

Kilmac Board of Directors' Policy

Board Directors are required by law, and they have certain legal obligations under law. They have been elected by the shareholders. They are responsible for setting the strategy for the company and to oversee the management of the company. The Board have the ultimate responsibility for running the company, including;

1. Hiring and overseeing senior management.
2. Monitoring financial performance. The Board reviews the company's financial position and ensures that the company is managing its finances responsibly.
3. Ensuring compliance with legal and ethical standards. The Board is responsible for ensuring that the company is complying with all applicable laws and regulations.
4. Providing guidance and support to management. They will provide guidance and support to Department Directors and senior managers as required and set strategies for key business decisions or challenges.
5. Represent the interests of shareholders and the EOT.
6. Appoint and remove Board Directors and Department Directors and succession plan.

The Board will have regular, minimum monthly, meetings with an agreed agenda to cover the responsibilities of the Board of Directors and to set the strategies for the company. Meetings will be minuted and actions allocated. The Board members will make decisions, voting on a majority basis.

The Board will have quarterly meetings with the Department Directors to summarise the company's financial performance and update the Department Directors on any other relevant information. They will also review each departments performance along with the Department Directors Quarterly Report, and set strategies and plan improvements as set out below.

A handwritten signature in black ink, appearing to read 'Richard Kilcullen', with a horizontal line underneath.

Richard Kilcullen

Kilmac Director

Date: 11.12.23