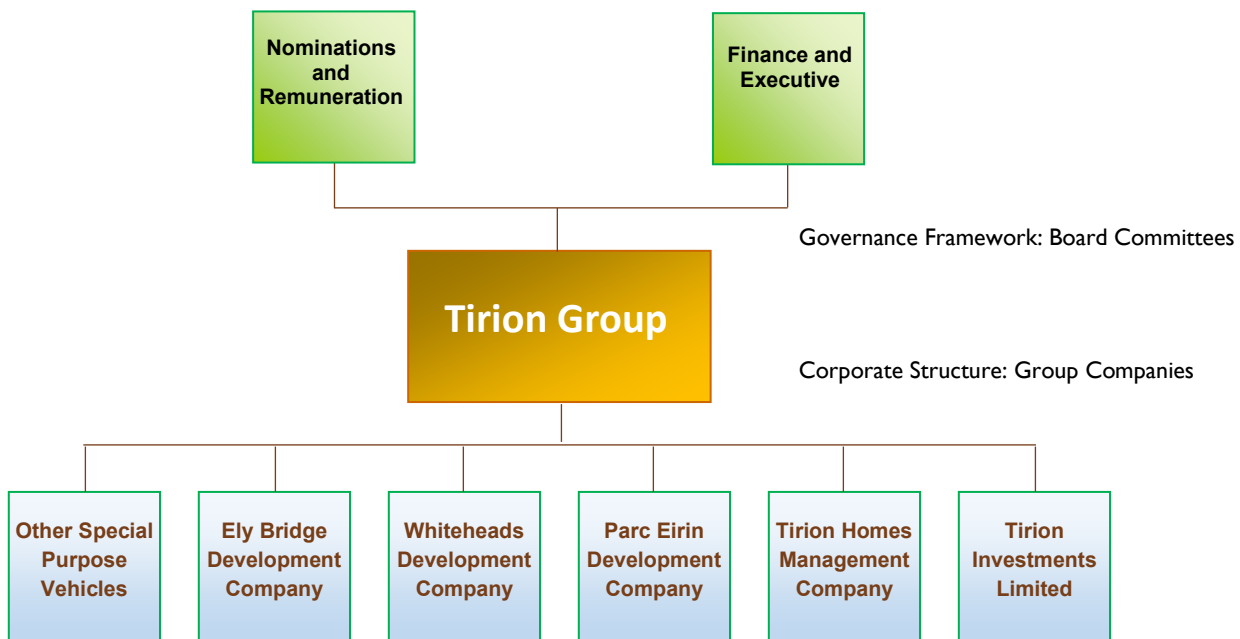


How We Are Governed

Governance Framework

Good governance is fundamental to our success and the achievement of our vision. Tirion Group has adopted and abides by the Governance Code of the Charity Commission. During the year, following an extensive review, our governance arrangements were modified, reflecting the Group's evolution. Our Governance

Committee Framework and Corporate Group Structure are designed to promote and embed the highest standards of accountability, integrity, and probity and to set the appropriate policies, protocols, and internal controls to support decision making. During the year, the Corporate Governance Protocols and Intercompany Agreements were updated, and a wide range of new operational policies drafted.



The Group Board is the ultimate governing body and has overall responsibility for the Tirion Group. Day to day management of the Group is delegated by the Board Members to the Chief Executive and the Executive Committee.

Three Committees of group and subsidiary Board Members oversee and advise on activities across the Group. They are, with their remits:

Audit and Risk: Oversee internal and external audits; control and risk management.

Nominations and Remuneration: Keep under review the composition of the Board and its Committees; make recommendations for appointments; determine policy and staff and Board remuneration. Promote effective governance across the Group.

Finance and Executive Team: Exercise delegated authority in relation to certain financial matters; monitor financial performance, viability, efficiency, and stability of the Group; provide advice and support to the Executive Team when required.