

Our Committees

Our Group Board is supported by a number of committees that help oversee different areas of our work. These committees are made up of Non-Executive Directors from the Karbon Group Board, 54 North Homes Board and Leazes Homes Board.

Group Audit and Risk Committee

This committee helps make sure the Group is well governed, financially secure and effectively managed. It oversees areas such as risk management, financial reporting, audits, internal controls and fraud prevention.

Its role is to provide assurance that the right processes and safeguards are in place across all organisations within the Group, helping us remain financially viable and compliant with regulatory requirements.

Group People Committee

The Group People Committee has two main areas of responsibility:

Remuneration and Nominations: This includes overseeing pay and reward arrangements, as well as supporting the recruitment and appointment of board members. The committee helps ensure we have a fair, transparent approach and that our boards benefit from a wide range of skills, experience and perspectives.

People: This includes overseeing the delivery of our People Strategy and ensuring our culture, values and behaviours are embedded throughout the Group. The committee also monitors employee wellbeing, health and safety, and our approach to equality, diversity and inclusion.

Group Development Committee

This committee oversees the Group's development programme and strategic management of our homes and assets.

It provides assurance that our homes meet required quality standards, including the Decent Homes Standard, and that we continue to meet environmental and sustainability expectations.

The committee also oversees investment in new homes and major regeneration projects, ensuring our approach is coordinated, balanced and focused on delivering long-term value for customers and communities.

Group Customer Committee

The Group Customer Committee focuses on customer experience and engagement across the Group. It is made up of Non-Executive Directors and customers.

Its role is to ensure customers' voices are heard, that customer safety and needs are central to decision-making, and that service performance is regularly reviewed so we can continually improve and deliver excellent services.

54 North Homes also has its own dedicated Customer Experience Committee.

Byker Community Trust Committee

The Byker Community Trust Committee oversees the quality and effectiveness of housing and community services provided to residents of the Byker Estate.

The committee helps ensure local services continue to meet the needs of residents and support thriving communities.

Group Treasury Committee

This committee oversees the Group's borrowing, investment and treasury activities.

It reviews treasury strategy, monitors financial risks, oversees funding arrangements and ensures that treasury decisions support the long-term financial strength of all organisations within the Group.

Our 54 North Homes subsidiary board also has a committee:

54 North Homes Customer Experience Committee

The 54 North Homes Customer Experience Committee is made up of both customers and board members.

The committee oversees customer experience and engagement, ensuring customers have a meaningful voice in shaping services. It helps ensure that customer needs and

safety remain at the heart of decision-making and monitors performance to support continuous improvement.

The committee also holds 54 North Homes accountable for delivering high-quality customer services and provides valuable customer insight to help shape future service improvements.