

2025 Annual General Meeting – Q&As

We received the following questions prior to and during the AGM and set out our responses below.

- 1. *Is there a reason why the board does not include a table detailing directors' remuneration in the summary document, and will it be included in the summary document sent to members in the future?***

Our approach with the Summary Financial Statement has been to provide key information to our members. It is limited to a financial summary; backward and forward-looking commentaries from our Chair and CEO; an introduction to our Board of Directors; an overview of our approach to remuneration, alongside the Auditor's statement. It is not intended to replicate the full Annual Report and Accounts available on our website and has been deliberately kept modest in size to minimise the environmental impact of printing and distribution by post.

The detail of Directors' remuneration is easily accessible in the full Annual Report and Accounts (note 7), and we have not attempted to bury it in any way. We will give the suggestion to include a table detailing directors' remuneration our full consideration in the future.

- 2. *Why do the directors not have a greater amount of money invested in the Society whose balance sheet they are seeking to grow in the coming year?***

It is a requirement of our rules that our directors hold at least £500 in a savings account, but to avoid any perceived conflict of interest we prefer to keep balances low. It is also important to understand that directors' investment decisions, just like everyone else, are driven by a number of factors often based on individual personal circumstances and portfolio preferences.

The directors' primary role is to provide strategic oversight and ensure the Society's growth and sustainability. Their effectiveness in these roles is not dependent on the amount of personal investment, but on their expertise, dedication, and the collective governance they provide.

- 3. *Has the Society had any interactions with Philips Trust Corporation, and what measures does the Society take to safeguard against any potential misconduct by its brokers?***

The Society has not had any interactions with Philips Trust Corporation. The Society only engages brokers on the mortgage side of its business, it does not use intermediaries on the savings side. All mortgage brokers employed by the Society are FCA registered and are thoroughly vetted, with controls and measures maintained throughout the relationship to ensure compliance. Brokers receive a procuration fee, which is payable at a standard rate in line with the market.

- 4. *What is the Audit Committee's view on the rotation of its auditors, both at the individual and firm level?***

The Audit Committee reviews the performance of its auditors on an annual basis to ensure an adequate level of service is maintained. The Audit Committee expects to initiate a search for a new audit firm every nine/ten years, with the individual audit partner rotating off the Society's account every five years.