior executive team and on any other matters as appropriate.

### **Communication**

- Providing a means for timely, clear and accurate disclosure of information to the Board, including an escalation route for issues.
- Ensuring effective communication with shareholders and regulators.

- Ensuring that the Board has access to the necessary resources and expertise to develop and update their knowledge and capabilities relevant to their duties, including the arrangement of visits to the company's operations and meeting with members of the workforce.

### **Culture**

- Responsibility for setting an example to the Group's workforce and for communicating to them the expectations in respect of the Group's strategy, values and culture to create a high-performance culture.
- Supporting the Chair to make certain that appropriate standards of governance permeate through all parts of the Group.

**June 2026**