Company No: NI054463

NI Water Ltd
("the Company")

Minutes of a Meeting of the Board of Directors (the "Board")
on Tuesday 22 September 2026 @ 11am
Castor Bay Water Treatment Works

Present:	Jo Aston	Chair
	Maurice Bullick	Non-Executive Director
	Danny McSorley	Non-Executive Director
	Marie-Thérèse McGivern	Non-Executive Director
	Belinda Oldfield	Non-Executive Director
	Sara Venning	Chief Executive
	Stephanie McCullagh	Director of Customer and Operations
	Gillian Shaw	General Counsel & Company Secretary
In attendance:	Tzvetelina Bogoina	Director of Infrastructure Delivery
	Gary Curran	Director of Engineering & Sustainability
	Rose Kelly	Director of People & Learning
	Damien O'Mullan	Director of Transformation
	Patrick Cassidy	Interim Head of Finance & Regulation
	Trevor Hutchinson	Head of Health and Safety *(Online Item 3)*
	Anthony Lynn	Head of Communications *(Online Item 5)*
	Clare Scholes	Head of Learning and Engagement *(Online Item 7)*
	Brian Rocks	Head of Financial Systems *(Online Item 9)*
	Paul Dillon	Head of Future Workplace *(Online Item 10)*

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The Chair opened the meeting with an update on recent attendance at Public Sector Chairs' Forum and engagement with the DfI Permanent Secretary. The Chair referenced the announced DfI forensic audit into the Governance Systems in NI Water. The Chair welcomed Paddy Cassidy in his new role as Interim Director of Finance and Regulation.

1. Apologies & Declaration of Conflict of Interest

- Paddy Larkin sent his apologies
- The Chief Executive declared a potential conflict of interest in relation to a matter to be considered under Any Other Business. The conflict was managed appropriately.
- The Director of Transformation declared a conflict of interest in relation to a matter to be considered under Any Other Business and will recuse themselves from the meeting in relation to that item.

2. Minutes and Actions from Previous Meeting

2.1 Draft minutes of the meeting held on 28 July 2026 were approved with a minor amendment.
2.2 The minutes of the meeting of 11th August Board Members online call were approved.
2.3 The updated Actions from the previous meeting were noted and 4 actions closed.

3. Health & Safety Report

3.1 **Health and Safety Report**

The contents of the report were noted, and the following points were highlighted:

- One NI Water RIDDOR was reported in the period
- One Contractor RIDDOR was reported in the period
- Difference between NI and GB RIDDOR incident criteria thresholds were discussed
- An update was provided on the progress of the work programme.
- An update on the health and safety training programme with overall training completion over 90%

4. Main Board Report

The CEO highlighted the following matters:

- A KPI overview was provided and it was noted that all generally on track with the exception of wastewater compliance and leakage levels
- OEP: September meeting with Chair& CEO of OEP did not take place
- NIEA: A CEO to CEO meeting took place on 18 September to progress agreed workstreams
- A summary of DfI stakeholder engagement was provided. The Chair has met DFI Permanent Secretary. Minister Kimmins was unable to attend a recent scheduled meeting
- DfI Governance Review: DfI Permanent Secretary has advised that she has commissioned a forensic audit of NI Waters governance systems.
- DAERA 4th River Basin Management Plan Consultation: NI Water provided DAERA with a draft Programme of Measures, based on the PC28 business plan, in relation to wastewater and raw water.
- Womens Infrastructure Network NI event was attended by Chair and relevant NI water representatives
- An update was provided on the ongoing pay claim.
- PC28 Board Workshop took place on 21st September and was positively received
- Street Works UK Award was acknowledged as a result of positive collaboration in respect of works during construction of Grand Central Station
- There was no change to corporate risk gradings
- Upcoming risk workshop with DfI was noted

People

The Board was updated on the LEAD Management Delivery Programme and Entry Level Academy and induction programme supporting NI Waters commitment to developing skilled future talent. The 'Listen, Learn, Lead' session delivered by White Ribbon NI was positively received.

Operational Review, Customer, Water, Nature & Economy

- Customer and water good performance overall
- Leakage levels remain elevated
- CBC3 system implementation is making progress, however, it was noted that the 'go live' date of October is at risk.
- Two wastewater pollution incidents noted. Wastewater Compliance continuing to trend downwards
- Updated provided on joint €1.07m PEACEPLUS funding application developed to support wastewater optimisation, community engagement and knowledge sharing across the border region.
- An update was provided on UU Magee campus expansion
- Developer Services Team continue to engage with and meet customers impacted by development constraints.
- Prosecution at Ramada WwPS matter has been postponed until October

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Governance

- Partnership Agreement is still under review
- Biosolids treatment facility Outline Business Case has been approved by DfI.
- DfI forensic audit into NI Water Governance Systems was noted.

Financial Performance: -this section was further picked up under Agenda Item 8.

- The Board noted that there were no further budget updates from DfI
- Total operational costs remain higher than forecast notable the increase in power costs.
- Capital Loan Note repayment strategy update provided

5. Engagement Strategy Update

- Video update on communications strategy provided to Board.
- Importance of PC28 positive engagement with stakeholders was noted.

6. Infrastructure Delivery / Engineering and Sustainability Quarterly Update

An update was provided on:

- Storm Overflows & Event Duration monitor installation data for Belfast Lough, Lough Neagh and across Northern Ireland
- Capital delivery for year 6 and year 7 of PC28. The challenges of indicative CDEL budget being lower than budget assumptions were noted.

7. Diversity and Culture Update

- Equality, diversity and inclusion half yearly update was provided and Board welcomed the new Head of Learning and Engagement to the new role and the positive activity completed to date.

8. Funding and Governance Update

The Board received the following updates:

- Indicative funding allocations of c£342m CDEL (£335m plus c£7m ringfenced for SuDs) and c£149m RDEL. DfI have advised they are not currently able to confirm when full year Budget allocations and Monitoring Rounds are likely to occur.
- NI Water have been working to baseline of c£361m CDEL. NIW Capital Delivery teams currently assessing the impact of the revised allocation on planned capital investment and programme delivery.
- A detailed examination of the RDEL forecast was provided. The Board
  - was given detailed information in relation to increasing power costs and the drivers for higher than budgeted wholesale costs.
  - noted that electricity hedging policy is applied to 75% of load and that regulated charges account for 50% of total energy costs.
  - Noted that other external factors such as major incident costs associated with customer demand in summer 26 and weather-related costs are forecast to add pressure to RDEL.
  - Received information in relation to the impact of inflation on key service provision contracts resulting in higher costs.
    It was noted that continued focus on controlling RDEL has offset some of these price

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increases but that the current forecast of £154m - £156m creates a pressure.
    - The workstream to agree refinancing arrangements for CLN 2027 continues with NI Water, DfI and DoF.
- DfI Permanent Secretary advised that DfI has commissioned NICS Internal Audit Services to undertake a review of NI Waters governance systems.

9. FCS Business Case Addendum Approval

Approved based on the information provided in the paper. Subject to DfI approval.

10. Pension Update

The update report from the triennial actuarial valuation in March 2026 was noted including a positive position in relation to scheme funding.

11. Committee Updates

- Audit Committee Chair provided verbal update of meeting of 21 September including reference to the forensic audit, whistleblowing and the review and update of the audit committees' terms of reference.
- RemCo Chair provided a verbal update of the meeting of 27 July 2026.

12. Judicial Review Lough Neagh

An update on the Conlan judicial review of Lough Neagh was provided for information purposes. The paper was taken as read.

13. Forward Look

The next Board Meeting is scheduled for 27 October 2026

Director of Transformation left the meeting

14. Any Other Business

- A verbal update was provided to Board on an evolving matter regarding a procured metered electricity supply contractual matter.
- Follow up options will be updated to Paddy Larkin and Jo Aston.

All left the meeting other than Board Members

15. Board Only

Restricted matter

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