

## The Board of Directors and Executive Committee

### The Board

#### **Bart Becht (51, Dutch) #**

Joined the Board in 1999 on his appointment as Chief Executive Officer of the Company. He was appointed Chief Executive of Benckiser Detergents, subsequently Benckiser N.V., in 1995 and Chairman of Benckiser's Management Board from May 1999. He holds no external directorships.

#### **Adrian Bellamy (66, British) ‡ #**

Was appointed a Non-Executive Director of the Company in 1999 and became Non-Executive Chairman in May 2003. He is Chairman of The Body Shop International Plc and a Director of The Gap and Williams-Sonoma, Inc. He was formerly a director of Gucci Group NV and The Robert Mondavi Corporation.

#### **Colin Day (52, British)**

Joined Reckitt Benckiser in September 2000 from Aegis Group plc where he was Group Finance Director from 1995. He was formerly a Non-Executive Director of Vero plc, the Bell Group plc, easyJet plc and Imperial Tobacco plc. He is currently a Non-Executive Director of WPP Group plc.

#### **Dr Peter Harf (61, German) #**

Joined the Board as a Non-Executive Director in 1999 and is the Deputy Chairman. He served as Chairman of the Remuneration Committee until June 2004. He is Chairman of Coty Inc. and InBev and was until May 2007 a Director of the Brunswick Corporation. He is Chief Executive Officer of Joh. A. Benckiser SE.

#### **Kenneth Hydon (63, British)\* #**

Was appointed a Non-Executive Director in December 2003 and Chairman of the Audit Committee in November 2006. He is a Fellow of the Chartered Institute of Management Accountants, the Association of Chartered Certified Accountants and the Association of Corporate Treasurers. He was the Senior Independent Non-Executive Director between February 2005 and November 2006. He retired as Financial Director of Vodafone Group plc in July 2005 and is currently a Non-Executive Director of Tesco plc, Pearson plc and the Royal Berkshire NHS Foundation Trust.

#### **Graham Mackay (58, British/South African) ‡**

Was appointed a Non-Executive Director in February 2005 and the Senior Non-Executive Director in November 2006. He is the current Chief Executive of SABMiller plc, one of the world's largest brewers with brewing interests or major distribution agreements in over 60 countries across six continents. He joined the then South African Breweries Limited in 1978 and has held a number of senior positions within that group.

#### **Dr Gerard Murphy (52, Irish) \***

Was appointed a Non-Executive Director in June 2005. From February 2003 until February 2008 he was Chief Executive Officer of Kingfisher plc. He was previously Chief Executive Officer of Carlton Communications plc, Exel plc and Greencore Group plc. Earlier in his career, he held various senior positions within food and drink group, Grand Metropolitan (now Diageo plc) in Ireland, UK and USA. He was appointed a Senior Managing Director (partner) of The Blackstone Group's corporate private equity practice in March 2008.

#### **Judith Sprieser (54, American) ‡#**

Was appointed a Non-Executive Director in August 2003 and has been Chair of the Remuneration Committee since June 2004. She was previously Chief Executive Officer of Transora, Inc., an e-commerce software and service company and Executive Vice President (formerly Chief Financial Officer) of Sara Lee Corporation. She is a Director of Allstate Insurance Company, USG Corporation, InterContinental Exchange, Inc., and Royal Ahold, NV.

#### **David Tyler (55, British) \***

Was appointed Non-Executive Director in February 2007. He is Chairman of Logica plc and of 3i Quoted Private Equity Limited, and also a Non-Executive Director of Experian Group Limited and Burberry Group plc. His executive career from 1974 to 2006 was spent in financial and general management in Unilever plc, County NatWest Ltd, Christie's International plc and GUS plc.

#### **Peter White (66, British)**

Was appointed a Non-Executive Director in December 1997. He was previously Group Chief Executive of Alliance & Leicester Plc. He was Chairman of the Audit Committee between May 1998 and November 2006. He resigned as a member of the Audit Committee in November 2007 and will retire from the Board at the conclusion of the AGM to be held in May 2008.

### Executive Committee

#### **Javed Ahmed (48, Pakistani)**

Executive Vice President, North America and Australia and Regional Director North American Household. Joined Benckiser in 1992 as General Manager, Canada and in 1995 became General Manager, UK. Appointed SVP North American Household in 2001 and EVP, North America and Australia in September 2003. Prior to joining Benckiser, he worked with Procter & Gamble and Bain & Company.

Javed is responsible for North America and Australia/New Zealand.

#### **Bart Becht (51, Dutch)**

Chief Executive Officer. Joined Benckiser in 1988 and served as General Manager in Canada, the UK, France and Italy before being appointed Chief Executive of Benckiser Detergents, subsequently Benckiser N.V., in 1995. He was appointed Chief Executive Officer of Reckitt Benckiser following the merger in December 1999. He was previously with Procter & Gamble both in the USA and Germany. Bart is Chairman of the Executive Committee.

#### **Freddy Caspers (47, German)**

Executive Vice President, Developing Markets. Joined Benckiser in September 1997 as EVP for Eastern Europe. He previously served in PepsiCo and Johnson & Johnson in a variety of international assignments in Europe, US, Eastern Europe and Turkey. Freddy is responsible for all companies in Asia Pacific, Latin America and Africa Middle East.

#### **Colin Day (52, British)**

Chief Financial Officer. Joined Reckitt Benckiser in September 2000 from Aegis Group plc where he was Group Finance Director from 1995. Prior to that he was at Kodak, British Gas, De La Rue Group plc and ABB Group.

Colin is responsible for financial controls and reporting, treasury, tax, corporate development, legal affairs and internal audit.

#### **Gareth Hill (41, South African)**

Senior Vice President, Information Services. Joined Reckitt Benckiser in October 2006. He was previously Information Systems Director at Arcadia Group Ltd since 2000, having joined as the e-Commerce Development Director. Prior to Arcadia, Gareth was at IBM UK Ltd, Rex Trueform Clothing Ltd in South Africa and Arthur Andersen. He is a qualified chartered accountant and has a BA in Commerce from the University of Cape Town, South Africa. Gareth is responsible for global information systems and services and telecommunications.

#### **Rakesh Kapoor (49, Indian)**

Executive Vice President, Category Development. Joined Reckitt & Colman in 1987 serving in various roles including Regional Marketing Director, South Asia. Following the merger in 1999, he assumed the position of Category Group Director, Home Care. He was appointed SVP, Regional Director, Northern Europe in 2001 and then EVP Category Development in July 2006. Rakesh is responsible for global category management, R&D, media, market research and strategic alliances.

#### **Alain Le Goff (55, French)**

Executive Vice President, Supply. Was appointed EVP for Operations at Benckiser in October 1996. He joined the Company in 1986, serving as Industrial Director in France, Monaco, Germany and as Logistics Director for the Group. He was previously with Lesieur. Alain is responsible for the global supply chain including procurement, manufacturing, warehousing and logistics. Also responsible for management of Squeeze and X-trim gross margin enhancement programmes.

#### **Elio Leoni Sceti (42, Italian)**

Executive Vice President, Europe. Joined Benckiser in 1992 serving in various marketing roles and as General Manager of Germany and Italy. Following the merger in 1999, Elio was promoted to SVP, North American Household and to EVP Category Development in 2001. He was appointed EVP, Europe in July 2006. Elio was previously with Procter & Gamble in Italy and France. Elio is responsible for all European markets – Western and Eastern – and the Company's private label business.

#### **Frank Ruether (55, German)**

Senior Vice President, Human Resources. Joined Benckiser in July 1996 as Personnel Director and was appointed SVP Human Resources in March 1997. He was previously with Mars, 1986–1996, as Director of Compensation & Benefits (Europe). Frank is responsible for human resources management, remuneration and benefits, and organisational development.

\* Member of the Audit Committee

‡ Member of the Remuneration Committee

# Member of the Nomination Committee