

## **TIDEWAY'S CORPORATE GOVERNANCE**

### **Introduction**

The majority of reporting on Tideway's corporate governance arrangements is reported annually, in Tideway's Annual Report and Accounts which is available on the Tideway website.

We measure our standards against two main corporate governance codes: The UK Corporate Governance Code and Ofwat's principles on board leadership, transparency and governance.

The Annual Report explains Tideway's compliance with the principles of the UK Corporate Governance Code and the objectives of the Ofwat board leadership, transparency and governance principles. The following information supplements our Annual Report and helps give transparency as to our compliance with the codes.

Details of both codes is set out below with corresponding suggestions where to find information about Tideway's related governance mechanisms and activities, either in the Tideway Annual report or here on the Tideway webpages.

### **UK Corporate Governance Code 2018 – Tideway compliance mapping 2025**

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
<b><u>Section 1: Board Leadership and Company Purpose</u></b>			
<b>A</b>	A successful company is led by an effective an entrepreneurial board, whose role is to promote the long-term sustainable success of the company, generating value for shareholders and contributing to wider society.	Yes	Section 172 Statement page 32 The Role of the Board page 42
<b>B</b>	The board should establish the company's purpose, values and strategy and satisfy itself that these and the culture are aligned. All directors must act with integrity, lead by example and promote the desired culture.	Yes	The Role of the Board and Board Focus and Principal Activity pages 42-43 Our Vision, Purpose and Values page 6 Vision, Legacy & Reputation page 15
<b>C</b>	The board should ensure that the necessary resources are in place for the company to meet its objectives and measure performance against them. The board should also establish a framework of prudent and effective controls, which enable risk to be assessed and managed.	Yes	The Role of the Board and Board Focus and Principal Activity pages 42-43 Risk Management page 27 The Risk Committee report page 46 and the Risk, Health, Safety, Security & Environment Committee report page 49
<b>D</b>	In order for the company to meet its responsibilities to shareholders and stakeholders, the board should ensure effective engagement with, and encourage participation from, these parties.	Yes	Section 172 Statement page 32 The Role of the Board and Board Focus and Principal Activity pages 42-43 Engaging with our stakeholders & partners page 9
<b>E</b>	The board should ensure that workforce policies and practices are consistent with the company's values and support its long-term sustainable success. The workforce should be able to raise any matters of concern.	Yes	Our Strategy, Objectives & Priorities for 2025/26 page 34 Board Focus and Principal Activity pages 42-43 Confidential Reporting Procedures and Whistleblowing page 51 Report from Designated Non-Executive Director, Mohammed Saddiq page 16
<b>1</b>	The board should assess the basis on which the company generates and preserves value over the long-term. It should describe in the annual report how opportunities and risks to the future success of the business have been considered, the sustainability of its business model and how its governance contributes to the delivery of its strategy.	Yes	Section 172 Statement page 32 Board Focus and Principal Activity pages 42-43 Risk Management pages 27-29

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
2	<p>The board should assess and monitor culture. Where it is not satisfied that policy, practices or behaviour throughout the business are aligned with the company's purpose, values and strategy it should it should seek reassurance that management has taken corrective action. The annual report should explain the board's activities and any action taken.</p> <p>In addition, it should include an explanation of the company's approach to investing in and rewarding its workforce.</p>	<p>Yes</p> <p>Yes</p>	<p>Health, Safety &amp; Wellbeing page 11 Company &amp; People page 16 Section 172 Statement page 32 Board Focus and Principal Activity pages 42-43 Our Strategy, Objectives &amp; Priorities for 2025/26 page 34 Remuneration Committee report pages 52 and 53</p>
3	<p>The chair should seek regular engagement with major shareholders to understand their views on governance and performance against the strategy. Committee chairs should seek engagement with shareholders on significant matters related to their areas of responsibility. The chair should ensure that the board has a clear understanding of the views of shareholders.</p>	Yes	<p>Relationship with Shareholders page 57-58 Shareholder Reserved Matters page 58</p>
4	<p>When 20% or more of votes have been cast against the board recommendation for a resolution:</p> <ul style="list-style-type: none"> <li>• The company should explain, when announcing the voting results, what actions it intends to take to consult shareholders in order to understand the reasons behind the result.</li> <li>• An update on the views received from shareholders and actions taken should be published no later than 6 months after the shareholder meeting.</li> <li>• The board should then provide a final summary in the annual report and, if applicable, in the explanatory notes to resolutions at the next shareholder meeting, on what impact the feedback has had on the decisions the board has taken and any actions or resolutions now proposed.</li> </ul>	Not applicable	<p>Arrangements relating to Board approvals and voting are explained at: The Role of the Board page 42 Shareholder Reserved Matters page 58</p> <p>In the event of such a situation arising we would record and explain.</p>
5	<p>The board should understand the views of the company's other key stakeholders and describe in the annual report how their interests and the matters set out in section 172 of the Companies Act 2006 (<i>duty to promote the success of the company</i>) have been considered in board discussions and decision-making.</p> <p>The board should keep engagement mechanisms under review so they remain effective.</p> <p>For engagement with the workforce, one or a combination of the following methods should be used:</p> <ul style="list-style-type: none"> <li>• A director appointed from the workforce</li> <li>• A formal workforce advisory panel</li> <li>• A designated non-executive director</li> </ul> <p>If none of these methods are used, the board should explain the alternative arrangements in place and why it considers they are effective.</p>	<p>Yes</p> <p>Yes</p>	<p>s.172 Statement page 32 Company and People (report from the designated non-executive director representing workforce matters) page 16</p>
6	<p>There should be means for the workforce to raise concerns in confidence and – if they wish – anonymously. The board should routinely review this and any resulting reports. It should ensure there are arrangements for proportionate and independent investigation of such matters and for follow-up action.</p>	Yes	<p>Audit &amp; Finance Committee Report (Confidential Reporting Procedures and Whistleblowing) page 51</p>
7	<p>The board should take action to identify and manage conflicts of interest, including those resulting from significant shareholdings, and ensure that the influence of third parties does not compromise or override independent judgement.</p>	Yes.	<p>Please see further information below re identification and management of conflicts of interest</p>
8	<p>Where directors have concerns about the operation of the board or the management of the company that cannot be resolved, their concerns should be recorded in the board minutes. On resignation, a non-executive director ("<b>NED</b>") should provide a written statement to the chair, for circulation to the board, if they have such concerns.</p>	N/A	<p>In the event of such a circumstance arising concerns would be recorded in board minutes. Departing directors would be advised to provide a written statement to the chair, for circulation to the board.</p> <p>The annual board evaluation provides an opportunity to all board members to express views about the operation of the board and the management of the company.</p>
<b>Section 2: Division of Responsibilities</b>			

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
<b>F</b>	The chair leads the board and is responsible for its overall effectiveness in directing the company. They should demonstrate objective judgement throughout their tenure and promote a culture of openness and debate. In addition, the chair facilitates constructive board relations and the effective contribution of all non-executive directors, and ensures that directors receive accurate, timely and clear information.	Yes	Governance Standards - Division of Responsibilities within the Board page 44
<b>G</b>	The board should include an appropriate combination of executive and non-executive (and, in particular, independent non-executive) directors, such that no one individual or small group of individuals dominates the board's decision-making. There should be a clear division of responsibilities between the leadership of the board and the executive leadership of the company's business.	Yes	Board Leadership, Transparency and Governance – Board Composition, Succession, Development, Evaluation and Induction page 45 The Board Members and the Executive Management Team pages 38-41
<b>H</b>	Non-executive directors should have sufficient time to meet their board responsibilities. They should provide constructive challenge, strategic guidance, offer specialist advice and hold management to account.	Yes	Division of Responsibilities within the Board page 44
<b>I</b>	The board, supported by the company secretary, should ensure that it has the policies, processes, information, time and resources it needs in order to function effectively and efficiently.	Yes	Board Evaluation page 45
<b>9</b>	The chair should be independent on appointment when assessed against the circumstances set out in Provision 10.  The roles of chair and CEO should not be exercised by the same individual. A chief executive should not become chair of the same company. If, exceptionally this is proposed by the board, major shareholders should be consulted ahead of appointment.  The board should set out its reasons to all shareholders at the time of the appointment and also publish these on the company website.	Yes  Yes  Not applicable.	Corporate Governance Statement 2025 page 37 Chair's biography page 38  Division of Responsibilities within the Board page 44
<b>10</b>	The board should identify in the annual report each NED the Board considers to be independent. Circumstances which are likely to impair, or could appear to impair, a NED's independence include, but are not limited to, whether a director: <ul style="list-style-type: none"> <li>• is or has been an employee of the company or group within the last 5 years;</li> <li>• has, or has had within the last 3 years, a material business relationship with the company, either director or as a partner, shareholder, director or senior employee of a body that has such a relationship with the company;</li> <li>• has received or receives additional remuneration from the company apart from a director's fee, participates in the company's share option or a performance-related pay scheme, or is a member of the company's pension scheme;</li> <li>• has close family ties with any of the company's advisers, directors or senior employees;</li> <li>• holds cross-directorships or has significant links with other directors through involvement in other companies or bodies;</li> <li>• represents a significant shareholder; or</li> <li>• has served on the board for more than nine years from the date of their first appointment.</li> </ul> Where any of these or other relevant circumstances apply, and the board nonetheless considers that the non-executive director is independent, a clear explanation should be provided.	Yes	The Board members page 38
<b>11</b>	At least half the board, excluding the chair, should be non-executive directors whom the board considers to be independent.	<b>No</b>	We did not comply. For an explanation of our position, see Corporate Governance Statement 2025 page 37
<b>12</b>	The board should appoint one independent NED to be the senior independent director to provide a sounding board for the chair and serve as an intermediary for the other directors and shareholders. Led by the senior independent director, the NEDs should meet without the chair present at least annually to appraise the chair's performance, and on other occasions as necessary.	Yes	We did not comply. For an explanation of our position, see Governance Standards page 46
<b>13</b>	NEDs have a prime role in appointing and removing executive directors. NEDs should scrutinise and hold to account the performance of management and individual executive directors against agreed performance objectives.  The chair should hold meetings with the NEDs without executive directors present.	Yes  Yes	Remuneration Committee Report pages 54-55  Regular meetings are held with the chair and the NEDs without the executive directors in attendance.

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
<b>14</b>	Responsibilities of the chair, CEO, senior independent director, board and committees should be clear, set out in writing, agreed by the board and made publicly available.  The annual report should set out the number of meetings of the board and committees, and individual attendance by directors.	Yes  Yes	Division of Responsibilities within the Board page 44 Board and Committee Meeting Attendance page 44  See the Tideway website for the terms of the reference for the BTL Board and Board Committees.
<b>15</b>	When making new appointments the board should take into account other demands on directors' time. Prior to appointing a new director, significant commitments should be disclosed with an indication of the time involved. Additional external appointments should not be undertaken without prior approval by the board, with the reasons for permitting significant appointments explained in the annual report.  Full-time executive directors should not take on more than one non-executive directorship in a FTSE 100 company or other significant appointment.	Yes  Yes	Please see further information below re Board appointments
<b>16</b>	All directors should have access to the advice of the company secretary who is responsible for advising the board on all governance matters. Both the appointment and removal of the company secretary should be a matter for the board.	Yes	Please see further information below re: information and support available to board members
<b>Section 3: Composition, Succession and Evaluation</b>			
<b>J</b>	Appointments to the board should be subject to a formal, rigorous and transparent procedure, and an effective succession plan should be maintained for board and senior management. Both appointments and succession plans should be based on merit and objective criteria and, within this context, should promote diversity of gender, social and ethnic backgrounds, cognitive and personal strengths.	Yes	Nomination Committee report page 47 Please see further information below re: Board appointments and succession arrangements
<b>K</b>	The board and its committees should have a combination of skills, experience and knowledge. Consideration should be given to the length of service of the board as a whole and membership regularly refreshed.	Yes	The Board Members pages 38-40 Sector experience page 45
<b>L</b>	Annual evaluation of the board should consider its composition, diversity and how effectively members work together to achieve objectives. Individual evaluation should demonstrate whether each director continues to contribute effectively.	Yes	Board Evaluation page 45
<b>17</b>	The board should establish a nomination committee to lead the process for appointments, ensure plans are in place for orderly succession to both the board and senior management positions, and oversee the development of a diverse pipeline for succession.  A majority of the committee members should be independent NEDs.  The chair of the board should not chair the committee when dealing with the appointment of their successor.	Yes  Yes  Yes	Nomination Committee report page 47
<b>18</b>	All directors should be subject to annual re-election.	Yes	Please see further information below re Board appointments and succession arrangements
<b>19</b>	The chair should not remain in post beyond 9 years from the date of first appointment to the board. To facilitate effective succession planning and the development of a diverse board, this period can be extended for a limited time, particularly in those cases where the chair was an existing non-executive director on appointment. A clear explanation should be provided.	<b>No</b>	We did not comply. For an explanation of our position, see Corporate Governance Statement 2025 page 37
<b>20</b>	Open advertising and/or external search consultancy should generally be used for the appointment of the chair and NEDs. If an external search consultancy is engaged it should be identified in the annual report alongside a statement about any other connection it has with the company or individual directors.	Yes	Nomination Committee report page 47
<b>21</b>	There should be formal and rigorous annual evaluation of the performance of the board, its committees, the chair and individual directors.  The chair should consider having a regular externally facilitated board evaluation. In FTSE 347 companies, this should be at least every 3 years. The external evaluator should be identified in the annual report and a statement made about any other connection it has with the company or individual directors.	Yes  Yes	Board Evaluation page 45  Board Evaluation page 45

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
<b>22</b>	The chair should act on the results of the evaluation by recognising the strengths and addressing any weaknesses of the board. Each director should engage with the process and take appropriate action when development needs have been identified.	Yes	Board Evaluation page 45
<b>23</b>	The annual report should describe the work of the nomination committee, including: <ul style="list-style-type: none"> <li>• The process used for appointments, its approach to succession planning and how both support development of a diverse pipeline;</li> <li>• How the board evaluation has been conducted, the nature and extent of an external evaluator's contact with the board and individual directors, the outcomes and action taken, and how it has or will influence board composition;</li> <li>• The policy on diversity and inclusion, its objectives and linkage to strategy, how it has been implemented and progress on achieving the objectives; and</li> <li>• The gender balance of senior management and their direct reports.</li> </ul>	Yes  Yes  Yes  Yes	Nomination Committee report page 47 Board Evaluation page 45  Please see information below re gender balance of senior management and their direct reports
<b>Section 4: Audit, Risk and Internal Control</b>			
<b>M</b>	The board should establish formal and transparent policies and procedures to ensure the independence and effectiveness of internal and external audit functions and satisfy itself on the integrity of financial and narrative statements.	Yes	Audit & Finance Committee report page 50-51
<b>N</b>	The board should present a fair, balanced and understandable assessment of the company's position and prospects.	Yes	Long-Term Viability Statement page 30-31
<b>O</b>	The board should establish procedures to manage risk, oversee the internal control framework, and determine the nature and extent of the principal risks the company is willing to take in order to achieve its long-term strategic objectives.	Yes	Board Focus and Principal Activity pages 42 and 43 Risk Committee report page 46 Risk, Health, Safety, Security & Environment Committee report page 49 Risk Management page 27
<b>24</b>	The board should establish an audit committee of independent NEDs, with a minimum of three, or in the case of smaller companies (below the FTSE 347), two. The chair of the board should not be a committee member. At least one member should have recent and relevant financial experience. The committee as a whole should have competence relevant to the sector in which the company operates.	Yes	Audit & Finance Committee report s 50-51
<b>25</b>	The main roles and responsibilities of the audit committee should include: <ul style="list-style-type: none"> <li>• Monitoring the integrity of the company's financial statements and any formal announcements relating to financial performance, reviewing significant financial reporting judgements contained in them;</li> <li>• Providing advice (where requested by the board) on whether the annual report and accounts, taken as a whole, is fair, balanced and understandable, and provides the information necessary for shareholders to assess the company's position and performance, business model and strategy;</li> <li>• Reviewing the company's internal financial controls and internal control and risk management systems, unless expressly addressed by a separate board risk committee comprised of independent non-executive directors, or by the board itself;</li> <li>• Monitoring and reviewing the effectiveness of the company's internal audit function or, where there is not one, considering annually whether there is a need for one and making a recommendation to the board;</li> <li>• Conducting the tender process and making recommendations to the board, about the appointment, reappointment and removal of the external auditor, and approving the remuneration and terms of engagement of the external auditor;</li> <li>• Reviewing and monitoring the external auditor's independence and objectivity;</li> <li>• Reviewing the effectiveness of the external audit process, taking into consideration relevant UK professional and regulatory requirements;</li> </ul>	Yes	Audit & Finance Committee report pages 50-51

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
	<ul style="list-style-type: none"> <li>Developing and implementing policy on the engagement of the external auditor to supply non-audit services, ensuring there is prior approval of non-audit services, considering the impact this may have on independence, taking into account the relevant regulations and ethical guidance in this regard, and reporting to the board on any improvement or action required; and</li> <li>Reporting to the board on how it has discharged its responsibilities.</li> </ul>		
<b>26</b>	<p>The annual report should describe the work of the audit committee, including:</p> <ul style="list-style-type: none"> <li>The significant issues considered relating to the financial statements and how these issues were addressed;</li> <li>An explanation of how it has assessed the independence and effectiveness of the external audit process and the approach taken to the appointment or reappointment of the external auditor, information of the length of tenure of the current audit firm, when a tender was last conducted and advance notice of any retendering plans;</li> <li>In the case of a board not accepting the audit committee's recommendation on the external auditor appointment, reappointment or removal, a statement from the audit committee explaining its recommendation and the reasons why the board has taken a different position;</li> <li>Where there is no internal audit function, an explanation for the absence, how internal assurance is achieved, and how this affects the work of external audit; and</li> <li>an explanation of how auditor independence and objectivity are safeguarded, if the external auditor provides non-audit services.</li> </ul>	Yes	Audit & Finance Committee report pages 50-51
<b>27</b>	The directors should explain in the annual report their responsibility for preparing the annual report and accounts, and state that they consider the annual report and accounts, taken as a whole, are fair, balanced and understandable, and provides the information necessary for shareholders to assess the company's position, performance, business model and strategy.	Yes	Directors' Report page 59
<b>28</b>	The board should carry out a robust assessment of the company's emerging and principal risks. The board should confirm in the annual report that it has completed this assessment, including a description of its principal risks, what procedures are in place to identify emerging risks, and an explanation of how these are being managed or mitigated.	Yes	Risk Management page 27 and Principal Risks pages 28-29
<b>29</b>	The board should monitor the company's risk management and internal control systems and, at least annually, carry out a review of their effectiveness and report on that review in the annual report. The monitoring and review should cover all material controls, including financial, operational and compliance controls.	Yes	Risk, Health, Safety, Security & Environment Committee report page 49
<b>30</b>	In annual and half-yearly financial statements, the board should state whether it considers it appropriate to adopt the going concern basis of accounting in preparing them, and identify any material uncertainties to the company's ability to continue to do so over a period of at least 12 months from the date of approval of the financial statements.	Yes	Long-Term Viability Statement pages 30-31
<b>31</b>	Taking account of current position and principal risks, the board should explain in the annual report how it has assessed the prospects of the company, over what period it has done so and why it considers that to be an appropriate period. The board should state whether the board has a reasonable expectation that the company will be able to continue in operation and meet its liabilities as they fall due over the period of their assessment, drawing attention to any qualifications or assumptions necessary.	Yes	Long-Term Viability Statement page 30-31
<b>Section 5: Remuneration</b>			
<b>P</b>	Remuneration policies and practices should be designed to support strategy and promote long-term sustainable success. Executive remuneration should be aligned to the company purpose and values, and be clearly linked to the successful delivery of the company's long-term strategy.	Yes	Remuneration Committee report pages 52-56
<b>Q</b>	A formal and transparent procedure for developing policy on executive remuneration and determining director and senior management (i.e. the executive committee or the first layer of management below board level, including the company secretary) remuneration should be established. No director should be involved in deciding their own remuneration outcome.	Yes	Remuneration Committee report pages 53-56
<b>R</b>	Directors should exercise independent judgement and discretion when authorising remuneration outcomes, taking account of company and individual performance, and wider circumstances.	Yes	Remuneration Committee report pages 52-56
<b>32</b>	The board should establish a remuneration committee of independents NEDs, with a minimum membership of three, or in the case of smaller companies, two. In addition, the chair of the board can only be a member if they were independent on	Yes	Remuneration Committee report pages 52

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
	appointment and cannot chair the committee. Before appointment as chair of the committee, the appointee should have served on a remuneration committee for at least 12 months.		
33	The remuneration committee should have delegated responsibility for determining the policy for executive director remuneration and setting remuneration for the chair, executive directors and senior management.  It should review workforce remuneration and related policies and the alignment of incentives and rewards with culture, taking these into account when setting the policy for executive director remuneration.	Yes	Remuneration Committee report pages 52-56
34	The remuneration of NEDs should be determined in accordance with the Articles of Association or, alternatively, by the board. Levels of remuneration for the chair and all NEDs should reflect the time commitment and responsibilities of the role. Remuneration for all NEDs should not include share options or other performance-related elements.	Yes	Remuneration Committee report pages 55-56
35	Where a remuneration consultant is appointed, this should be the responsibility of the remuneration committee. The consultant should be identified in the annual report, alongside a statement about any other connection it has with the company or individual directors. Independent judgement should be exercised when evaluating the advice of external third parties and when receiving views from executive directors and senior management.	Yes	Remuneration Committee report pages 52
36	Remuneration schemes should promote long-term shareholdings by executive directors that support alignment with long-term shareholder interests. Share awards granted for this purpose should be released for sale on a phased basis and be subject to a total vesting and holding period of five years or more. The remuneration committee should develop a formal policy for post-employment shareholding requirements covering both unvested and vested shares.	Not applicable.	Not applicable – share awards do not form part of Tideway remuneration schemes
37	Remuneration schemes and policies should enable the use of discretion to override formulaic outcomes. They should also include provisions enabling the company to recover and/or withhold sums or share awards and specify the circumstances in which it would be appropriate to do so.	Yes	Remuneration Committee report pages 52-56
38	Only basic salary should be pensionable. Pension contribution rates for executive directors or payments in lieu should be aligned with those available to the workforce. The pension consequences and associated costs of basic salary increases and any other changes in pensionable remuneration, or contribution rates, particularly for directors close to retirement, should be carefully considered when compared to workforce arrangements.	Yes	Please see further information below re pension arrangements
39	Notice or contract periods should be one year or less. If it is necessary to offer longer periods to new directors recruited from outside the company, such periods should reduce to one year or less after the initial period.  The remuneration committee should ensure compensation commitments in directors' terms of appointment do not reward poor performance. They should be robust in reducing compensation to reflect departing directors' obligations to mitigate loss.	Yes	Please see further information below re Board appointments and succession arrangements  Remuneration Committee report pages 52-56
40	When determining executive director remuneration policy and practices, the remuneration committee should address the following: <ul style="list-style-type: none"> <li>• Clarity – remuneration arrangements should be transparent and promote effective engagement with shareholders and the workforce;</li> <li>• Simplicity – remuneration structures should avoid complexity and their rationale and operation should be easy to understand;</li> <li>• Risk – remuneration arrangements should ensure reputational and other risks from excessive rewards, and behavioural risks that can arise from target-based incentive plans, are identified and mitigated;</li> <li>• Predictability – the range of possible values of rewards to individual directors and any other limits or discretions should be identified and explained at the time of approving the policy;</li> <li>• Proportionality – the link between individual awards, the delivery of strategy and long-term performance of the company should be clear. Outcomes should not reward poor performance; and</li> </ul>	Yes	Remuneration Committee report pages 52-56

	<b>Principles (A - R) and Provisions (1 – 41)</b>	<b>Comply Yes / No / Not Applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2023/24):</b>
	<ul style="list-style-type: none"> <li>Alignment to culture – incentive schemes should drive behaviours consistent with company purpose, values and strategy.</li> </ul>		
<b>41</b>	<p>There should be a description of the work of the remuneration committee in the annual report, including:</p> <ul style="list-style-type: none"> <li>An explanation of the strategic rationale for executive directors' remuneration policies, structures and any performance metrics;</li> <li>Reasons why the remuneration is appropriate using internal and external measures, including pay ratios and pay gaps;</li> <li>A description, with examples, of how the committee has addressed the factors in Provision 40;</li> <li>Whether the remuneration policy operates as intended in terms of company performance and quantum. If not, what changes are necessary;</li> <li>What engagement has taken place with shareholders and the impact this has had on remuneration policy and outcomes;</li> <li>What engagement with the workforce has taken place to explain how executive remuneration aligns with the wider company pay policy; and</li> <li>To what extent discretion has been applied to remuneration outcomes and the reasons why.</li> </ul>	Yes	Remuneration Committee report pages 52-56

**Ofwat's Board Leadership, Transparency and Governance Principles – Tideway compliance mapping 2025**

<b>Objectives and Provisions</b>	<b>Comply Yes / No / Not applicable</b>	<b>For further information (all page references are to the Tideway Annual Report 2022/23):</b>
<p><b>Objective 1: Purpose, Values and Culture</b> The regulated company board establishes the company's purpose, strategy and values and is satisfied that these and its culture reflect the needs of all those it serves.</p>	Yes	Board Focus and Principal Activity pages 42-43 Our Vision, Purpose and Values page 6
i. The board develops and promotes the company's purpose in consultation with a wide range of stakeholders and reflecting its role as a provider of an essential public service.	Yes	Our Business Model page 10 Board Focus and Principal Activity pages 42-43
ii. The board makes sure that the company's strategy, values and culture are consistent with its purpose.	Yes	Board Focus and Principal Activity pages 42-43 Our Vision, Purpose and Values page 6
iii. The board monitors and assesses values and culture to satisfy itself that behaviour throughout the business is aligned with the company's purpose.	Yes	Report from Designated Non-Executive Director, Mohammed Saddiq page 16
iv. Companies' annual reporting explains the board's activities and any corrective action taken. It also includes an annual statement from the board focussing on how the company has set its aspirations and performed for all those it serves.	Yes	Our Strategy, Objectives & Priorities for 2025/26 page 34 Our Strategy, Objectives & Priorities for 2025/26 page 34 Board Focus and Principal Activity pages 42-43
<p><b>Objective 2: Standalone regulated company</b> The regulated company has an effective board with full responsibility for all aspects of the regulated company's business for the long term.</p>	Yes	Board Evaluation page 45 The Role of the Board page 42 Corporate Governance Statement 2025 page 37
i. The regulated company sets out any matters that are reserved for shareholders or parent companies (where applicable); and explains how these are consistent with the board of the regulated company having full responsibility for all aspects of the regulated company's business, including the freedom to set, and accountability for, all aspects of the regulated company's strategy.	Yes	The Role of the Board page 42 Shareholder Reserved Matters page 58
ii. Board committees, including but not limited to audit, remuneration and nomination committees, report into the board of the regulated company, with final decisions made at the level of the regulated company.	Yes	The Role of the Board page 42 Committee reports pages 46-56

<p>iii. The board of the regulated company is fully focused on the activities of the regulated company; takes action to identify and manage conflicts of interest, including those resulting from significant shareholdings; and ensures that the influence of third parties does not compromise or override independent judgement.</p>	<p>Yes</p>	<p>The Role of the Board page 42</p> <p>Please see further information below re processes for identifying and managing conflicts of interest</p>
<p><b>Objective 3: Board leadership and transparency</b>  <b>The board's leadership and approach to transparency and governance engenders trust in the regulated company and ensures accountability for their actions.</b></p>	<p>Yes</p>	<p>Our Strategy, Objectives &amp; Priorities for 2025/26 page 34  Relationship with Shareholders pages 57-58</p> <p>Other information on Tideway's approach to board leadership, transparency and governance can be found throughout the Annual Report and below.</p>
<p>The regulated companies publish the following information in a form and level of detail that is accessible and clear for customers and stakeholders:</p> <p>i. An explanation of group structure;</p> <p>ii. An explanation of dividend policies and dividends paid, and how these take account of delivery for customers and other obligations (including to employees);</p> <p>iii. An explanation of the principal risks to the future success of the business, and how these risks have been considered and addressed;</p> <p>iv. The annual report includes details of board and committee membership, number of times met, attendance at each meeting and where relevant, the outcome of votes cast; and</p> <p>v. An explanation of the company's executive pay policy and how the criteria for awarding short and long-term performance related elements are substantially linked to stretching delivery for customers and are rigorously applied. Where directors' responsibilities are substantially focussed on the regulated company and they receive remuneration for these responsibilities from elsewhere in the group, policies relating to this pay are fully disclosed at the regulated company level.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Relationship with Shareholders pages 57-58</p> <p>Distributions page 17</p> <p>Risk Management pages 28-29</p> <p>Director's attendance at Scheduled Board and Board Committee meetings page 44  Board Focus and Principal Activity pages 42-43  Committee reports pages 46-56  Remuneration Committee Report pages 53-55</p>
<p><b>Objective 4: Board structure and effectiveness</b>  <b>Boards and their committees are competent, well run, and have sufficient independent membership, ensuring they can make high quality decisions that address diverse customer and stakeholder needs.</b></p>	<p>Yes</p>	<p>Corporate Governance Statement 2025 page 37  The Board Members pages 38-39  Committee reports pages 46-56</p>
<p>i. Board and committees have the appropriate balance of skills, experience, independence and knowledge of the company. Boards identify what customer and stakeholder expertise is needed in the boardroom and how this need is addressed.</p>	<p>Yes</p>	<p>Division of Responsibilities within the Board page 44  Sector experience page 45</p> <p>Board Evaluation page 45  Nomination Committee page 47</p>
<p>ii. Independent non-executive directors are the largest single group on the board.</p>	<p>Yes</p>	<p>Corporate Governance Statement 2025 page 37</p>
<p>iii. The chair is independent of management and investors on appointment and demonstrates objective judgement throughout their tenure. There is an explicit division of responsibilities between running the board and executive responsibility for running the business.</p>	<p>Yes</p>	<p>Chairman's biography page 38  Division of Responsibilities within the Board page 44</p>
<p>iv. There is an annual evaluation of the performance of the board. This considers the balance of skills, experience, independence and knowledge, its diversity, how stakeholder needs are addressed and how the overarching objectives are met. This approach is reported in the annual report and any weaknesses are acted on and explained.</p>	<p>Yes</p>	<p>Board Evaluation page 45</p>
<p>v. There is a formal, rigorous and transparent procedure for new appointments which is led by the nomination committee and supports the overarching objective.</p>	<p>Yes</p>	<p>Nomination Committee Report page 47</p>
<p>vi. To ensure there is a clear understanding of the responsibilities attached to being a non-executive directors in this sector, companies arrange for the proposed, final candidate for new non-executive appointments to the regulated company board to meet Ofwat ahead of a formal appointment being made.</p>	<p>Yes</p>	<p>Please see further information below re the process for Board appointments</p>

vii. There is a majority of independent members on the audit, nomination and remuneration committees and the audit and remuneration committees are independently led.	Yes	Committee reports pages 46-56
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## **Further information**

### **Board appointments**

All the Independent Non-Executive Directors have letters of appointment and they have one- to three-year terms. Each has confirmed that they are able to allocate sufficient time to Tideway to discharge their responsibilities effectively. They are required to declare any proposed additional appointments or changes of circumstance which could adversely affect their ability to discharge their responsibilities and are reminded periodically to do so.

On appointment to the Board and committees, all Directors receive a tailored induction. It includes meetings with Directors and senior management, to help new Directors build a detailed understanding of how Tideway works and the key issues it faces. Directors are invited to attend one of our EPIC induction days and are also encouraged to visit construction sites.

The Deputy Company Secretary arranges for all proposed candidates for non-executive appointments to the Board to attend a pre-appointment meeting with Ofwat, typically ahead of the formal appointment being made. The candidate receives a briefing from the Head of Regulation and the Deputy Company Secretary prior to the meeting, which together with the meeting itself, helps to ensure there is a clear understanding of the responsibilities attached to being a non-executive director in the sector.

The Board reviews each Independent Non-Executive Director's performance before the term of their appointment expires, and agrees reappointment subject to a number of considerations, including reviewing the individual director's performance and the skills required on the Board to meet the project's evolving needs. The Independent Non-Executive Directors' terms and conditions of appointment can be requested from the Deputy Company Secretary.

### **Board succession planning**

The Board succession plan has been prepared to ensure the Board and its committees have the appropriate skills, experience and knowledge appropriate to the evolving nature of the project. Diversity considerations are built-in to succession planning and board-mapping and external search consultants (where used) are required to provide a diverse list of candidates and to demonstrate they are actively engaged in initiatives that support the development of a pipeline of candidates from diverse backgrounds.

### **Conflicts of interest**

The Shareholders' Agreement and Tideway's Articles of Association set out a process of identifying and managing actual or perceived conflicts of interest. The Deputy Company Secretary requests that all Directors complete a Declaration of Interest Form every six months and Directors are expected to raise any potential, actual or perceived conflicts as soon as they arise so the Board can consider them at the next available opportunity. In addition, Directors are asked to declare any conflicts of interests at the start of every Board meeting and may be asked to remove themselves from any related discussions and/or decision making where a potential conflict is identified. The Deputy Company Secretary holds a register of all declared interests and conflicts.

### **Information and Support**

The Executive Directors regularly update the Board and Shareholders on key matters. Both the Board and its committees have access to independent professional advice at Tideway's expense, where it is necessary to discharge their responsibilities as Directors.

The Deputy Company Secretary is responsible for advising the Board on all governance matters. All directors have access to the advice of the Deputy Company Secretary, the appointment and removal of whom is a matter for the Board.

### **Pensions**

Detailed information on remuneration is contained in the Remuneration Committee report in the Annual Report. As regards pensions, only basic salary is pensionable and this arrangement applied to all Tideway employees therefore arrangements for executive directors are aligned with those available to the workforce.

**Gender balance in senior management**

As at 31 March 2025, the representation of women within the Executive Management Team and their direct reports (excluding the CEO, CFO and CTO) was 48% in total. Further information on the project's broader diversity and employment goals can be found in the remuneration committee report.