



GROUP COMMON BOARD MEETING

**ONGO PARTNERSHIP LTD (Company Registration Number: 08048224)
and ONGO HOMES LTD (FCA Mutuals Registration No 7639) (the Association)**

**Held at 2.30pm on Wednesday 30 November 2022
Board Room, Ongo House, High Street, Scunthorpe, DN15 6AT and via MS Teams**

MINUTES

Present:

Group Common Board: Bob Walder (Chair), Steve Hepworth, Melvin Kenyon (Senior Independent Director), Michael Finister-Smith, John Wright (Teams), Rachel Cook (Teams), Paula Gouldthorpe (Teams), Natalie Cresswell, Helen Lennon (Teams), Liz Cook (Teams), Kacper Merta (Teams)

Officers: Jo Sugden, Karen Cowan, Fiona Ruddick (Minutes), Ashley Harrison, Pete Stones, Kevin Hornsby, Annie Akande (Teams)

Apologies: Paul Warburton

Absence: None

Also Present: Ahmad Khozad (Trainee) (Teams), Lisa Whelan (Trainee) (Teams), Erica Sanderson (Staff) (Teams), Anita James (Tenant), Judith Pearson (Tenant), Will Pritchard (South Yorkshire Housing Association) (Teams)

Time meeting opened: 2.31pm

Quorum: It was reported that proper notice of the Meeting had been given in accordance with the rules of both Ongo Homes and Ongo Partnership. A quorum being present, the Chair declared the meeting open.

Declarations of Interest: Each Board Member considered whether he or she was interested for the purposes of rules D14 to D23 of Ongo Homes' Rules and D15 to D24 of Ongo Partnership's Rules, directly or indirectly, in any of the matters to be discussed at the meeting (including interested personally or by virtue of being a director or other officer of a business trading for profit or in any other way whatsoever in any contract or other transactions with Ongo Homes or Ongo Partnership other than as an officer, committee member or employee of a body whose accounts are or ought to be consolidated with Ongo Homes' or Ongo Partnership's accounts) and it was noted that any Board Member who disclosed an interest was requested to remain present by the other members of the Board but did not vote upon the matter under discussion.

1. Agenda item 3: Minutes of Previous Meetings & Matters Arising

The minutes from the meetings held on 25 August 2022 and 15 September 2022 (open and confidential) were agreed as a true and accurate record for the Group Common Board and will be signed by the Chair.

2. Agenda item 4: Action List

Updates on the action list were noted as per the meeting pack.

3. Agenda item 5: Chief Executive's Update

Summary: The report provides an update on activity undertaken to achieve the key strategic objectives agreed in the Ongo Corporate Plan 2019-2023 and the attached Key Performance Indicators (KPI) report tracks progress against these strategic objectives. The cost of living crisis presents significant challenges both for our tenants and for the organisation.

Discussion points/questions:

- A bid has been made to the wave 2 decarbonisation fund. A £6.6 Million project focussing on 252 non gas properties has been submitted (includes a request for £2.6 million of funding).
- Following the news of the death of a child linked to mould in the family home, Ongo Homes is reviewing its position on damp and mould (D&M) cases.
- Earlier today a decision was taken by the Leadership Team to create a specialist D&M team to focus on this.
- Repairs are made to properties but the cause of the D&M is not always solved immediately meaning repeat visits are needed.
- All current and future cases will now be recorded as specific D&M, rather than just classed as a repair so we can report easier on cases in future.
- A Member asked is there was support for tenants to keep putting their heating on to reduce humidity. Ongo Homes is working with the Citizens Advice Bureau to help tenants in fuel poverty to access funds from North Lincolnshire Council.
- Demand has increased significantly around D&M with 289 open jobs.
- The Regulator of Social Housing has written to every registered provider and organisations have until 19 December to respond. The Board will have sight of that response but it will not be shared in advance with Board for their views.
- The categories the RSH have asked for information to be recorded in are not the same categories that Ongo Homes records its information and there is some confusion within the wider sector around classifications.
- The new D&M team will initially be staffed by internal staff and their posts will be backfilled.
- Sometimes D&M cases are embedded within repair calls. Every repair case that could refer to D&M is being reviewed to separate out D&M cases and consider their urgency.
- Going forward there will be a system created that will allow us to report on D&M cases but for now there is some manual intervention required.
- A Member asked how staff morale was and whether there is the right culture to identify D&M issues.

- There is lots of negative publicity around social housing currently. Staff are getting overwhelmed with high demands for booking repairs. Steve Hepworth felt the culture was right for all staff when visiting properties to identify D&M issues.
- Over 120 staff have already received training to identify D&M cases when visiting properties. An additional question will be added to repair & stock survey completion forms that specifically asks whether D&M is present.
- Compliance reporting will be extended to include D&M.
- Staff will also be asked to identify whether there are vulnerable people in the household in any D&M case.
- There has been no contact made to Ongo Homes from any local authority or health authority. One Member felt this was unusual.
- There could be links from other agencies that could help identify D&M e.g. social services often work with vulnerable people and may spot issues in properties.
- Steve Hepworth was clear that D&M can not be tolerated in Ongo properties. There may be some cases where transferring a tenant to another property is the only solution.
- There are times when disrepair claims are made by tenants via solicitors. Some solicitors have told tenants not to allow their landlord access to the property to make any repairs. If Ongo Homes has any cases like this, it will seek a legal injunction to gain entry to enforce repairs.
- Ashley Harrison shared some PowerPoint slides with Members to discuss the impact of the rent cap which has been announced as 7% by the Chancellor. This is a reworked version of the slides that were shown at the away day, prior to the rent cap being confirmed by Government.
- A Member asked if affordable rent would increase above the local housing allowance?
- The assumption in the figure on the slides are for CPI + 1% from next September then CPI for all other years.
- The Government's announcement on rents states that supported housing is exempt from the rent cap.
- The Board will receive a paper at the next meeting with proposals for rent charges from April 2023. They would like to see feedback from community voice included in that.
- Members were minded for supported housing rents to be based on what income is needed to make the scheme viable and provide the minimum necessary services.
- A Member asked that the leases for supported housing schemes be checked around the legality of rents. **Action 15/22.**
- At the January 2023 meeting Members will hear proposals around supporting housing rents.

Ongo Partnership and Ongo Homes Agreed: Board considered the report and performance data detailing progress made towards meeting the Corporate Plan strategic priorities and debated issues affecting the sector and highlighted any additional work or activities required.

4. **Agenda Item 6: Governance**

5. **Agenda Item 6.1: Valuation and Rents, George Street Broughton**



Summary: To apprise the Board of events around the bungalows at George Street, Broughton and seek approval for payment of rent refunds based on decisions made around property classifications and valuations.

Discussion points/questions:

- Some tenants of properties in George Street, Broughton made representations to Housing Officers regarding their property's number of rooms usable as bedrooms, and subsequently on the comparability of rents.
- The archetypes of the bungalows have been reviewed in relation to the number of usable bedrooms.
- Of the review of 21 properties, it was concluded that nine of those which had been designated as two bedroom would be better be reclassified as one bedroom.
- As part of this work, the Existing Use Value for Social Housing was reviewed and a range of valuations from the point of transfer was noted. The District Valuer was approached for a fair value so a consistent value could be applied to all the properties.
- The changes to archetype and valuation have been applied to 21 bungalows on George Street and rent calculations to the point of transfer in 2007 recalculated. This shows that if we reclassify as one bedroomed then 20 properties have been overcharged and one undercharged.
- The undercharged tenant will not have a change made to the existing tenancy.
- There is no obligation to pay back to those tenants who were overcharged but it is the right course of action to take.
- Where rental payments were covered by housing benefit, the refunds will be refunded to the local authority.

Ongo Homes Agreed:

- Board noted the contents of the report and decisions made by officers and approved the refunds of rent required in line with the information outlined below.
- Board approved the repayments of rent as outlined in the report.

6. Agenda Item 6.2: Strategic Risk

Summary: Risk is the possibility of an event and the consequences it has on the achievement of objectives, both at a strategic and operational level. Robust Risk Management is an essential element of effective Governance and a strong internal control environment. The effectiveness of our Risk Management Framework was reviewed by Internal Audit in April 2020 and 2022 and is reviewed annually by Group Common Board.

Discussion points/questions:

- Since the report was written a lot has changed. The report focuses on the sector risk profile and 21 key risks within that.
- D&M will be added to the compliance report and the risk register.
- The housing sector as a whole is suffering and Ongo Homes is part of that sector.
- Risk mitigation is to respond to the D&M issues.

- The Chair stated that due to the current sector issues, the decision taken at the last meeting to alternate risk and health and safety updates may not be implemented over the winter months.

Ongo Homes and Ongo Partnership Agreed: Board considered and debated the Strategic Risk Register, reviewed and discussed the risks raised in the 2022 Sector Risk Profile.

John Baker joined the meeting at 3.41pm.

7. Agenda Item 6.3: Rules for Ongo Homes and Group Simplification

Summary: As part of the group simplification work to make Ongo Homes the group parent, Ongo Homes needs to update its Rules ready for the transfer of engagements. This is the point that Ongo Partnership Ltd will merge with Ongo Homes by transferring the whole of its stock, property, assets, liabilities and all engagements to Ongo Homes as provided for in section 110 of the Co-operative and Community Benefit Societies Act 2014.

Discussion points/questions:

- The purpose of this item was to consider whether to adopt the New Rules for Ongo Homes.
- This report had been shared early with Board as it was ready and had a lot of reading with it. Trowers had prepared a summary report showing what changes had been proposed to these Rules.
- The form of the New Rules were tabled substantially in their final form at the meeting.
- A Member asked whether the Tenant Shareholders were likely to agree with these changes and it was anticipated there would be no objections.
- At the meeting of the working group, further simplification around shareholders had been mentioned as an option. This would be work for the future to pick up and consider. No discussions had taken place with Tenant Shareholders about this yet.
- A Member queried the inclusion of the wording “without limitation” in the permissions for signatories around documents, notices or certificates. It was confirmed this was wording provided by Trowers & Hamlins and was required to avoid signatories having to come back to Board for approval each time a document needed signing.

The Board:

Ongo Homes Agreed:

- 1) Subject to receipt of funders consent and the Board formally approving the accepting of the Transfer of Engagements, the form of the New Rules be approved and submitted to Ongo Homes’ shareholders for their consideration, and if thought appropriate, approved at a special general meeting (SGM);
- 2) To call a SGM for Ongo Homes’ shareholders to consider, and if thought appropriate, approve the New Rules;
- 3) Subject to the resolutions contained in paragraphs 4 and 5 below, Ongo Homes officers be authorised to take such actions as they consider reasonable to facilitate the adoption of the New Rules;



- 4) Any Signatory (as defined below) be authorised to agree, without limitation, any documents, notices or certificates as any Signatory considers necessary or desirable to achieve and/or give effect to the registration of the New Rules at the Financial Conduct Authority (FCA), the execution of any such documents, notices or certificates by a Signatory being conclusive evidence of the approval of Ongo Homes to the form and terms and conditions thereof; and
- 5) Execution of any documents referred to above by any one of the following methods be and is hereby authorised:
 - a) where any document is to be executed under hand, execution by any Board Member, the Secretary of Ongo Homes, any member of the Executive Leadership Team (each a Signatory or, where required under the terms of any relevant document, any two Signatories); and
 - b) where any document is to be executed as a deed by:
 - i. affixing the common seal of Ongo Homes in accordance with the rules of Ongo Homes from time to time which, for the avoidance of doubt, provide for the affixation of Ongo Homes' seal to be attested by the signatures of (i) any one Board Member and the secretary of Ongo Homes; or (ii) any one Signatory; or
 - ii. by the signatures of (i) any two Board Members; or (ii) any Board Member and the secretary of Ongo Homes.

Ongo Partnership & Ongo Homes Agreed: Board noted the progress to date on the group simplification project.

8. Agenda Item 6.4: Value for Money (VFM) Update Report

Summary: In accordance with the revised VFM reporting structure intended to keep the GCB informed of VFM performance on a regular basis, as presented in the July 2021 report. This report provides an update on VFM within Ongo, including VFM gains recorded during the 2022/23 financial year to date (YTD), work of the VFM steering group and VFM action plan.

Discussion points/questions:

- The current achievement is 24% against target which John Baker explained was usual for this time of year. There are generally savings that have been made but not yet submitted. Savings have been included into budget where appropriate.
- A Member explained she had received a similar report in her day job and she suggested the action plan consider wider than just the housing sector to obtain best practice.
- Savings via contracts are now becoming harder to achieve especially in the current climate.
- Savings are now looking to be achieved via service efficiency and improvements.

Ongo Partnership & Ongo Homes Agreed: The Board:

- Considered the VFM gains recorded for the 2022/23 year to date.
- Considered and approved the application of a revised methodology for calculating VFM gains based on 'the avoidance of costs' for current contracts.
- Noted the VFM Steering Group Update.
- Considered the updates provided on the VFM Action Plan.



- Approved deferring the annual review of the VFM Framework until April 2023, after the transfer of undertakings from Partnership to Homes is completed.

John Baker left the meeting at 4.02pm.

9. Agenda Item 6.5: Customer Voice

Summary: This report is intended to provide Board with details of tenant feedback mechanisms and actual tenant feedback, along with how this is being used to influence service improvements.

Discussion points/questions:

- Karen Cowan introduced the report with Annie Akande supporting.
- A Member questioned the 16% of tenants who responded from a total of over 9,000 and wondered if actual satisfaction could be higher if more tenants had responded .
- The STAR (Survey of Tenants and Residents) survey requires a 10% sample and Ongo Homes had oversampled at 16%.
- In previous years, using just telephone surveys it had been hard to achieve the 10% requirement. Digital surveys had made it easier to receive feedback.
- It was felt those tenants who responded to a digital survey were likely to be those who felt most strongly – especially those that were dissatisfied. Whilst Ongo Homes is now scoring lower, it is collecting more real feedback that can be actioned.

Ongo Homes Agreed:

- Board received the self-assessment against the Tenant Involvement and Empowerment Standard and noted that officers consider Ongo Homes to be fully compliant.
- Determined that this report provides the assurance it needs in relation to how the customer voice is facilitated and utilised.

10. Agenda Item 6.6: Equality, Diversity, & Inclusion Report

Summary: The purpose of the report is to inform the Board of Leaders in Diversity (LiD) accreditation, advise of the diversity profile gaps at Board level and share progress made against the Board's EDI Roadmap action plan.

Discussion points/questions:

- Karen Cowan provided an update on where officers are with progress against the EDI roadmap agreed by Board.
- Members commented they were pleased to see the progress that has taken place around EDI and there is a lot of positive work.

Ongo Homes & Ongo Partnership Agreed: The Board

- Considered and debated the report.
- Noted that Leaders in Diversity accreditation has once again been secured.
- Confirmed that Board Members feel the current approach taken to address areas of under-representation at Board level is appropriate.



- Considered progress made against the Board's EDI roadmap, raised no challenges changes or focus required to actions, priorities or progress within the roadmap going forward.

11. Agenda Item 6.7: Governance Update

Summary: This report aims to provide an update on any recent regulatory judgements and gradings to ensure Board are fully aware of any recent changes in the sector, including any other updates from the Regulator. It also covers other areas of governance which requires board approval or discussion.

Discussion points/questions:

- Over 20 organisations had been re-graded recently by the Regulator of Social Housing with their viability grading being reduced to V2. The common theme in these regrades was economic issues around investing in current or new stock and potential breaches of financial covenants or reduced interest cover.
- The annual return to the Financial Conduct Authority for Ongo Homes was submitted on time.
- Gerraint Oakley has been identified as a replacement to Liz Cook when her tenure ends.
- In relation to the self referral to the RSH around carbon monoxide alarms there has been some data verification take place. There are over 9,000 properties in the total stock that need a carbon monoxide alarm fitting.
- Over 7,600 properties have been visited and 3,000 of those are recorded as no access. Where fitters have no access, they are moving to the next property in the street and keep visiting properties in that street until they can gain access.
- There is some disappointment that progress is no further on than this but every available opportunity is now being taken to get the alarms fitted e.g. repairs staff. Ongo Homes will update the RSH in late December on progress as it is likely our timescales will not meet the original date.

The Board

Ongo Homes Agreed:

- Noted the self-referral made to the Regulator of Social Housing (RSH) regarding its compliance with the Smoke and Carbon Monoxide Alarm Regulations (Amendment) 2022 and the RSH agreed our approach to be fully compliant by the end of December 2022.
- Noted the sector update on regulatory findings by the Regulator of Social Housing particularly noting the number of organisations regraded for viability in recent weeks and the number of regulatory judgements the RSH are publishing.
- Were assured the annual return to the Financial Conduct Authority was made within the required timescales.
- In its capacity as sole shareholder of Ongo Home Sales Ltd and Ongo Developments Ltd acting in accordance with Article 22:
 - Appointed Gerraint Oakley as a Director of Ongo Home Sales Ltd and Ongo Developments Ltd w.e.f. 1 January 2023



- Removed as a Director Elizabeth Cook w.e.f. 31 December 2022

Ongo Partnership Agreed:

- Appointed Gerraint Oakley as Director of Ongo Partnership Ltd in accordance with Rule D10 with effect from 1 January 2023 and note that Elizabeth Cook resigns w.e.f. 31 December 2022.
- Exercised its power as parent of Ongo Homes Ltd in accordance with Ongo Homes' Rule D2.2 to:
 - Appoint Gerraint Oakley to the Board of Ongo Homes Ltd w.e.f. from 1 January 2023.
 - Remove Elizabeth Cook as a Board Member of Ongo Homes Ltd w.e.f. 31 December 2022

12. Agenda Item 6.8: Health, Safety, and Wellbeing

Summary: Ongo has a duty of care to all stakeholders, including our employees, customers, and contractors. We have a legal obligation to comply with various Health and Safety legislation and regulation, with serious consequences if we fail to do so.

Discussion points/questions:

- There has been an increase in occupational incidents which is explained by a change in reporting and increased awareness.
- The current fire hazard action point referred to is not the same one that has been outstanding for sometime. This is a new action.
- A Member asked if there were any themes around the physical assaults. There has been awareness raised with staff. Some incidents are where staff have tried to stop people stealing from vans. Staff have been advised to not stop people and putting themselves in danger.
- Fire safety at the high rise buildings is well managed. There has been an approach from an Inside Housing journalist to do a feature on this work. Board were happy for this to take place.

Ongo Partnership and Ongo Homes Agreed: that Board are satisfied with the management of Health, Safety and Environment arrangements set out in the report.

13. Agenda Item 7: Review Delivery of Overall Strategy and Financial Plan

14. Agenda Item 7.1: Renewal of Revolving Credit Facility with Barclays including Amendment to Gearing Covenant

Summary: There is a Revolving Credit Facility (RCF) with Barclays as part of our borrowing arrangements with them. This is currently for £45m and the 5-year facility will expire in May 2024. Discussions have taken place with Barclays on the renewal of the RCF to a new 5-year term, and Barclays have provided Indicative terms for that renewal. As part of this renewal Barclays have agreed to replace a covenant with a gearing measure.

Discussion points/questions:

- To renew this facility and change the covenant there is a cost of £235,000.
- A Member commented this was a great outcome, especially around changing the covenant.

- Barclays have shown no desire to offer EBITDA (earnings before interest, taxes, depreciation and amortisation) money rather than EBITDA MRI (major repairs included).

Ongo Homes Agreed:

- Board noted the contents of the report and supporting documents and provided comments as recorded above. Board did not require the Executive Officers to consider these comments during the completion of the facility restatement.
- Confirmed that it is content that the renewal of the facility with Barclays at or around the costs included in the documents currently in hand is appropriate in the current economic circumstances and provides the medium-term funding required to support the business.
- Confirmed that the Executive officers should continue with the process of the finalisation of the restatement of facilities with Barclays for final approval and signing by the board, with the intention of this being at the meeting to be held in January 2023.

15. Agenda Item 7.2: Management Accounts and Performance

Summary: This report presents the abridged management accounts of Ongo Homes, and full management accounts of Ongo Partnership (the entity) and the Ongo Group providing information on financial performance for the period ended 30 September 2022.

Detailed management accounts for Ongo Homes Group have been included as discretionary reading to provide further detail if required.

Discussion points/questions:

- Ashley Harrison explained the golden rules were self set ones.
- Within discretionary reading, a Member queried the capital works. Officers explained the majority of this is committed spend against the investment programme. There is only one project that is under discussion, the rest are committed and planned in.

Ongo Partnership and Ongo Homes Agreed: The Board

- Noted the contents of the report and associated information and approved the management accounts of Ongo Homes and Ongo Partnership (the entity and group) for the period.
- For Ongo Homes, noted the red status of one financial golden rule, the amber status of a further financial golden rule and the red status of four business plan stress test indicators and continues to consider the impact of rising inflation on future costs and rent settlements.

16. Agenda Item 7.3: Annual Treasury Report

Summary: Report provided in appendices and prepared by Link Group, whom we retain as treasury advisors to Ongo. It sets out pertinent information around the operation of Ongo's treasury matters.

Discussion points/questions:

- A Member commented this was a really good report that was informative. They went on to question the breakage costs detailed on page 11 of the report.



- Ashley Harrison explained the costs vary on a regular basis and these would have been the costs as calculated the day the report was written by Link.

Ongo Partnership and Ongo Homes Agreed: That the board noted the contents of the report and confirmed that they are content with the management of Treasury matters.

17. Agenda Item 7.4: Technology & Innovation (T&I) Strategic Delivery Plan

Summary: The T&I team is currently fully resourced at 22.4 full time equivalent and is structured into three pillars as follows to clearly define and resource appropriately the activities it is responsible for.

Discussion points/questions:

- The report was written in a wide context to try and share with the Board a variety of information.
- A Member was impressed with the report and felt it was a well resourced team. They had expected to see more around themes and current technology.
- A Member asked how the £2.5million spend compared with other housing associations. Ashley Harrison explained a decision had been taken previously to prioritise this area and invest where needed.
- Board requested an annual update on T&I and for the report to be expanded to include access to data and how it is used within the business. **Action 16/22**

Ongo Partnership and Ongo Homes Agreed: That Board have been provided with high level information regarding the T&I team along with its strategic delivery plans and work regarding Ongo's key systems. The Boards endorsement of the highlights detailed within this report is sought or used for further debate or request for information if necessary.

18. Agenda Item 10: Approvals Taken via Convene in Advance

Summary: Two items were circulated on Convene with a request for Members to consider them in advance and the approval decisions to be ratified at the meeting.

Discussion points/questions:

- Fiona Ruddick confirmed the post Community Benefit Society (CBS) report had been approved by a majority of Members on Convene and was taken as approved.
- A query had been raised on the controls framework. Subject to resolving that, the policy was approved. The queries required some words to be changed to better reflect the work of the Governance & Remuneration committee e.g.
 - *approving* reward and compensation structures changed to *recommending* reward and compensation structures
 - *carrying out* the annual appraisal of the Chief Executive changed to *reviewing* the annual appraisal *process for* the Chief Executive.

Ongo Partnership and Ongo Homes Agreed:
Controls Framework - approved the updated controls framework with immediate effect.



Post CBS Conversion Actions - Acting for Ongo Partnership Ltd

- Confirmed Robert Walder is the Chair in accordance with E1 and the role profile for the Chair outlines the responsibilities of the role to comply with Rule E5.
- Confirmed the postholder of the role of Senior Independent Director will act as Vice Chair in the absence of the Chair. This role is currently filled by Melvin Kenyon.
- Appointed Johanna Sugden as Secretary and Fiona Ruddick as Deputy Secretary.
- Board Members are asked to read the charity commission guidance on exempt charities (CC23) and note their responsibilities.
- Board resolved to give authority to Stephen Hepworth, Johanna Sugden, Peter Stones, Ashley Harrison and Kevin Hornsby to use the seal on behalf of the Association. The seal can be affixed and signed by one of these signatories to be valid.
- Noted that all Board Members confirmed their agreement to act for Ongo Partnership Ltd as a Community Benefit Society as required by Rule D4.2.

17. Agenda Item 9: Other Board & Committee Updates:

17.1 Agenda Items 9.1: Minutes from all meetings within the group

17.2 Agenda item 9.2: Assurance Update from Board and Committee Chairs

Minutes from all other Board and Committee meetings are available for Members to view within the Document Library in Convene. The updates provided by the subsidiary Chairs were shared in the meeting pack and all noted. The Ongo Commercial update from 4 November 2022 would be included in the January meeting pack.

18. Agenda item 10: Attendance List

The attendance list was noted.

19. Agenda item 11: Time for Reflection

Members felt the meeting was well chaired with as many participants on screen as in the meeting room. Another Member felt sharing reports early was really useful.

Whilst it is generally not considered beneficial to have a deep discussion on an item without a written report, a Member felt having the opportunity to really consider the D&M and rent issues was really useful.

On behalf of the Board the Chair wished Liz Cook all the best as this was her last planned meeting with Ongo before her tenure ends.

With no further business the meeting closed at 4.49pm.

Signed by Chair: Rowalder

Date: 24 January 2023

As a true and correct record of the Group Common Board meeting held on 30 November 2022.



