



Minutes of the meeting of the CMETB Board held on Tuesday, 11 November 2025

A meeting of Cavan and Monaghan Education and Training Board took place on Tuesday, 11 November 2025 at 2pm, in CMETB Admin Office, Market Street, Monaghan.

Cathaoirleach: April Anna Barker

Baill I Lathair: April Anna Barker, Winston Bennett, Carmel Brady, Damien Brady, Niamh Brady, Aidan Campbell, Colm Carthy, Brendan Fay, Michelle Flynn, Sinead Flynn, Alan Johnston, Clifford Kelly, Colm McCormick, Joe McGrath, Peter McVitty, and Aíne Smith

Leithsceil: Seamus Coyle, Lorraine Fealy, Irene McCausland and Frank McDermott

Ar Freastail: Dr Fiona McGrath, Chief Executive
Dr Linda Pinkster, DFET
Karen McBride, DOSD
Amanda Taylor, APO Finance
Siobhan McKenna, Compliance
Stephanie McGarry, Administrator

1 Preliminary

1.1 Welcome

The Chairperson April Anna Barker welcomed all present.

1.2 Declaration of Interest

Declarations of Conflict of Interest were invited with none arising. Members were reminded of their responsibilities and that should any Conflict of Interest arise in the course of the meeting they must declare at that stage.

1.3 In Committee Business

It was resolved: R. 01/11/2025

“to conduct the following business **“In Camera”** due to its sensitive and confidential nature.”

Proposed by Cllr C Brady
Seconded by Cllr S Flynn

Passed Unanimously

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It was resolved: R. 06/11/2025

“that “In-Camera” business had been concluded.”

Proposed by Cllr C Carthy
Seconded by Cllr S Flynn

Passed Unanimously

While the media were invited to the meeting, none attended.

1.4 Apologies, Absence Approval

The absences of Seamus Coyle, Lorraine Fealy, Irene McCausland and Frank McDermott were approved.

Passed Unanimously



Condolences

- To the McElvaney Family on the death of Hughie McElvaney, former member of Co Monaghan Vocational Educational Committee.
- To Shauna Brady (Adult Guidance) on the death of her mother-in-law Mary Soroghan and father-in-law Packie Soroghan.
- To Damien O'Brien (Cootehill Youthreach) on the death of his brother Jim O'Brien.
- To Una Rudden (Youth Services) on the death of her uncle Oliver O'Neill.
- To Conor Craven (Cavan Co Council) on the death of his father Risteard Ó Craobhín.
- To Caroline Nelson (Monaghan Institute) on the death of her sister Martina Nelson
- To Nessa White (Interim, CEO Solas and former ETBI General Secretary) on the death of her father Pat Doyle.
- To Suzanne Mullins (Director of OSD, ETBI) on the death of her father Ernest Willis.
- To Lorraine Fealy (Board Member & Inver College) on the death of her grandmother Margaret Woods.
- To the Finucane family on death of Jim Finucane (former ETBI President Reserve forum member, ETBI Council and ETBI Board member)
- To Raymond McKenna (Castleblayney College) on the death of his mother Mary McKenna.
- To Tracy Talbot (Virginia College) on the death of her sister Linda Dillon.

1.5 Minutes of Meetings

It was resolved: R. 07/11/2025

"to adopt minutes of the meeting of Cavan and Monaghan ETB held on 16 September 2025, subject to an amendment of the record in the minutes of the proposed meetings with the Ministers for Finance and Public Expenditure".

Proposed by Cllr C Brady

Seconded by Mr J McGrath

Passed Unanimously

1.6 Matters arising

A member queried an item raised at the last meeting regarding procedures to fill temporary management vacancies in schools, in order to give staff the opportunity to gain experience in a management role. CE advised a response will be provided at the next meeting.

2 Correspondence and Matters Arising

2.1 Correspondence



2.1.1 Department of Education Circulars

Circular Number	Details
Circular 0065/2025	Senior Cycle Level 1 and Level 2 Learning Programmes
Circular 0067/2025	Primary Curriculum for primary and special schools
Circular 0068/2025	Senior Cycle Redevelopment (SCR) Implementation Support Measures
Circular 0069/2025	Assessment of Need
Circular 0070/2025	NQF Level 9 Graduate Diploma in Social Personal and Health Education/Relationships and Sexuality Education (SPHE/RSE) Programme 2026
Circular 0071/2025	Prescribed Material for the Leaving Certificate Irish Examination in June 2027 and June 2028.

Note: Department of Education Circulars are available to download from the Department's website: <https://www.gov.ie/en/circulars/?organisation=department-of-education>

Read

Information Notes

TC/IN 0008/2025	Amendment to Section 4 of Circular Letter 0003/2018 titled Leadership and Management in Post-Primary Schools.
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Read

2.1.2 Department of Education General Correspondence

Date	Subject
17.09.2025	St. Bricin's College Subject Inspection: Science and Biology
24.09.2025	Virginia College Follow Through Subject Inspection: English
08.10.2025	CMETBs Annual Report 2024 has been laid before the Oireachtas and may now be published on CMETBs website
29.10.2025	UBU new Service Provider Approval Letter
04.11.2025	National Launch of Primary School Survey to Parents/Guardians and Primary school Staff
05.11.2025	Largy College Subject Inspection Report: Home Economics

Read

2.1.3 Correspondence from DE - Finance

Date	Subject
22.09.2025	Sanction for overdraft accommodation of €3m from 01 January 2026 to 31 December 2026
22.09.2025	Sanction to use Banking-on-Line EFT facilities to the amount of €2.9m from 01 January 2026 to 31 December 2026



06.10.2025	Youth Night Grant 2025 Grant Scheme €22,000
09.10.2025	Notice of Q4 Payment of €53,839.25 for youth initiatives - R&R, Integration Fund and ETB Youth Grant.

Read

2.1.4 Correspondence from Solas - Finance

Date	Subject
30.09.2025	Proposed Refrigeration and Air Conditioning workshops at Cavan FET Campus not progressing.

Read

2.1.5 Correspondence from Other Sources - General

Date	From	Subject
08.09.2025	NCSE	Letter from NCSE CEO and Copy of letter to Principals and BOMs
29.09.2025	National Tertiary Office	MOU between CMETB, DKIT and LMETB
29.09.2025	Special EU Programmes Body – PeacePlus NI - Ireland	Green Accelerator Skills Programme (GRASP) Partnership Agreement
30.09.2025	Special EU Programmes Body – PeacePlus NI - Ireland	Green Accelerator Skills Programme (GRASP) Data Sharing Agreement
22.10.2025	Teaching Council	Annual Report 2024/2025
05.11.2025	Monaghan County Council	Major Emergency Plan 2026-2027

Read

2.2 Correspondence: Matters Arising

The CE highlighted the launch of the national Primary School Survey aimed at parents/guardians of children aged 0-12 yrs and primary school staff and Boards of Management. The survey asks whether there is a preference for denominational v multi denominational schools, co-educational v single sex provision and English v Irish as the language of instruction. Closing date is 16 December 2025.

A member asked if the Youth Development Officer could attend a future meeting to give a presentation to the Board on the many activities Youth Services provide. This will be arranged.

3 Audit and Risk

3.1 Audit and Risk Committee

3.1.1 Audit and Risk Committee Minutes

It was resolved: R. 08/11/2025

“to adopt minutes of the meeting of the Audit and Risk Committee held on 27 May 2025”.

Proposed by Cllr N Brady
Seconded by Cllr W Bennett

Passed Unanimously

3.1.2 Audit and Risk Committee Report 27 May 2025 to CMETB”

Noted

4 Finance

4.1 Finance Committee

4.1.1 Finance Committee Minutes

It was resolved: R. 09/11/2025

“to adopt the minutes of the meeting of the Finance Committee held on 28 May 2025”.

Proposed by Cllr J McGrath
Seconded by Cllr C Carthy

Passed Unanimously

4.1.2 Finance Committee Report 28 May 2025 to CMETB

Noted

4.2 Finance Update

Ms Amanda Taylor, Finance Officer, briefed the meeting on the Financial Report for October 2025.

4.2.1 Fundraising and Donations

The Finance Officer briefed the Board on donations received from January to September 2025 (See [Appendix A](#)).

A member asked how the Free Book Scheme is implemented. A teacher on the Board confirmed that students receive books in addition to workbooks and copy books. There was

also a discussion on e-books for schools that use tablets.

A member asked if there was any way to support local retailers/suppliers. The executive confirmed there are OGP frameworks in place for books and stationery which CMETB must use. However, local tenders are carried out for items that are not available on the OGP framework.

A member enquired if there was sufficient funding for apprenticeship training for the remainder of the year. Head of Finance confirmed that funding has been provided for CMETBs agreed apprenticeship training schedule to year end.

4.3 Service Plan Update

The CE gave a comprehensive update on the Service Plan to the Board. (see [Appendix B](#)).

The CE advised that work will commence in the new year to start developing CMETBs new Strategy Statement, as the current Strategy will expire at the end of 2026.

5 OSD Matters

5.1 Land and Buildings

5.1.1 Land and Buildings Committee – Appointment of Chairperson

Proposals were invited for the position of Chairperson for the Land and Buildings Committee. Cllr C Kelly was proposed by Mr J McGrath and seconded by Cllr A Smith. As there were no other nominations, Cllr C Kelly was deemed elected to the position of Chairperson of the Land and Buildings Committee.

It was resolved: R. 10/11/2025

“to appoint Cllr C Kelly as Chairperson of the Land and Buildings Committee”

Proposed by Mr J McGrath

Seconded by Cllr A Smith

Passed Unanimously



5.1.2 Leases/Contracts – No business

5.1.3 Land and Buildings Report

The DOSD gave a comprehensive presentation on the Land and Buildings report (see [Appendix C](#)) which included confirmation that Adult Education had moved into the newly renovated St. Augustine' building on Farnham Street, Cavan. Having Adult Education services all under one roof in Cavan town is a great benefit to both staff and learners. A member proposed that a Board meeting could be held in St. Augustine's. The CE advised that the rooms may not be big enough but will check and advise the Board.

In relation to signage on CMETBs centres, a member commented that not everyone knows what CMETB stands for and thought that Cavan Monaghan Education and Training Board should be used on buildings, instead of the acronym.

A member noted that greater consideration should be given to the layout/design of future engineering rooms to ensure better flow in the room and improved storage for materials and projects. While the standard layout for practical rooms comes directly from the DEY, engagement with practitioners will be borne in mind for future building projects.

5.2 Risk Management Report

The DOSD gave a presentation on the Risk Management Report. (See [Appendix D](#)).

A member inquired about the measures in place within schools to prevent the use of drugs, alcohol, and similar substances. The Director of Schools, who is involved in the Drugs and Alcohol Forum, can provide an update at a future meeting.

Noted

5.3 Summary of Executive Orders

No business

5.4 Use of Facilities

CMETB Centre	Requester	Dates Required
Ballybay College (Sports Hall)	Ballybay Pearse Brothers Juveniles	Each Saturday during October 2025 from 10am to 12pm
Breifne College (Basketball court / Gym)	Cavan Lakers Basketball Club	Mondays from 5.30pm to 7pm, Tuesdays from 5.30pm to 6.30pm, Wednesdays from 5.30pm to 7pm, starting from 8 September 2025 to 27 May 2026
Breifne College (Gym / Hall)	Breffni Blues Special Olympics Club	Tuesdays from 7pm to 8pm, from 7 September 2025 to 26 May 2026
Breifne College (Hall)	Cavan Sports Partnership	3 December from 7pm to 8.30pm
Breifne College (Sports Hall)	Cumann Na bhFiann	Thursdays from 4.30pm to 7.30pm, from 11 September 2025 to 28 May 2026
Castleblayney College	Muckno Lakers	From September 2025 to June 2026, Mondays, Thursdays and Fridays from 7pm to 10pm



Castleblayney College (Carpark, Gym, Toilets)	Castleblayney Hurling Club	4 October 2025 from 9am to 4pm
Castleblayney College (Classroom)	Castleblayney Hurling Club	23 September 2025 from 8pm, to 9pm
Castleblayney College (Classroom, Boardroom, Carpark)	Castleblayney Hurling Club	2 October 2025 from 8pm to 9pm
Castleblayney College (Gym and Classroom)	Castleblayney Faughs	27 September 2025 from 9am to 2pm
Castleblayney College (Gym)	Castleblayney Camogie Club	1 November 2025 from 5pm to 7pm
Castleblayney College (Gym)	Castleblayney Camogie Club	Sundays from 9 November 2025 to 14 December 2025 from 9.30am to 1.30pm
Castleblayney College (Gym)	Oram Sarsfields GFC	Every second Saturday from 8th November 2025 from 10am to 11.30am
Castleblayney College (Hall)	Oram Sarsfields GFC	Tuesdays from 4 November to 16 December 2025 from 7.30pm to 9pm
Castleblayney College (Sports Hall)	Carrick Crows Volleyball Club	From 12 October 2025 to 17 January 2026, Saturdays from 1pm to 7.30pm and Sundays from 10am to 5.30pm
Cavan Institute (Classrooms & Social area at coffee shop)	Cavan Monaghan Science Festival / Cavan Co. Council	Saturday 8 November 2025 from 9.30am to 5pm
Inver College	Carrick Cruisers Basketball Club	Every second Friday from 3 October 2025 until end of April 2026
Inver College (PE hall, Outside pitches and Courts)	Dundalk Institute of Technology	24 September 2025; 1, 8, 15, 22 October 2025; 5, 12, 19, 26 November 2025; 3 December 2025, from 1.15pm to 4pm
Inver College (Sports hall & Gym)	Magheracloone LGFA	Fridays from 14 November 2025 to 9 January 2026 from 7pm to 8pm
Largy College (Sports hall)	Clones Town Football Club	Tuesday evenings from 6.30pm to 7.45pm from 9 September 2025 and Monday evenings from 6pm to 7pm from 6 October, during school term up to end of December 2025
Virginia College (Sports hall)	Cavan Eagles Basketball Club	From August 2025 to April 2026, weekdays from 6pm to 9pm and Saturdays and Sundays from 10am to 5pm

It was resolved: R. 11/11/2025

“to approve the use of facilities as outlined above subject to the usual conditions”.

Proposed by Cllr C Kelly

Seconded by Cllr C Carthy

Passed Unanimously



5.5 Other Matters

5.5.1 Policies - For noting

Item No	Policy
5.5.1.1	AI Policy and Guidance Documents

Noted

5.5.2 Charities Regulator

5.5.2.1 The Board noted CMETBs Annual Return 2024.

Noted

6 Strategy Statement 2022-2026

6.1 Policies: No business

6.2 SLA/MOU/Consortium Agreement: For noting

Item No.	Organisation	Project Title
6.2.1	DKIT, LMETB & CMETB	Tertiary Pathway BSC (Hons) in Intellectual Disability Nursing
6.2.2	PeacePlus NI	GRASP Programme Partnership Agreement
6.2.3	PeacePlus NI	GRASP Programme Data Sharing Agreement

Noted

7 Committees and Reports

7.1 Further Education and Training

7.1.1 DFET Report

Director of Further Education and Training gave a comprehensive update on FET activities (see DFET report in [Appendix E](#)).

DFET noted that one of CMETBs FET learners from the Traveller community, received a National Traveller Education Achievement Award, for successfully completing the HGV Professional Driver Traineeship with SCLPCE in 2025. The Board asked that a letter of congratulations be sent to the learner. DFET confirmed that the official opening of SCLPCE Training Centre will take place in 2026.

A member noted that it was difficult for newly trained young HGV drivers to get experience due to the cost of Insurance.

A member advised that the Minister for Further and Higher Educations, James Lawless plans to visit Cavan Institute on 24 November 2025.

7.1.2 CMETB FET Board Minutes:

It was resolved to **adopt the minutes** of the meeting of the FET Board as follows:

Resolution No.		Date	Proposed / Seconded
R. 12/11/2025	FET Board Minutes	18.06.2025	P: Cllr J McGrath S: Cllr A Johnston

Passed Unanimously

7.1.3 Boards of Management

7.1.3.1 Board of Management Appointments

It was resolved: R. 13/11/2025

“to appoint the following to Monaghan Institute Board of Management”

Institute	Student Representatives	Proposed by Seconded by
Monaghan Institute	Nicole Hugo Chukwuemeka Benbella Benson	P: Cllr A Johnston S: Cllr C Kelly

Passed Unanimously

7.1.3.2 Board of Management Minutes:

The following minutes of Boards of Management were noted:

Centre	Date
Cavan Institute	29.04.2025
Cavan Institute	26.05.2025
Monaghan Institute	27.05.2025

Noted



7.1.4 FET Committee Minutes:

7.1.4.1 It was resolved to adopt **FET Committee minutes** as follows:

Resolution No.	Committee	Date	Proposed Seconded
R. 14/11/2025	Youthreach Board	20.06.2025	P: Cllr C Kelly S: Mr J McGrath
R. 15/11/2025	Creative Arts Youth Committee	09.07.2025	P: Cllr C Brady S: Cllr B Fay

Passed Unanimously

7.1.5 FET Policies:

For noting

Item No	Policy
7.1.5.1	ETB FET Adult Safeguarding Policy and Procedures

Noted

7.1.6 Child Safeguarding: No business

7.1.7 Anti-Bullying

Notice of Annual Review of Anti-Bullying Policy

- **Monaghan Institute**

Noted

7.2 Schools

7.2.1 DoS Report

As the Director of Schools was not in attendance, the CE gave a short synopsis of the report on schools (see [Appendix F](#)), which was available on the Board SharePoint prior to the meeting.

CMETB's input to the ETBI Congress on 9 October in Ballyconnell was outlined, including entertainment from Music Generation, the performance piece by the Garage Theatre and student and staff participation in panel discussions.

It was noted by a member that previously the Congress was held over 2 days, thus allowing more time to engage with colleagues from other ETBs. The CE advised that the location



and duration of the Congress was decided by ETBI, following feedback from delegates about previous events.

A member referred to the workshop at the Congress which discussed the Terms of Reference for Boards of Management and the limited opportunity for attendees to engage and ask questions. It was suggested that the TORs do not reflect the Education Act 1988 and should be reviewed. The CE noted that the Board has adopted the Terms of Reference for BOM's and that ETBI had provided online training opportunities for BOM members. The DOS is also planning to arrange in-person training for CMETB BOMs.

There were also concerns expressed about the relevance of two Governance presentations to the function of ETB's and Boards of Management.

It was proposed to write to ETBI with feedback from the Congress and to request a review of the ETBI BOM Handbook, in consultation with relevant stakeholders in all 16 ETBs.

It was resolved: R. 16/11/2025

“to write to ETBI with members feedback from the Congress and to request a review of the ETBI BOM Handbook, in consultation with relevant stakeholders in all 16 ETBs”.

Proposed by Cllr C Kelly
Seconded by Cllr C Carthy

Passed Unanimously

7.2.2 Boards of Management

7.2.2.1 Appointment to Board of Management:

It was resolved: R. 17/11/2025

“to appoint the following to Largy College BOM”

Largy College BOM	Name	Proposed by Seconded by
	Declan Smith replacing Rory McMahon	P: Cllr S Flynn S: Mr J McGrath

Passed Unanimously

7.2.2.2 Boards of Management Minutes: For noting

The following minutes of Boards of Management were noted:

School	Date
Breifne College	26.03.2025
Breifne College	28.05.2025



Castleblayney College	15.05.2025
Coláiste Dún an Rí	28.05.2025
Coláiste Oiriall	04.09.2025
Inver College	08.09.2025
Largy College	06.05.2025
Largy College	05.06.2025
Largy College	02.09.2025
St. Mogue's	05.06.2025

Noted

7.2.3 Music Generation/Garage Theatre Board

No business

Passed Unanimously

7.2.4 School Based Policies:

For noting

Item No	School and Policy
7.2.4.1	Virginia College: Attendance Policy 2026/27
7.2.4.2	St. Mogue's College: Attendance Policy 2026/27
7.2.4.3	Monaghan Community Special School: Administration of Medicines
7.2.4.4	Monaghan Community Special School: Communication with Parents
7.2.4.5	Monaghan Community Special School: Intimate Care

Noted

7.2.5 Child Safeguarding Policy:

For noting

Item No	Policy	School
7.2.5.1	Annual Review	• Coláiste Dún an Rí
7.2.5.2	Risk Assessment	• Monaghan Community Special School
7.2.5.3	Safeguarding Statement	• Monaghan Community Special School

Noted

7.2.6 Anti-Bullying Policy:

No business



8 Attendance Approval:

It was resolved: R. 18/11/2025

“to approve attendance as follows”

Title	Date	Delegates	Proposed / Seconded
ETBI Congress 2025 in Slieve Russell Hotel	09 October 2025	Cllr Damien Brady Cllr Colm Carthy Cllr Brendan Fay Ms Lorraine Fealy Ms Michelle Flynn Cllr Clifford Kelly Mr Colm McCormick Mr Joe McGrath	Proposed by Cllr C Kelly Seconded by Cllr D Brady
Lama 2025 Seminar in Co Wexford	16 - 17 October	Mr Joe McGrath	Proposed by Cllr C Carthy Seconded by Cllr W Bennett

Passed Unanimously

9 Code of Practice for Governance of ETBs

Board Self-Assessment Evaluation Questionnaire

The Chairperson briefed the meeting on the Board Self-Assessment Evaluation Questionnaire (Code of Practice for the Governance of ETBs refers).

The Board Self-Assessment Evaluation Questionnaire was circulated. The Chairperson allotted 10 minutes for the members to complete the questionnaire. Any absent members will receive the questionnaire by post for completion and return in the enclosed stamped addressed envelope. The Chairperson will review the responses and prepare a report for discussion at a future meeting of the Board.

10 Chief Executive Report

Meetings Attended: September – November 2025

Date	Details
17.09.2025	<ul style="list-style-type: none"> ETBI Preparatory meeting re Erasmus project Contract signing to commence building works at Beech Hill College
18.09.2025	<ul style="list-style-type: none"> School Leaders weekly update meeting Meeting re Introduction to NCI Recruitment Executive Apprenticeship
19.09.2025	<ul style="list-style-type: none"> Site visit to Monaghan Community Special School, Castleblayney
22.09.2025	<ul style="list-style-type: none"> Preparatory meeting for SOLAS quarterly meeting with CE Forum CEs quarterly meeting with Solas and meeting with Ass Sec DFHERIS in ETBI, Naas
23.09.2025	<ul style="list-style-type: none"> CMEIB Audit and Risk Committee Meeting
24.09.2025	<ul style="list-style-type: none"> Prep meeting for DOSD Forum Meeting – CE Joint Chair Meeting with DEY re Special School



	<ul style="list-style-type: none"> • LCDC Awareness Campaign Working Group meeting
25.09.2025	<ul style="list-style-type: none"> • School Leaders weekly update meeting • IPB Workshop on Risk and Business Continuity Plan • Met with Special Education Minister Naughton in Beech Hill College during her visit to Special classes. • St. Aidan's Comprehensive BOM Meeting
26.09.2025	<ul style="list-style-type: none"> • ETBI planning meeting re 2025 Annual Congress
29.09.2025	<ul style="list-style-type: none"> • ETBI preparatory meeting re 2025 Annual Congress • Site visit to Monaghan Community Special School, Castleblayney
30.09.2025	<ul style="list-style-type: none"> • CEs meeting with DEY Management Board.
01.10.2025	<ul style="list-style-type: none"> • Meeting with CMETB Section Heads • Meeting with St. Bricin's College Principal re plans for fundraising
02.10.2025	<ul style="list-style-type: none"> • School Leaders weekly update meeting • ALL expert group meeting on Literacy Provision
03.10.2025	<ul style="list-style-type: none"> • DOSD Forum Meeting – CE Joint Chair
06.10.2025	<ul style="list-style-type: none"> • ETBI planning meeting re 2025 Annual Congress • St. Aidan's Comprehensive – BOM Meeting to ratify APII Posts
07.10.2025	<ul style="list-style-type: none"> • Site visit to Monaghan Community Special School, Castleblayney
08.10.2025	<ul style="list-style-type: none"> • FET Management and Quality Control meeting • CE Forum Pop up meeting – Solas Critical Review • Launch of Project Children Exhibition, Monaghan Peace Campus
09.10.2025	<ul style="list-style-type: none"> • ETBI Annual Congress 2025 in Slieve Russell Hotel, Ballyconnell
10.10.2025	<ul style="list-style-type: none"> • Cavan Institute Graduations in the Town Hall, Cavan
13.10.2025- 16.10.2025	<ul style="list-style-type: none"> • <i>ETBI Erasmus+ VET mobility for CEs to Paris</i> which is a follow on from the Franco-Irish symposium that took place in June 2024.

Noted

11 Board Workplan

Noted

12 Date of next meeting

The next meeting of CMETB Board will take place on Tuesday 09 December 2025 at 2pm, with lunch afterwards. Venue to be confirmed.

The meeting concluded at 4.20pm

Signed *Fiona M'Guffee*
Chief Executive

Signed *A. Boko*
Chairperson

Date 24 February 2026

Date 24 February 2026

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