

## Glanbia plc Capital Markets Day and New Medium-Term Targets

19 November 2025, Glanbia plc ("Glanbia" or the "Group") is holding a Capital Markets Day ("CMD") today. The event will focus on Glanbia's growth strategy and associated financial targets from 2026 to 2028.

Hugh McGuire, CEO of Glanbia said: "Glanbia sits at the centre of powerful consumer megatrends, focused on fast-growing health and wellness categories. Through our portfolio of leading brands and ingredients, we help consumers around the world to achieve their health, fitness and nutrition goals. Today's event will showcase how we are sharpening our focus to achieve our three year growth ambition and capitalise on the significant opportunities ahead. We are well positioned to deliver on our ambition to drive growth and shareholder returns."

### Medium-term financial targets

The financial metrics for the 2026 to 2028 financial years which will be outlined at the CMD are as follows:

#### Group annual targets:

- Adjusted earnings per share ("EPS") growth of 7% to 11% (on a constant currency basis);
- Operating cash conversion of EBITDA 85%+;
- Return on capital employed ("ROCE") of 10% to 13%; and
- Progressive dividend maintained with target payout ratio range of 30% to 40%.

#### By Segment:

- **Performance Nutrition:**
  - Annual organic revenue growth\* of 5% to 7%; and
  - Total three-year EBITDA margin progression of 250 basis points from FY 2025 reported base\*\*
- **Health and Nutrition:**
  - Annual organic revenue growth of 4% to 6%; and
  - EBITDA margin range of 17% to 19%.
- **Dairy Nutrition:**
  - Annual EBITDA range of approximately 150 million to 160 million.

### Event Details and Webcast

The CMD will be held at the London Stock Exchange and will run from 2.00pm GMT to approximately 4.30pm GMT. The event will be broadcast live via a webcast. Details on how to register and view the webcast can be found at the following link: <https://edge.media-server.com/mmc/p/imc9dzgu/>

Following the event, today's webcast (including presentations) will be available for playback on [www.glanbia.com](http://www.glanbia.com)

\*FY 2025 base excludes revenue from brands disposed during 2025

\*\*Target PN EBITDA margin progression is total for the three years 2026 to 2028.

## ENDS

### Cautionary statement

This announcement contains forward-looking statements. These statements have been made by the Directors in good faith based on the information available to them up to the time of their approval of this announcement. Due to the inherent uncertainties, including both economic and business risk factors underlying such forward looking information, actual results may differ materially from those expressed or implied by these forward-looking statements. The Directors do not undertake any obligation to update any forward-looking statements contained in this announcement, whether as a result of new information, future events, or otherwise, except as required by law.

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