



**Skipton
Group**

A photograph of two women in winter jackets looking at a plant in a garden. The woman on the left is wearing a blue puffer jacket and a grey knit sweater, smiling. The woman on the right is wearing a dark quilted jacket and a dark scarf, looking intently at the plant. They are standing in a garden with green foliage and red flowers. The background is slightly blurred, showing a building with a blue roof.

Summary Financial Statement



Summary Financial Statement 2025

Thank you for being part of Skipton. This summary is based on our audited Annual Report and Accounts, Directors' Report and Annual Business Statement.

The full documents are available at skipton.co.uk/financialresults. You can also request them from 10 March 2026 by emailing annualaccountsrequest@skipton.co.uk, or by contacting your local Skipton branch.

Summary Directors' Report

At Skipton Group we are owned by our members. That means the profits we make are retained in the Society, allowing us to offer members better savings rates, fairer mortgages, improved services and greater access to advice - all to help you achieve your financial goals.

2025 was another strong year for the Group. We made a profit before tax of £275.2m (2024: £318.6m), despite a challenging economic backdrop and a 'stop-start' housing market. 2025 tested our resilience and agility, but we stayed focused on what really matters: helping people have a home, saving for life ahead, and supporting long-term financial wellbeing.

Last year, our Homes business helped more than 26,000 first-time buyers onto the property ladder (2024: 20,000). That makes up 50% of our new lending (2024: 44%) - well ahead of the goal that we originally set for 2028. Supporting first-time buyers is something we care deeply about, and we continue to play an active role in the national debate around UK affordable housing. Our commitment to first-time buyers helped our market share in this segment grow from 3.8% to 4.0% (Source: UK Finance - Regulated Mortgage Survey, November 2025).

Connells, our property services group, continued to make moving home easier, supporting around one in ten home movers across the UK. Despite tougher market conditions, Connells helped 86,000 property exchanges go through (2024: 79,000), grew their income to £1,177m (2024: £1,069m) and now manage over 128,000 rental properties (2024: 126,000). In addition, Connells' mortgage services team continued to offer whole-of-market advice, arranging £33.3bn of mortgage lending across UK providers (2024: £31.7bn).

Our Money business continued to provide guidance, advice and products to members, to support financial wellbeing and help members make the most of their money. In 2025, we delivered more than 64,000 free advice conversations, a 63% increase on

last year - giving more members the support they needed. For those with more complex and long-term needs, Skipton is still the only building society offering Regulated Advice - and through this service, we helped 5,836 customers last year (2024: 5,385).

Our mortgage and savings products continued to grow faster than the market, demonstrating the trust members place in us. In 2025, our Group mortgage book passed £33bn and our Society savings book reached the £30bn milestone for the first time - revealing a strong demand for products that help members save their money, have a home, and plan for the future.

Other parts of the Group also help us deliver value to members. Skipton Business Finance (SBF) grew profits by 8%. While Jade, our AI and software business, welcomed Contec Group International Limited to the Group - an investment expected to boost Jade's annual revenue by up to 25%. SIL delivered profit before tax of £12.1m, as it continued to transition its business and strengthen its control environment to enhance its client offering.

Making membership matter more

Everything we do is designed to put our members first - and throughout 2025, we stayed focused on making membership matter. We're proud that more people chose to join us, with membership growing by 4% last year to 1,317,047 (2024: 1,266,608).

A big part of being a mutual is making sure members get real value. In 2025, we continued to offer above-average savings rates, delivering 0.68% more than the market (2024: 0.74%). That meant an extra £196m in interest went straight into members' pockets. By consistently offering rates above the market, we're showing our commitment to fairness - and helping your money work harder for the future.

In 2025 we developed more products tailored to your needs, like our Delayed Start Mortgage. We also launched a member-exclusive mortgage range, offering £250

cashback as a thank you for choosing Skipton again. Thousands of members also benefited from exclusive savings rates - helping over 90,000 people grow their money for the long-term.

Membership is about more than just products. This year, we continued to focus on recognising and supporting members at meaningful moments in their lives. We made over 20,000 gestures of goodwill - including gifts for more than 2,000 members at special times. And for first-time buyers, we celebrated alongside them by gifting over 20,000 Home Mover Boxes, filled with essentials for their new home.

Standing up for members and society

We know many people are facing real challenges when it comes to affording a home. That's why we continued to use our voice to push for meaningful change - not just for our members, but for society as a whole.

We published two new editions of the Skipton Group Home Affordability Index, highlighting the barriers first-time buyers face - with five million young adults still living with their parents. These insights helped us start conversations with policymakers, including the Treasury Select Committee. We spoke up for fairer rules, including Loan to Income caps, Stamp Duty and improving the Lifetime ISA.

We also stood together with other building societies to oppose proposed cuts to the Cash ISA allowance, which could impact both savers and borrowers.

Supporting the communities where our members live and work has always mattered to us. Every Society colleague can take up to three volunteering days each year to support causes they care about.

In 2025, £164,000 was shared across 82 branches, supporting 246 local charities chosen by colleagues who know their communities best. And as a Group, we remain committed to donating 1% of our profit before tax to charity every year.

We'll continue raising awareness of what membership means - making sure more members can enjoy the benefits. That includes more exclusive rates, more tailored products, and new offerings for both

long-standing members and those joining us for the first time.

Our focus remains simple: to keep making membership matter - in ways you can genuinely feel.

Enhancing member and broker satisfaction

Listening to our members guides everything we do. It's helped us invest in technology, systems, and colleague development, so you can interact with us seamlessly in the channels that work best for you. By combining our colleagues' expertise with technology, we can deliver a human-touch experience, even in a digital world.

In 2025, we were proud that 60,647 members voted in our AGM, helping shape how the Society is run and even choosing our charity partner for the year. Members selected Refuge, supporting vital work helping survivors of abuse regain control of their finances and confidence in managing money.

We know your voice matters, so we continue to encourage participation through forums like our member panel and digital collaboration platform. These conversations help us understand the topics that matter most - from longer-term mortgage products and life insurance, to online security and the 'Great Wealth Transfer'.

By listening to members and colleagues, we've been able to maintain high service standards. Despite rising expectations, 90% of members and customers reported they were satisfied with the service they received.

Investing for the future

As a mutual, we focus on long-term member value rather than short-term gains. That means investing in technology, service, and innovation to deliver lasting benefits for both our members and the communities we serve.

We're always looking for ways to make things better for our members. In 2025, our new Customer Engagement Platform supported over 24,800 advice conversations. At the same time, more than 1,000 colleagues received extra training to improve their skills, so they can give you even better support.

Our new app and enhanced Portal are making digital interactions simpler and more intuitive. During 2025, we rolled-out the app to all borrowers, and 57% of those who downloaded it are regular users. Full deployment across our member base will continue in 2026, with more features to make managing your money even easier.

We've also improved processes for brokers and borrowers, streamlining journeys and better using technology, making it faster for members to get the support they need.

Automation and AI tools, including Microsoft Copilot, have given colleagues instant access to the information they need. Since April, over 1,270 colleagues have been using these tools to work smarter, freeing them up to provide better service to you.

Our AI and software business, Jade, continues to innovate, creating automation and AI tools for clients while supporting Group IT systems. These innovations help us invest in a stronger, more sustainable Society for our members.

Through Connells group, via Legal Marketing Services (LMS), we're improving the home buying and selling journey. Our National Property Transaction Network (NPTN) pilot cut the time from Sold Subject to Contract (SSTC) to exchange by 35% and reduced cancellations by 43%. We're now taking steps to scale this across the market, aiming to transform property transactions for everyone in the UK.

We've also made targeted acquisitions to support growth and member value, including additions to Jade, and within Connells, to Lambert Smith Hampton and their London estate agency portfolio.

Growing our colleagues and talent

We're committed to creating a culture across our Group where colleagues can reach their potential, make a real difference for members and customers, and feel a genuine sense of belonging. At Skipton, we know that diverse perspectives and inclusive practices make us stronger and help us serve our members and communities better.

In 2025, we enhanced our leader training and made improvements to our Workday platform, giving colleagues faster access to the

insights they need. We've also shared skills and expertise across the Group to support colleague growth.

Our colleagues are at the heart of our success. By embedding our new Society colleague listening survey, we've turned feedback into real action. Engagement levels have risen by nine points, with 89% of colleagues participating in the survey.

We're also strengthening and diversifying our leadership team, welcoming new executive and senior talent, including Jasvinder Gakhal as CEO of our Money business and Susan Fouquier as CEO of Skipton International (SIL).

In 2024, we achieved gender parity in senior roles, as recognised by the HM Treasury Women in Finance Charter, and we maintained that position in 2025. Our partnership with WISE (Women in Science and Engineering) will help us to continue embedding gender parity across the Society and wider Group.

As we grow, we'll keep investing in our people, developing their skills, and evolving their experience - ensuring Skipton remains a diverse, inclusive, and supportive place to work.

Continuing with purpose into 2026

We're proud of the progress we've made as a Group, and we want to thank our colleagues across Skipton for everything they do to support our members, customers and communities.

We know many people are still facing real financial pressures - whether that's buying a first home, saving for the future, or looking for trusted advice. Throughout 2025, we've stayed focused on helping where it matters most, through practical products, clear guidance and by using our voice to push for positive change.

Looking ahead to 2026, we expect uncertainty to continue. But our strength as a mutual means we can keep putting members first - investing in better experiences, stronger services and long-term financial wellbeing.

We're confident that, together, the Skipton Group will continue to make a meaningful difference - helping to build a more financially resilient society for generations to come.

Group results for the year ended 31 December

	2025 £m	2024 £m
Net interest receivable	514.9	488.4
Other income and charges	1,197.8	1,112.8
Fair value gains	(1.9)	18.0
Administrative expenses	(1,423.4)	(1,312.3)
Impairment and provisions	(12.2)	11.7
Profit for the year before taxation	275.2	318.6
Taxation	(66.2)	(78.1)
Non-controlling interests	(0.4)	-
Profit for the financial year attributable to members	208.6	240.5

Underlying Group profit before tax for 2025 was £294.9m (2024: £302.3m) as follows:

	2025 £m	2024 £m
Total Group profit before tax	275.2	318.6
Less / add back fair value (gains) / losses in relation to the equity release portfolio	6.4	(9.3)
Less fair value gains on share warrants and equity share investments	(6.0)	(7.0)
Add back fair value losses on the loan to defined benefit scheme	2.2	-
Less profit on disposal of subsidiary undertakings	(10.8)	-
Add back charge on buy-back of Permanent Interest-Bearing Shares (PIBS)	27.9	-
Underlying Group profit before tax	294.9	302.3

Group financial position at 31 December

Assets	2025 £m	2024 £m
Liquid assets	5,982.9	6,694.8
Residential mortgages	33,045.6	30,255.6
Commercial and other loans	334.1	346.4
Equity release portfolio	263.1	277.2
Derivative financial instruments	350.8	752.1
Fixed and other assets	767.7	689.2
Total assets	40,744.2	39,015.3

Liabilities	2025 £m	2024 £m
Shares	30,526.3	28,268.5
Borrowings	6,408.7	6,786.0
Derivative financial instruments	186.2	225.1
Other liabilities	387.2	336.5
Subordinated liabilities and subscribed capital	371.2	731.8
Reserves	2,861.0	2,667.6
Non-controlling interests	3.6	(0.2)
Total liabilities and equity	40,744.2	39,015.3

Group statement of movement in reserves	2025 £m	2024 £m
Reserves at 1 January	2,667.6	2,421.5
Net income / (expense) for the year not recognised in the Income Statement	(15.2)	5.6
Profit for the year	208.6	240.5
Reserves at 31 December	2,861.0	2,667.6

Summary of key financial ratios	2025%	2024 %
Gross capital as a percentage of shares and borrowings	8.76	9.70
Liquid assets as a percentage of shares and borrowings	16.20	19.10
Group profit after tax for the year as a percentage of mean total assets	0.52	0.63
Group costs as a percentage of mean total assets	3.57	3.44
Society costs as a percentage of mean total assets	0.70	0.73

Definitions

Gross capital represents the general reserve together with the fair value reserve, cash flow hedging reserve, cost of hedging reserve, translation reserve, subordinated liabilities, subscribed capital and non-controlling interests as shown within the Group Statement of Financial Position. The gross capital ratio measures the Group's gross capital as a percentage of shares, deposits and borrowings.

Liquid assets represent the total of cash in hand and balances with the Bank of England, loans and advances to credit institutions and debt securities. Liquid assets are generally readily realisable, enabling the Group to meet its general liabilities during the year.

Group profit after tax as a percentage of mean total assets measures the proportion that the Group's profit after tax for the year bears to the average of the Group's total assets during the year. Mean total assets are calculated as the average of the closing total asset balances as at 31 December 2024 and 2025 as shown within the Group Statement of Financial Position. A reasonable level of profit is required each year to maintain the gross capital ratio at a suitable level to protect investors' funds.

The cost to mean asset ratios measure the proportion that the administrative expenses bear to the average of the total assets during the year.

This Summary Financial Statement was approved by the Board of Directors on 17 February 2026 and was signed on its behalf by:

Gwyn Burr - Chair

Stuart Haire - Group Chief Executive

Paul Chambers - Group Chief Financial Officer

Statement of the Auditors to the Members and Depositors of Skipton Building Society

We have examined the Summary Financial Statement of Skipton Building Society for the year ended 31 December 2025 which comprises Group results for the year ended 31 December on page 6, the Group financial position at 31 December on pages 6 and 7, the Group statement of movement in reserves on page 7, and the Summary of key financial ratios on page 7, and the Directors' emoluments disclosures on pages 14 and 15.

Respective responsibilities of Directors and Auditors

The directors are responsible for preparing the Summary Financial Statement, in accordance with the Building Societies Act 1986, which includes information extracted from the Annual Report and Accounts and the auditable part of the Directors' Remuneration Report of Skipton Building Society for the year ended 31 December 2025.

Our responsibility is to report to you our opinion on the consistency of the Summary Financial Statement with the Annual Report and Accounts, the Directors' Report, the Directors' Remuneration Report and the Annual Business Statement, and its compliance with the relevant requirements of Section 76 of the Building Societies Act 1986 and the regulations made thereunder.

Basis of opinion

Our examination involved agreeing the balances disclosed in the Summary Financial Statement to the Annual Report and Accounts, the Directors' Report, the Directors' Remuneration Report, and the Annual Business Statement. Our audit report on the Society's Annual Report and Accounts describes the basis of our opinion on those financial statements and the auditable part of that report.

Opinion

In our opinion the Summary Financial Statement is consistent with the Annual Report and Accounts, the Directors' Report, the Directors' Remuneration Report and the Annual Business Statement of Skipton Building Society for the year ended 31 December 2025 and complies with the applicable requirements of Section 76 of the Building Societies Act 1986, and the regulations made thereunder.

Use of our report

This statement is made solely to the Society's members and depositors of Skipton Building Society, as a body, in accordance with Section 76 of the Building Societies Act 1986. Our audit work has been undertaken so that we might state to the Society's members and depositors those matters we are required to state to them in an auditor's statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Society and the Society's members and depositors as a body, for our audit work, for this statement, or for the opinions we have formed.

Ernst & Young LLP
Registered Auditors, Edinburgh

17 February 2026

Summary Directors' Remuneration Report

Annual Statement from the Chair of the Board Remuneration Committee

Dear member,

On behalf of the Board Remuneration Committee, I am pleased to share a summary of the Directors' Remuneration Report setting out the details of the executive directors' pay, incentives and benefits and the non-executive directors' fees for the year ending 31 December 2025.

The Committee

The focus of the Committee is to set the Directors' Remuneration Policy, including base pay, variable remuneration and other benefits for executive directors and Material Risk Takers (MRTs). The Committee also has oversight for reward for the broader colleague population.

The members of the Board Remuneration Committee are all independent non-executive directors of the Society and include members of the Board Risk, Board Audit and Board Change Committees.

The members of the Committee during the year were:

Steven Davis Non-Executive Director (Chair)

Heather Jackson Non-Executive Director (Chair of the Board Change Committee and member of the Board Risk Committee)

Mark Lund* Non-executive Director (member of the Board Audit Committee)

Graham Lindsay** Senior Independent Director (member of the Board Audit Committee)

*Stepped down from the Committee on 28 April 2025

**Joined the Committee on 19 May 2025



Throughout 2025, the Board Remuneration Committee met on eight occasions. Key considerations and decisions made by the Committee in 2025 included:

Remuneration component	Action taken
2024 SVPA* outturns & payments	Approved annual bonus awards for all employees in scope of the PRA and FCA remuneration rules in respect of the performance year 2024, considering the Group Chief Risk Officer’s risk report, the Group Chief Financial Officer’s sustainability review, performance outcomes versus scheme measures and related personal performance objectives.
2025 Group LTIP* design	Approval and implementation of overall grants for the LTIP scheme for the executive directors and selected Group Executive Committee colleagues. Determined the updated key performance measures and targets across the following areas: <ul style="list-style-type: none"> • Financial • Non-financial (further details of the measures and targets are set out in the Directors’ Remuneration Report in the Annual Report and Accounts 2025)
2025 SVPA design	Determined the updated key performance measures and targets across the following areas: <ul style="list-style-type: none"> • Financial • Customer and Colleague • Environmental, Social and Corporate Governance (ESG) • Personal performance objective targets
2025 Connells group LTIP design	Reviewed and approved the design and metrics of the LTIP and annual bonus measures for the Connells group executives for performance year 2025.
2025 Connells group subsidiary Executive Pay Review and incentives	Approved the 2025 salary increases and 2024 bonus awards for the subsidiary executive directors.
Market and regulatory review	Assessed external benchmarking data as an input to ensure Society remuneration remains competitive and appropriate. Received updates on the regulatory consultation on remuneration reforms and determined the approach to be taken by the Group as a result of the updated rules.
2026 Variable Pay plans and design	Considered and approved the design of the Society’s SVPA and LTIP plans and associated measures for the performance year 2026.
2026 Pay Review	Approved the 2025 salary awards for the Group Executive Committee, senior managers and Material Risk Takers (MRTs).

*SVPA stands for Senior Variable Pay Arrangement, which is the discretionary annual bonus plan in which the executive directors and selected members of the Group Executive Committee participate.

*LTIP stands for Long Term Incentive Plan, which is the discretionary three-year performance plan in which the executive directors and selected members of the Group Executive Committee participate.



The pay increase agreed for all colleagues in the Society, effective 1 January 2025, was 3%. The Society also provided an enhanced increase for those below the Real Living Wage. The pay increase awarded to the executive directors, effective 1 January 2025, was 3%.

Following a review by our independent remuneration advisors, and consideration of the external market benchmarks, the Committee awarded the Society's Chair a fee increase of 11.5% and the Senior Independent Directors fee increase of 10.7%. Pay awards of 3% were awarded to the non-executive directors effective 1 January 2025.

Awards of long and short-term variable pay in respect of performance in 2025

The Directors' Remuneration Report and Remuneration Policy for the year ended 31 December 2024 received strong member support, with between 92-93% of votes cast in favour at the AGM held in April 2025. Taking this outcome into account, and having assessed individual conduct and performance together with the Society's overall performance in 2024, the first LTIP grant* was awarded to the executive directors, providing a maximum opportunity of 75% of annual salary (based on the annual salary at the point of grant).

These awards will vest on the third anniversary of grant, subject to meeting

performance conditions measured over a three-year period ending on 31 December 2027. Any vested awards** at the end of the performance period will be disclosed in the 2027 Directors' Remuneration Report.

With the close of the year, the Committee reflected on the outcomes under the Executive 2025 SVPA and concluded that there was no requirement to apply any upward or downward discretion. After considering the financial, non-financial and personal performance, incentive payments awarded were between 38.54% and 40.78% of salary, where the maximum potential bonus under the scheme is 50% of salary.

In arriving at the decision on 2025 SVPA awards, a risk assessment process was undertaken, during which the Committee considered a range of factors and input from the Board Risk Committee. The Committee decided that no risk adjustments were required.

*Grant refers to the point at which an LTIP is formally awarded to an individual at the start of the performance period.

**Award refers to the value that becomes payable to a participant at the end of the LTIP performance period, once the Board Remuneration Committee has confirmed the extent to which the performance conditions have been met. It represents the final, earned outcome of the LTIP.



Remuneration regulations

The final policy position on the changes to the PRA regulation reforms were confirmed in October 2025. This included the simplification and reduction in the deferral time horizons for variable pay. The Committee remain committed to ensuring our reward approach remains fit for purpose and aligned with both the evolving regulatory landscape, the Group's pay policy and member interests. Whilst there will be an ongoing review of the application on practices under the updated regulations, the Committee have agreed that at present there will be no changes made to the payment scheduling of any historic bonus awards. Any awards made to the executive directors in respect of the 2025 performance year and onwards will be paid in accordance with the regulations. For further details see page 110 in the Directors' Remuneration Report in Annual Report and Accounts 2025.

2026 look forward

The Committee approved a pay award of 3% for the executive directors, effective from 1 January 2026, which is less than the average increase of 4.48% across the workforce.

The Chair and non-executives received a fee increase of 4%, effective 1 January 2026.

The performance measures proposed for the SVPA and the LTIP have been reviewed for 2026 to maintain a clear link between the annual discretionary bonus plan, the long-term incentive plan and how they support and reinforce business strategy. Details of the plans are set out in full in the Directors' Remuneration Report in the Annual Report and Accounts 2025.

Member voting on remuneration

The Committee has, for a number of years, invited members to vote (on an advisory basis) on the Directors' Remuneration Policy every 3 years and annual Directors' Remuneration Report every year, and takes member feedback into account when determining policy and outcomes.

We will be seeking an advisory vote on the Directors' Remuneration Report for the year ended 31 December 2025 at the AGM to be held in April 2026. I would like to thank members for their ongoing support and encourage you to vote in favour of the resolutions.

Steven Davis

Chair of the Board Remuneration Committee

Our directors' remuneration policy

Our full directors' remuneration policy is available in our Annual Report and Accounts 2024 on the Society's website.

Annual performance outcomes 2025

The table below summarises the measures, performance targets, outcomes and weightings of the 2025 SVPA.

2025 Performance Measures	Performance Target Range: Threshold - Maximum	Performance relative to targets	Outcome	Weighting: Group Chief Executive & Group Chief Financial Officer	Weighting: Other Executive Directors
Adjusted Group PBT ⁽¹⁾	£262.9m - £355.7m	Above threshold	£307.3m	17.5%	0%
Adjusted Society PBT ⁽¹⁾	£177.1m - £239.5m	Above target	£228.0m	17.5%	35%
Society Admin Expenses	£295.8m - £218.6m	Above target	£250.2m	10%	10%
Society net customer satisfaction	82% - 90%	At maximum	90%	15%	15%
Colleague engagement and culture	20 - 40	At maximum	42	5%	5%
ESG – D&I Women in Finance	46.7% - 50%	At target	48%	5%	5%
ESG – D&I Ethnicity	6.4% - 8%	At maximum	9.2%		
Personal Objective: performance has been assessed against both the delivery of the Society performance scorecard as well as individuals' goals, values and behaviours i.e. the "how" and the "what".				30%	30%

Note

1. For bonus purposes, the Group and Society PBT figures are adjusted as outlined in the Board Audit Committee Report in the Annual Report and Accounts 2025.

At the end of the year, the Committee reviewed the annual performance under the SVPA for all the executive directors and Group Executive Committee members. The incentive outcomes for 2025 are based on the performance relative to target for the SVPA measures. They also reflect the Committee's assessment of performance achieved against personal objectives, taking into consideration the views of the non-executive members of the Board.

Based on this overall assessment, the outcomes for the executive directors were between 38.54% and 40.78% of salary, reflecting the robust performance of the Group over the year.



Directors' remuneration 2025

The table below summarises the total remuneration of each executive director for 2025:

Executive Director	Role	Salary £000	Benefits (¹) £000	Pension (²) £000	Total fixed remuneration £000	SVPA £000	Total remuneration £000
Stuart Haire	Group Chief Executive	739	37	74	850	296	1,146
Paul Chambers	Group Chief Financial Officer	443	21	44	508	171	679
Andrew Bottomley ⁽³⁾	CEO, Money	190	9	26	225	35	260
Total remuneration		1,372	67	144	1,583	502	2,085

Notes

1. Includes all taxable benefits (private medical insurance, car allowance, health assessment, life assurance, group income protection and travel and accommodation).
2. Current executive directors receive 10% of base salary paid into the pension scheme up to the tax approved pension limits with any balance paid to them.
3. Andrew Bottomley's employment with the Society ended on 30 June 2025. Andrew also received 15% of base salary (excluding any unused holiday pay accrued, totalling £13,536) paid into the pension scheme during this period. The amount awarded to him under the SVPA takes into consideration the period in office from 1 January to 31 March 2025.

Non-executive directors' remuneration

The actual total fees and benefits for the non-executive directors who served in 2025 are set out in the following table. Detailed information regarding the non-executive directors may be found in the Corporate Governance Report in the Annual Report and Accounts 2025.

Non-Executive Director	2025			2024		
	Fees £000	Taxable Expenses ⁽¹⁾ £000	Total £000	Fees £000	Taxable Expenses ⁽¹⁾ £000	Total £000
Gwyn Burr (Chair)	290	1	291	260	3	263
Mark Lund (Deputy Chair) ⁽²⁾	49	3	52	146	6	152
Graham Lindsay (Deputy Chair) ⁽⁷⁾	73	4	77	-	-	-
Iain Cummings	117	6	123	115	6	121
Steven Davis ⁽³⁾	99	3	102	110	6	116
Hasintha Gunawickrema ⁽⁴⁾	79	4	83	12	1	13
Denis Hall	107	4	111	105	6	111
Heather Jackson	112	2	114	110	4	114
Philip Moore ⁽⁵⁾	44	2	46	133	5	138
Sarah Whitney ⁽⁶⁾	-	-	-	22	3	25
	970	29	999	1,013	40	1,053

Notes

- Expenses relate to reimbursement of travel and subsistence between home and the Skipton head office, including for attendance at Board and Committee meetings. In addition to reimbursement for expenses, any tax that arises is settled by the Society on behalf of the non-executive directors.
- Mark Lund was the Senior Independent Director for the Skipton Board. He was re-appointed as Chair of Connells, following Sarah Whitney's departure, on 1 March 2024. The annual payment of £50,000 received as Chair of Connells board is included in the table above. Mark Lund retired from the Society's Board on 28 April 2025 but maintains the role of Chair of Connells board until 13 February 2026.
- Steven Davis received a one-off fee in 2024 for additional duties carried out on behalf of the Board.
- Hasintha Gunawickrema was appointed as a non-executive director effective 1 November 2024.
- Philip Moore was the Chair of Connells' Audit and Risk Committee, and also a non-executive director of Connells Limited, for which he received an annual fee of £35,000, included in the table above. Philip Moore retired from the Board and Connells on 28 April 2025.
- Sarah Whitney was Chair of Connells' board until 29 February 2024, for which she received an annual fee of £50,000. The pro-rata amount is included in the table above.
- Graham Lindsay was appointed as the Senior Independent Director for the Skipton Board effective 19 May 2025.

**We can provide documents in large print, Braille or audio if you need them.
Please speak to a member of our team on 0345 850 1733 to find out more.**

Skipton Building Society is a member of the Building Societies Association. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority, under registration number 153706, for accepting deposits, advising on and arranging mortgages and providing Restricted financial advice. Principal Office, The Bailey, Skipton, North Yorkshire BD23 1DN.

Ref: 442286