

**SKIPTON**  
BUILDING SOCIETY



**AGM**  
2025



**Making  
membership  
matter**

# Welcome

**to Making Membership Matter.**  
In it you'll find a review of what we achieved in 2024 and some of our plans for the year ahead. There's also information on how you can vote at our Annual General Meeting (AGM).

2024 was another successful year across the Skipton Group. Skipton Building Society continued to invest in products, helped more first-time buyers onto the property ladder and enhanced access to advice to support long-term financial goals.

Skipton Building Society's 172<sup>nd</sup> year saw a general election in the UK which offers the chance for greater political certainty over the next few years. Inflation fell significantly in the UK and similarly we saw interest rates begin to fall by the end of the year. But cost-of-living challenges continue, and the interests of our members and customers remain our prime consideration.

## Our members

Skipton Building Society has continued to deliver on our purpose – to help more people have a home, help people save for life ahead and support long-term financial wellbeing.

- In 2024 we helped 41,658 customers secure a mortgage or buy a new home, including supporting 20,071 first-time buyers take their first step onto the property ladder.
- We opened 107,000 member exclusive savings accounts. And we continued to share our success as a mutual by offering good value rates to our mortgage and savings members.
- We expanded our financial advice proposition and helped 13,998 young

people save for their first home or retirement with a Lifetime ISA.

- We made significant progress with our programme to offer savings members more choice on how they open and manage their accounts.
- We continued to help members make decisions on their futures with our free My Money Review and Pension Health Check services.

## Our colleagues

I am proud to share the ongoing success of our Group, driven by the dedication and enthusiasm of our colleagues. Their unwavering commitment to going the extra mile for our members and customers is truly inspiring.

In 2024, we remained steadfast in our commitment to building an engaged and valued workforce by enhancing Diversity and Inclusion initiatives. We'll track our progress further across the course of 2025.

We are committed to supporting all colleagues aspiring to advance in their careers across the Skipton Group, creating an environment where all colleagues can thrive.

## Sustainability

Our businesses have collaborated to establish a Group-wide net zero commitment, aiming to achieve this target by 2050 or earlier, with interim target plans being developed in 2025. Our efforts remain focused on reducing our emissions and exploring ways to support the decarbonisation of UK housing. This includes applying learnings from the retrofit of a house in Skipton that was completed at the end of 2024.

This year, we have successfully established a Group Sustainability Committee to progress our approach to sustainability. We recognise the impact our individual

businesses have on climate change and we continue to take steps to minimise this. Built on Skipton Building Society's mutual heritage, we remain committed to giving back to our communities. We continue to pledge 1% of our annual Group profit before tax every year to charitable causes that align closely with our purpose.

At the 2024 AGM, members voted for Age UK (registered charity number 1128267) to receive a £2m donation over three years. And you'll have the chance to vote for another charity partner at this AGM (see p14 for more details).

### Board changes

During 2024 we continued to strengthen the board.

I was delighted to welcome Paul Chambers as Group Chief Financial Officer in March. In November Hasintha Gunawickrema joined the board as a non-executive director – we look forward to having her expertise on our board.

Andrew Bottomley has announced he will retire at this year's AGM after more than nine years at Skipton. Andrew has been an exceptional leader of our money business and leaves with our very best wishes. I thank him for his outstanding impact.

Phillip Moore will step down as a director of the Connells Group and as non-executive director of the Society at this year's AGM. I would like to thank Philip for his many contributions to both boards and we wish him our very best for the future.

Mark Lund will also retire from the board after nine years at this year's AGM. I have immensely valued his support as senior independent director over the years.

### The future

I continue to be excited about our opportunities over the coming years for us to deliver real value for our members and customers.

My focus as we move into 2025 is to ensure the Group remains strong, agile and able to grasp significant opportunities in an increasingly changing world.

We have a Group to be proud of – both individually as businesses and collectively as the Skipton Group.

We are strong and resilient. We are ambitious and innovative. And we are making membership matter more than ever before.

*G Burr*

**Gwyn Burr**  
Chair



# A fairer future

**Stuart Haire, Group Chief Executive, explains how we're supporting members in a changing financial landscape.**

**What are your personal highlights for 2024 as Skipton Group CEO?**

We helped over 20,000 first-time buyers – the most ever – get the keys to their first house. More than just a house, it's a place to call home, and that matters.

We also had over 39,000 advice conversations helping more people better prepare for their future.

Finally, we know the home-buying and selling journey could be much better. Our goal is to get people's keys to them faster. There's more work to do, but I'm proud that we've started working with others to make this process more transparent and efficient.

**What role does the wider Skipton Group play in supporting Society members?**

Firstly, there's a financial role. When interest rates go down, our profit margins reduce. But because more people buy houses, we receive extra income flow through our property group, Connells. We can use a share of this extra income for the Society, meaning we can continue to offer our members good value savings rates - aiming to stay above the rest of the market average.

The second role is how the different parts of our Group complement each other.



“

Our main aim is always to be fair. Fairness is at the heart of our pricing strategy.”

For example, we might help a Lifetime ISA member find a rental home, then support them in buying their first home, to saving for their child's education and eventually help them plan their legacy with us.

Finally, we recognise the UK needs to invest in making homes more energy efficient. We have the financial expertise, alongside the lending capability and the recent experience of our retrofitting project to look at how we build solutions for our members.

### **Why did the Skipton Group launch the Home Affordability Index in 2024?**

The Index highlights the challenges of not only buying a house but also renting in different locations around Great Britain.

It shows that younger, less well-off people are struggling to buy their own home or even rent. And we don't think that's fair. That's why we launched the Index, so it can be used as a tool for solution providers like us. We're lobbying with the government – alongside others – to try and find a way through this problem.

### **Interest rates began to fall over 2024. How is Skipton Building Society helping its members in this environment?**

When the Bank of England cuts the base rate, this is to get people to borrow, discourage saving and encourage spending to promote economic growth.

It's not our job to act against that, and doing so would make our business unprofitable. But we also recognise we're owned by our members – both borrowers and savers. What we want to do is use our profits to protect both sides by offering attractive mortgage rates and aiming to pay above market average savings rates.

Our main aim is to always be fair. Fairness is at the heart of our pricing strategy.

### **The Society started to offer financial education to members in 2024. How important is this to you?**

It's crucial because it means we're covering the entire advice spectrum – from offering education all the way to fully regulated advice. This means we can help members make their money work harder so they can live as fulfilling a life as their finances will allow.

### **How else are you making sure that membership matters?**

We're continuing to offer good value products – everyone likes to know they're getting a member exclusive.

We're also owned by our members, and this AGM – along with other opportunities – is a chance for them to feedback about the areas they view as important. We're really pleased to have signed up thousands of people to our member panel, which helps us better understand what our members need.

Finally, it's about how we can give back to society. We keep a small part of our profits back and ask our members what causes matter most to them, so that we can work with charities and projects to make a meaningful difference.

### **What are the key priorities for Skipton Building Society in 2025 and beyond?**

Our priorities will always remain helping more people into homes, helping people save for their life ahead and making membership matter.

How we do this evolves every year, from new technology to the products we offer. To stay relevant we need to invest in digital processes, though not at the expense of human interaction. We still need people that are trained to give honest and trustworthy advice.

But the main point is that our purpose is exactly the same as it was 172 years ago.

# Have your say

Being a member of Skipton Building Society gives you an important voice in how we're run. By voting at our Annual General Meeting (AGM), you can make yourself heard and influence our future plans. And, following the success of last year, you'll be able to vote to make a vital difference to charitable causes.

## How to vote

There are four ways you can vote:

- On the day of the AGM (Monday 28 April), either by attending the meeting in Skipton or by joining online.
- Online – using the voting codes in the 'Vote today' section of your form (or scan the QR code).
- By post – using the voting form and freepost return envelope in this pack.
- At your nearest Skipton Building Society branch.



## Your vote goes even further

For each eligible member who votes at the 2025 Annual General Meeting, Skipton Building Society will donate 50p to Age UK (registered charity no. 1128267) up to a maximum of £50,000.

## What are you voting on?

**First of all, we'd like you to vote on four Ordinary Resolutions that relate to the running of Skipton Building Society.**

We explain what these are on the right-hand page.

**Next, you can vote on the election and re-election of directors.**

This year, there's one director up for election and seven for re-election. They are only elected or re-elected if the majority of members vote in their favour. To find out more about each director, please see pages 15-19.

**Finally, we want you to choose our next charity partner.**

We've made a commitment to allocate 1% of our pre-tax Group profits each year to charitable causes. We need your help

deciding which charity will receive 60% of this funding, in order to promote financial wellbeing and support people experiencing hardship.

We've carefully selected two very worthy charity partner options for you to vote on (see page 14). This isn't a formal item of AGM business, so is not listed on the back page, but you can vote for our next charity partner when you vote at the AGM. You could make a huge difference to the people your preferred charity supports.

**On the back page, you'll find a full list of the resolutions and directors being voted on.**



## Make your vote count

Go to [skipton.co.uk/agm](https://skipton.co.uk/agm), or vote by freepost, in branch or at the AGM event.

# Our AGM

We would love you to join us in person for the AGM itself. Held at our principal office in Skipton, you'll have the chance to meet and quiz our board of directors about the things that matter to you. If it's easier, you can watch the AGM online, where you can put questions forward, as well as vote. For more information about how the live stream works, please visit [skipton.co.uk/agm](https://skipton.co.uk/agm).

## Ordinary Resolutions – what you need to know

An Ordinary Resolution is where members are asked to approve a proposal or report. To be approved, each Ordinary Resolution needs the majority of voting members to vote in favour of it.

### 1 To receive the Annual Report & Accounts

Our Annual Report & Accounts outlines the Skipton Group's operational and financial performance for 2024. Every year, we ask members to formally receive our latest Annual Report & Accounts.

### 2 To re-appoint Ernst & Young LLP as auditors

Ernst & Young LLP have been our external auditors since 2019, after a rigorous selection process. We'd like you to vote on whether to reappoint them for the year ending 31 December 2025.

### 3 To approve the Directors' Remuneration Report (other than the section headed 'Directors' Remuneration Policy') for the year ended 31 December 2024

This Ordinary Resolution is to approve the Directors' Remuneration Report for the financial year. The report is included in the Summary Financial Statement in your pack.

### 4 To approve the Directors' Remuneration Policy (as contained in the Directors' Remuneration Report for the year ended 31 December 2024)

The Directors' Remuneration Policy is summarised as a section of the Directors' Remuneration Report in the Summary Financial Statement. We're proposing an Ordinary Resolution to approve the policy.

The vote on resolutions 3 and 4 is treated as advisory only. The directors' entitlement to remuneration isn't conditional on this resolution being passed. However, it is still an important way of measuring members' views on this topic, which the board will discuss and be influenced by.

You can read the full Directors' Remuneration Report (including the Directors' Remuneration Policy) at [skipton.co.uk/financialresults](https://skipton.co.uk/financialresults). If you prefer, you can request a printed copy from: The Secretary, Skipton Building Society, The Bailey, Skipton, North Yorkshire BD23 1DN. Or you can call 0345 850 1733.

# Focused on you

Each year, we listen to you, support you, and put you first. And last year was no exception. Here's what we did in 2024 to give you even more as a member.

## Making membership matter

**We're on a mission to help members feel more valued than ever.**

### Our Member Commitments

Membership is more than simply being a customer. It means more value, more support, and having more of a say. To prove this, we launched our Member Commitments last July. Discover more at [www.skipton.co.uk/member-commitments](http://www.skipton.co.uk/member-commitments).

### Rewards for members

- **Boosting your savings**  
Throughout 2024, we offered member-exclusive products and services – such as our Member Bonds and the Member Bonus Saver. This January, we also unveiled our latest Member Regular Saver.
- **Feeling more prepared for retirement**  
Members can still benefit from our free Pension Health Check. This could help you discover if you're on track for the retirement you want and see if you could strengthen your plans.
- **Saving on energy costs**  
We continued to provide free, personalised Home Energy Efficiency reports (EPC+) for members who own a home built over 10 years ago. Provided by Vibrant (owned by Connells Ltd, part of the Skipton Group), this report will help

you understand how you could improve your home's energy efficiency and keep your energy bills down.

- **Meaningful Acts of Kindness**  
We like to give members something back during moments that matter. Last year, we launched our Home Move Box – which includes useful items and treats for new borrowers when they complete their mortgage with us.

Based on your feedback, we also introduced our Meaningful Acts of Kindness scheme – where our colleagues can send members a little gift at a significant time in their life. We're also looking at how we can send rewards to more members in future.

### Supporting our members

#### Becoming even more efficient

Over 2024, we worked hard to improve your digital journey with us and help you manage your savings even more efficiently.

As part of this, we launched phase one of our online Customer Engagement Platform last June. Featuring our new knowledge system – combined with AI tool, Copilot – this helps our teams answer your queries more quickly and easily.





### Investing in our branches

Not only are we committed to keeping all existing branches open until at least 2026, we want them to stay as accessible as possible for members – now and in the future. Last year, we refurbished seven of our branches, which included re-designing our Skipton branch to make it fully accessible.

There may be circumstances outside of our control that mean we have to close a branch. But we'll only do this if we don't have another workable option. We're committed to maintaining our high street presence.

### Our new website

Over 2024, teams across the Society worked collectively to enhance our [skipton.co.uk](https://www.skipton.co.uk) website. This went live on 8 February this year – with new and updated pages to improve your journey and help you navigate the website more easily.

### Keeping your money safe

We'll do everything we can to protect your money from fraudsters. Last year, our online 'safe hub' continued to provide key information to educate members on the latest scams. We also held 20 fraud awareness days at branches across Scotland and England – with some in conjunction with the local police force. Visit our Fraud and Security section on our website.



Rated "Excellent" December 2024

**We're incredibly proud to be rated 'Excellent' on Trustpilot. Here's what our members have to say:**

"Skipton's customer service is second to none. The person I spoke to was friendly, courteous, and knowledgeable. And my questions were answered without fuss or delay."

– Trustpilot review, November 2024

"I absolutely consider myself to be a member at Skipton. You feel valued, your opinions are taken into account. And by having the opportunity to vote for a charity, it's nice to know your money is going somewhere valuable."

– Skipton member, Penny



# Making members' money work harder

Once again, we've paid savings rates above the market average. In 2024, our average savings rate was 0.74% above the rest of market average for banks and building societies – delivering around £197m extra interest for our members\*.

**We believe everyone should have access to advice on their money.**

## Financial Advice Engine

As part of our mission to help even more members through financial advice, we unveiled our automated Financial Advice Engine last May. This is an award-winning digital tool used by our financial advisers – to help them provide advice quickly and improve the quality of our advice.

## My Money Review

We continued to offer My Money Review across our branches and introduced My Money Enquiry. 39,000 customers had a free conversation about their financial goals in 2024 – and were given recommendations that could help them make more of their money.

**Through our regulated Advice service, we currently have £4.7 billion of funds under management for our customers.**

\*£197m extra interest from paying 0.74% above the rest of market average for banks and building societies between January and December 2024. Rest of market as defined in CACI's Current Account and Savings Database, Stock, including fixed and variable rates. CACI is an independent company that provides financial benchmarking data from 40 savings providers, who together held £1.2tn of cash in savings accounts as at end of December 2024.

# Helping people into homes

We believe everyone deserves a place they can call home. And last year, we helped more than 20,000 first-time buyers achieve homeownership.

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## Our Home Affordability Index

With the Skipton Group supporting almost 1 in 10 people who have bought and sold a home, we know we can do so much more to help first-time buyers. So, we've collected data from across the Skipton Group and worked closely with Oxford Economics – to create the Skipton Group Home Affordability Index.

The Home Affordability Index assesses the affordability of buying, renting and living in different areas across Great Britain. It allows you to look up the cost of renting, buying a first home, and moving up the property ladder where you live. And you can also check how your area compares to others.

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## First-time buyer helpline

We know that the complexities of buying a first home can be tricky. So, we've provided a new helpline for brokers to help them have better conversations with clients who are first-time buyers. Brokers can talk to our dedicated team for extra support and to discuss the options available.

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## First-time buyer range

We released our first-time buyer range to help those struggling to get onto the property ladder. First-time buyers could benefit from a number of features to help knock down some of the financial barriers they face.

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## Make Your Move

We were proud to work with Channel 4 and Mail Metro Media to launch Make Your Move – a mini-series presented by TV presenter and financial expert, Tayo Oguntonade. Each episode saw Tayo and specialists from Skipton assess a couple's situation – and provide advice and tips on how they could achieve their goals. Make Your Move was a big hit, with the online episodes attracting a combined 1.1 million views.



# Building a more sustainable future

## The Big Retrofit

To better understand the pitfalls, costs and benefits of retrofitting a home, we decided to retrofit a house of our own, here in Skipton.

We worked with specialists to plan the works to install better insulation, triple-glazed windows, solar panels, battery storage and an air source heat pump.

By doing this ourselves, we can share our insights with members and customers, to help them improve the energy efficiency of their homes and make them cheaper to run.



## Branch Community Giving

In 2024, we donated £164,000 to good causes – voted by our members across our branch network.

## Cash for Kids Toy Appeal

Our Christmas Campaign kicked off in December to help us support the communities we operate in. We donated £50,000 to Cash for Kids – while also supporting their toy appeal throughout our branches and head office. We had the pleasure of working with Dilly Carter from Stacey Solomon’s Sort Your Life Out – who helped us to spread the word about the campaign.

It’s been great to hear how Cash for Kids – Mission Christmas made the most of our donation. From the discounts the charity achieved, they sourced just over £145,000 (recommended retail price) in toys from our £50,000 donation. This meant 2,900 children could receive £50 worth of gifts on Christmas Day.

## Supporting Age UK as our charity partner

Last year, our members chose Age UK to receive £2 million in funding over three years. The charity is using this money to provide 5,500 one-to-one, tailored advice sessions – to help vulnerable older people live in safe, secure, warm homes. It's also being used to fund the research into how the cost-of-living crisis impacts older households. These findings will be used to challenge the government and hopefully improve support for older people in need.



# Our future plans

## More member products and benefits

Over the coming months, we'll share more member-exclusive savings products. And we'll be carrying out research amongst our members to really understand their needs and what products, services, and benefits would make a difference to you. This includes looking at financial education and how we could help members more on their financial journey with us.

## Becoming even more relevant

We're keen to improve our digital platforms and processes further in 2025 – to create an even better journey for members.

- We'll be making more improvements to our Customer Experience Platform – to help us answer your queries even more quickly.
- We're actively revamping our app and online portal, Skipton Online – working with members to redesign the user experience, to create a more efficient and easy-to-use service.

## Supporting members in making their homes more energy efficient

We're committed to sharing what we've learned from our retrofit house. We're also doing further member research to understand how we can support our members in making their homes more energy efficient and more affordable to run.

## Home Affordability Index

In February, we introduced our second Home Affordability Index. We'll regularly update it with new data and insight – so it can be an even more useful tool for anyone looking to get onto, or climb, the property ladder.

# Who should be our next charity partner?

Following on from the success last year, we're excited to once again offer our members the opportunity to vote for our next charity partner.

Read on to find out more about the two projects that could benefit from Sipton Building Society funding or visit [skipton.co.uk/charity-vote](http://skipton.co.uk/charity-vote) for more details.



MyBnk is a financial education charity dedicated to creating a financially confident population.

**Project:** Money skills and confidence for those facing life's toughest challenges.

**What will they do?** MyBnk will use the funding to deliver expert-led financial education to those from deprived communities, in a number of key ways:

- By focusing on different generations affected by poverty, funding will help equip people with vital money management skills and encourage financial resilience.
- To help 200,000 disadvantaged individuals across the UK, MyBnk will launch three new financial education hubs and expand a number of their existing ones.
- MyBnk's aim is to enhance financial capability above the national average and to reduce care leaver homelessness to under 2%. This focuses on the challenges and pitfalls care leavers face, who are usually not ready to live independently.
- They'll engage with over 4,000 school children annually to reinforce lifelong positive financial habits.



For women and children.  
Against domestic violence.

Refuge provides life-saving support to survivors of domestic abuse and their children, so they can help rebuild their lives free from fear.

**Project:** Financial freedom for survivors of domestic abuse.

**What will they do?** Nearly one in six people in the UK are facing economic abuse, which often leaves them trapped with their abuser or struggling to rebuild their life.

Refuge will use the funding to make economic abuse support available nationally for the first time ever. This means over 120,000 survivors will have access to one-to-one specialist help regardless of their postcode.

They will help people deal with debts built-up by their abuser, secure online accounts and speak with banks, HMRC, and credit agencies to give them more financial freedom.

At the same time, Refuge will help raise awareness through national campaigns, working with the government, police, and banks to make sure no one is left to face economic abuse alone.

# Meet your board

Your board is responsible for our governance, strategy and business performance. We're asking you to elect or re-elect the Society's directors.

- Each director has been selected for their skills and experience.
- They bring their own specialist knowledge of different organisational cultures and industries.
- Every director fully embraces what the Society stands for. They want to do the very best for members, and grow the business over the long-term.

A director is only elected or re-elected if the majority of voting members vote in their favour. None of our directors have a personal business relationship with the Society or any of the Skipton Group companies.

**To find out more about what it means to be a member of a mutual, our board and the AGM, visit [skipton.co.uk/agm](https://skipton.co.uk/agm).**



## **Make your vote count**

Go to [skipton.co.uk/agm](https://skipton.co.uk/agm), or vote by freepost, in branch or at the AGM event.

## **Andrew Bottomley, Mark Lund and Philip Moore**

Andrew, Mark and Philip will step down from the board after the AGM. We'd like to thank them all for their commitment to Skipton and the important contribution they've made to the Society.

## Director for election



APPOINTED TO BOARD: 2024

### Hasintha Gunawickrema

Member of the Board Nominations Committee.

Hasintha brings 21 years of experience in financial services, working at Barclays Bank and HSBC Bank plc in Europe, India and the UK. In that time, she has led large-scale initiatives aimed at driving growth, including business, risk, digital, and culture transformation programs. Hasintha is an alumna of Harvard Business School and is a member of the Chartered Institute of Management Accountants (CIMA) - UK. She's a coach and mentor, dedicated to empowering future leaders.

**“Skipton’s mission of helping people into homes, saving for the future, and enjoying long-term financial security, resonates deeply with my own values. I firmly believe that financial services have the potential to create meaningful and positive changes in people’s lives. As a mutual organisation owned by its members, Skipton’s focus on giving back to the community and prioritising its members’ needs is something I am passionate about. I look forward to making a real difference in people’s lives through integrity, responsibility, and a commitment to their long-term well-being.”**

## Directors for re-election



APPOINTED TO BOARD: 2022

### Gwyn Burr

Chair of the Board, the Board Nominations Committee and the Non-Executive Remuneration Committee.

Gwyn brings wide-ranging executive experience in retail, thanks to her directorships at Asda and Sainsbury’s. She also has significant financial services experience, having previously held non-executive director positions with Principality Building Society, Sainsbury’s Bank plc and the Financial Ombudsman Service. She is currently a non-executive director at Metro AG and Ingleby Farms and Forests.

**“My role is to lead the board’s focus on the development and delivery of the corporate plan. I also remain focused on making membership matter. As members’ behaviour in dealing with their financial affairs continues to evolve, I’m working with the team to ensure we serve the needs of our members today and in the future. This includes championing change to deliver increased support for our members – which can be seen in the initiatives we’ve launched already and those we plan to introduce. I’m proud to lead a board that’s tireless in its efforts to support our members and colleagues and have a positive impact on their lives.”**





APPOINTED TO BOARD: 2024

## Paul Chambers

Group Chief Financial Officer and a member of the Group Executive Committee and Non-Executive Remuneration Committee.

Paul brings over 25 years' financial services experience, across international banking, wealth management and management consulting. He joined the board from Standard Chartered Group, where he held a number of senior leadership roles, the most recent being Group Financial Controller. Paul has an extensive track record of leading diverse teams through periods of change, from market entry to market exit. This includes launching new products and services, reporting and control process re-design, and core system change.

**"My priority in 2025 is to continue to understand the drivers of profitability across our Group. We need to ensure we optimise profit levels in an environment of increased downward pressure on interest margins, in our lending and deposits businesses, and continued inflationary pressures on our expenses. This will support us in our objective of making membership mean more, whilst continuing to fund the transformation of our products and services across our Group."**



APPOINTED TO BOARD: 2022

## Iain Cummings

Chair of the Board Audit Committee and a member of the Board Nominations, Risk and Change Committees.

Iain is a Fellow of the Institute of Chartered Accountants in England and Wales with over 35 years of experience working in the financial sector. He was a partner at KPMG for over 24 years, working with banks and other major financial services firms in both audit and advisory roles, including three years leading KPMG's banking audit practice. He is a non-executive director of Rathbones Group plc (a listed wealth manager), where he is Chair of the Audit Committee, and a non-executive director of Tradition London Group, which comprises the UK Subsidiaries of Compagnie Financiere Tradition SA (an interdealer broker), where he is Chair of the Audit and Risk Committees.

**"I was attracted to an organisation that takes a long-term view and focuses on delivering value to its members through supporting them with their mortgages to helping them plan and save for their future. In what was a year of significant change for the Society, my main priority was to ensure a smooth transition for our new Group Chief Financial Officer. This year, I'll be focusing on our assessment of our controls over financial reporting to meet the requirements of the updated Corporate Governance Code and our realisation of the value for members from the considerable levels of investment and change within the Society."**



APPOINTED TO BOARD: 2023

## Steven Davis

Chair of the Board Remuneration Committee and a member of the Board Nominations Committee.

Steven has over 35 years' experience in retail, FMCG and financial services, in the UK and abroad. Over the past 20 years he's held senior executive roles in HR, retail operations and change management, always with a strong focus on the colleague and customer experience. His last role was with Sainsbury's Bank, where he also sat on the Sainsbury's Group HR Executive.

Steven is a non-executive director of Peter Vardy, Scottish Ballet and Philip Kingsley. He brings a wealth of experience in strategy, change leadership and building strong customer propositions.

**"As our Consumer Duty Board Champion, I've continued to spend time with our colleagues to ensure we're delivering good customer outcomes and meeting our regulatory requirements. This year I'm particularly keen to understand the key frustrations for our members across all channels and to support the organisation in delivery of our business plan. I've always been driven by making a difference for both customers and colleagues. We are very fortunate to have colleagues who are passionate about doing the right thing for our members."**



APPOINTED TO BOARD: 2022

## Stuart Haire

Group Chief Executive and a member of the Non-Executive Remuneration Committee and Chair of the Group Executive Committee.

Stuart has over 20 years of business leadership experience across financial services. He brings a unique blend of technical and customer facing skills and experience which will support delivering value to our members and the modernisation of the Group. Stuart is driven by the purpose of serving members' interests now and preparing the business so we can serve those interests in future. He's previously held senior executive roles at NatWest and HSBC and was CEO of Wealth and Personal Banking at HSBC UK.

**"I am fully focused on creating a strong franchise by careful stewardship of the group. This will ensure that it matters more to our members and customers. The Skipton Group is an incredible set of businesses. It's well placed to address challenges such as access to your first home, financial education and quality impartial advice, as well as improving access to the housing market and energy efficiency in UK homes. We've made a start, but there's so much more we need to do to support people in these crucial areas. My job is to make our organisation even more relevant for both existing and new members as they consider their long-term financial needs and aspirations."**



APPOINTED TO BOARD: 2017

## Denis Hall

Chair of the Board Risk Committee and a member of the Board Audit and Nominations Committees.

Denis has worked in senior risk roles with Citibank, Deutsche Bank and GE Capital. He brings a wide knowledge of risk management, regulation and financial services enabling him to chair the Board Risk Committee and provide support, advice and challenge to the executive team on risk management issues. Denis is a non-executive director of Germany's Aareal Bank where he sits on the Risk Committee and is Chair of the Audit Committee. He's also a non-executive director for Moneta Bank in the Czech Republic where he sits on both the Risk and Audit Committees and non-executive director and Chair of the Risk and Audit Committee for Auxmoney Holding in Ireland.

**"My priority has always been on making sure the interests of our members are safeguarded. Whatever happens in the world, it's important that we service their needs effectively. I'm a big advocate of Skipton's core principle in putting members first. And it's been great to see our member-driven values and purpose grow even further over the years. As well as the Society, I also serve on the boards of other financial institutions in Europe. This keeps me informed on current issues, so I can contribute to the Society by weighing up different approaches to common challenges."**



APPOINTED TO BOARD: 2018

## Heather Jackson

Chair of the Board Change Committee and a member of the Board Nominations, Remuneration and Risk Committees.

Heather brings her strong business operations, technology, strategy and change background which is vital as the Society focuses on improving our customer journeys through all channels and on our use of data to support better decision making. She has 25 years' experience in senior executive roles at Lloyds plc, Capital One, Boots the Chemist, Asda and Burton Group plc. She's a non-executive director for Ikano Bank Europe, Rothestay and The Veterinary Defence Society as well as a trustee director of Yorkshire Cancer Research.

**"My focus is on fairness and always considering situations from a member viewpoint. I want to make sure the change initiatives we're planning make the lives of our members and customers better and easier. Having always lived in Yorkshire, I'm focused on value for money! Making sure we have a positive impact on our members is what drives me personally. I am hugely motivated by the Society's colleagues' desire to serve all members' best interests and by our strong purpose."**

# Notice of Annual General Meeting 2025

This year, the Annual General Meeting (AGM) of Skipton Building Society is being held at The Bailey, Skipton, North Yorkshire BD23 1AP and online at [skipton.co.uk/agm](https://skipton.co.uk/agm) on Monday 28 April 2025 at 2pm. Doors open from 1.30pm.

**The meeting is for the following purposes:**

## Ordinary Resolutions

1. To receive the Annual Report & Accounts
2. To re-appoint Ernst & Young LLP as auditors
3. To approve the Directors' Remuneration Report (other than the section headed 'Directors' Remuneration Policy') for the year ended 31 December 2024
4. To approve the Directors' Remuneration Policy (as contained in the Directors' Remuneration Report for the year ended 31 December 2024)

## Election or re-election of directors

To elect or re-elect each of the following as directors of the Society:

- 5.1 To elect Hasintha Imalee Gunawickrema
- 5.2 To re-elect Gwyneth Victoria Burr
- 5.3 To re-elect Paul Stuart Chambers
- 5.4 To re-elect Iain Alexander Cummings
- 5.5 To re-elect Steven James Davis
- 5.6 To re-elect Stuart Arthur Haire
- 5.7 To re-elect Denis Arthur Hall
- 5.8 To re-elect Heather Louise Jackson

By order of the board

*David Travis*

David Travis, Secretary

28 February 2025

A member entitled to attend and vote at the AGM may appoint a proxy to attend and, on a poll, vote at the meeting in the member's place. The appointing member may instruct the proxy how to vote. A proxy does not need to be a member of the Society. Notes on voting, and details of where information on the business of the meeting can be found, are contained in the enclosed voting form.

**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.**

EPC Plus is not regulated by the Financial Conduct Authority. 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: 461\_322423\_14/02/2025



**Join us for this year's event**

You'll be able to attend this year's AGM either by coming to Skipton or by joining the meeting online. To help us plan the event, if you're going to join us in Skipton, please call 0345 850 1733 to register in advance. To join us online, visit [skipton.co.uk/agm](https://skipton.co.uk/agm). You will need the voting codes on your voting form and meeting code 30339 to join the meeting.