

Members' Review 2025

Bath Building Society

We're different because you are

Key Highlights of the 2025 Financial Year



Profit on ordinary activities before tax decreased to:

£0.3m

due to the lower net interest income than in 2025 and continued investment in the Society's future success and resilience (2024: £1.6m)



Society Reserves increased by £0.2m to:

↑£48.7m

(2024: £48.4m)



Gross Mortgage Lending increased by 41.1% to:

↑£104.7m

(2024: £74.2m)



Net Promoter Score increased significantly to:

83.8

positively reflecting how likely members are to recommend us to others

(2024: 71.2)



Total Assets of the Society increased to:

↑£436m

7.7% higher than 2024 (£405m)



The Savings book increased by 8.2% to:

↑£381m

(2024: £352m)



Liquid Assets ratio reduced to:

↓16.4%

through targeted liquidity management but remains well above regulatory requirements (2024: 24.4%)



Arrears cases increased in the year to:

↑13

(2024: 10 cases)



Chair's Report

Joanne Evans
Chair of the Board

The Society has made excellent progress in realising its strategy, with 2025 seeing record mortgage lending and strong savings growth. During the year it also launched a new green self-build mortgage and refurbished the Wood Street Branch, which was officially re-opened by the Mayor of Bath. The Society's Branches are pivotal in supporting our Members achieve their financial goals.

The Bank of England Monetary Policy Committee (MPC) reduced the Bank Base Rate four times in 2025, from 4.75% at the start of the year to 3.75% after the December MPC meeting. This was welcome news for mortgage Members who have variable rate mortgages, as the Society reduced the Standard Variable Rate and therefore Members' monthly mortgage repayments reduced as well.

2025 saw record mortgage lending and strong savings growth.

For variable rate savers the interest rate on their savings accounts also reduced following the MPC Base Rate reductions.

We have launched a new green self-build mortgage.

However, the Society saw its Savings Bonds, Lifetime Individual Savings Accounts (LISA) and Fixed Rate ISA ranges being very popular with current and new Members. The Society was disappointed that the annual ISA subscription limit was reduced from £20,000 to £12,000 in the Chancellor's November 2025 Budget. However, the Society was pleased to note that Members who are over 65 years old won't be impacted by this change, which comes into effect in April 2027.

House prices grew modestly as affordability challenges remain, with the average house price to average earnings ratio remaining historically high, at 7.25.[1]

Board changes

The Society said a fond farewell to David Smith as he retired from the Board in April 2025, having served for nine years, with his last role being the Chair of Audit Committee.

[1] Financial Times Article dated 3 December 2025 on UK houses are not getting more affordable.

In February 2025, Andrew Healy MBE joined the Board as our newest Non-Executive Director. Andrew was formerly Chief Executive Officer of Leek Building Society, amongst other previous leadership roles in the financial services sector.

The Society consistently improved Member service through the year.

After joining the Society as Chief Financial Officer (CFO) in 2024 Ash Kassam has resigned and will be stepping down from the Society's Board in April 2026. The Society is grateful for the improvements Ash has made during his time with the Society. At the time of writing, the Society is in the formal process of recruiting Ash's successor.

Members

The Society consistently improved Member service through the year, with the average Smart Money People score increasing to 4.71 stars (out of 5.0) by the end of December. We are grateful for Members continuing support of their growing Society and look forward to further increasing Member service levels and the range of products and services that the Society supports Members with in 2026.

Looking Ahead

The geopolitical context remains uncertain, but the Society is becoming more strongly positioned for whatever the future holds. In 2026, the Society will continue its change journey as it looks to complete two major IT-enabled projects, with a leading mortgage origination platform going live from June 2026 and an upgraded core platform going live in September 2026. These developments will provide improved functionality for Members, in a future-proofed IT infrastructure.

Colleagues

The record growth performance, improvement in Member service, and transformation of the Society's IT systems would not have happened without all the intense efforts of the Society's colleagues over the year and I want to thank them for their incredible efforts.

Finally, thank you to all Members for your continuing support of your Society.

Joanne Evans
Chair of the Board
5 March 2026



Sarah Atkinson
Savings Customer

"When considering where to put my savings, my main focus was on the best deals available, and I was simply researching the best interest rates. Bath Building Society was offering more competitive rates of interest on savings accounts than banks and I also liked the idea of a more local provision.

I have not been disappointed and really appreciate having local Branches to visit for face-to-face communication as well as valuing the personal experience where friendly, knowledgeable and professional staff take the time to listen and answer questions thoroughly, go above and beyond to sort out problems and provide guidance without rushing you.

Overall, a very positive experience for me."



Chief Executive's Review

Richard Ingle
Chief Executive Officer

Purpose and strategy

The purpose of Bath Investment and Building Society (Bath Building Society "BBS") is to help Members live sustainable and financially resilient lives. The related strategy has three pillars:

1. Digital First Always Human – to make it easy for Members to operate their accounts digitally; while also making it very easy for Members to contact Society colleagues for help,
2. Products for a sustainable world – helping Members who are interested in living environmentally sustainable lives, including making it relatively easy to know how to improve the energy efficiency of their homes and incentivising them to do this,
3. Supporting Members' financial resilience – helping Members find the most relevant, high value, savings accounts for their needs and helping first time buyers and other Members realise their dream of home ownership.

Another key aspect of the strategy is to increase the overall size of the Society, so that it has the critical scale to be able to continue investing in improving and delivering Member service long into the future.

Systems transformation and AI

The new IT systems of the future are being delivered through the Society's Bath Future Architecture programme, with advanced planning taking place through 2025 for two new systems that will go live in 2026, to offer best in class customer journeys for new Members to join the Society then manage their accounts afterwards. The Society continues to explore AI opportunities to improve productivity and enhance services. This includes trialling AI technology together with Sikoia, to automate the reading and summarisation of new mortgage Members' submitted bank statements, to speed up the mortgage underwriting process and increase colleague productivity.

> The purpose of Bath Building Society is to help Members live sustainable and financially resilient lives.

Members

The Society has improved customer service through 2025, with an increasing call answer rate and improved Smart Money People customer satisfaction score by the end of the year.

Society membership grew by 1,519 Members, to 21,658.

The Savings Bonds and Fixed Rate ISA ranges that were relaunched in 2024, then refreshed throughout 2025, were very popular with Members, together with Lifetime ISAs. Society membership grew by 1,519 Members, to 21,658.

Business performance

The Mortgages team delivered an exceptional lending performance, with gross lending exceeding £100m, for the first time in the Society's history and nearly twice the total achieved in 2023. The net increase in mortgage balances of 18% is one of the strongest performances in the building society sector. Profitability was planned to reduce in 2025 and this transpired, with a modest profit before tax of £0.3m realised. Profits will be relatively low in 2026 and 2027 as the Society completes the major systems investment programme, but will then increase from 2028 as the larger Society of the future generates additional income and one-off investment costs are no longer incurred.

As a building society the aims of the Society and those of Members are very well aligned. The Society delivers very good service to Members, with good value savings accounts and mortgages, that tend to offer better value than is available from the banks. In 2025, the Society shared £1.5m of additional value with Savings Members through 0.5% better than market average savings rates. The Society supported nine new self-build mortgage customers to optimise the energy efficiency of their new homes by waiving the mortgage product fee and providing cashback to help with the installation of additional energy efficiency measures.

Regulatory change

There has been welcome deregulation within the rules that the Bank of England set for smaller building societies and banks, with "Small Domestic Deposit Takers" like BBS having simplified capital and liquidity planning and reporting requirements from 2027. For building societies, the Bank of England has also removed the "Sourcebook" regulation in December 2025, which had, amongst other requirements, previously limited the proportion of fixed rate mortgages that the Society can offer to a maximum of 60% of total lending in the year, when market demand for mortgages is more than 90% in favour of fixed rate mortgages.



Leticia Collins

Treasury & Regulatory Reporting Analyst

"After years in Pension administration as an Investment Analyst, I joined the Society's Finance Department as a Treasury & Regulatory Reporting Analyst in October 2024. My responsibilities include producing and managing all Treasury Regulatory returns, reviewing regulatory documents, and producing interpretations of the regulations tailored to the Society. In addition, I support the day-to-day Treasury functions which include, managing daily liquidity, Management Information analysis to support strategic business decisions, and assisting with producing PRA regulatory documents such as the ICAAP and ILAAP policy documents"



Duncan Baker
Head of Compliance

"My focus is on building a strong compliance culture, ensuring the Society has clear policies, and making sure we meet relevant regulations. I am also the Society's Money Laundering Reporting Officer. A big part of my role is leading and enabling an environment where our conduct and polices and processes deliver good outcomes for our Members and customers."

Community

The Society donated 2.9% of the average profits for the past three years to local good causes, including to our main charity partner, Julian House and nine other local charities, through the Community Awards programme. Members and Society colleagues jointly elected Julian House to be the Society's Charity of the Year for 2025. This important charity helps homeless people and other vulnerable adults in and around Bath.

The Society donated 2.9% of profits to local good causes.

Through the Society's Colleague Volunteering Programme, all colleagues are allocated up to two days per year to volunteer either as part of Society team activities or for a charity close to their heart. Society colleagues volunteered their time and energy with Julian House, Genesis Foodbank, Genesis Furniture Warehouse, Mentoring Plus, Hillfields Church, and Dorothy House.

Members and Society colleagues jointly elected Julian House to be the Society's Charity of the Year for 2025.

Colleagues

Society Colleagues have worked incredibly hard and with great determination to deliver exceptional Member service improvements and business performance in 2025 and to prepare for even greater results in future years. I would like to thank Members for their support of their Society and extend my huge thanks to colleagues for their fantastic achievements in 2025.

Richard Ingle
Chief Executive Officer
5 March 2026

Julian House

Our Charity of the Year

Julian House is a South West charity dedicated to supporting some of the most vulnerable people in our communities.

Whether it's providing safe refuge for those fleeing domestic abuse, housing for people who have experienced rough sleeping, or reaching out directly to those still on the streets – **we believe everyone deserves safety, dignity, and the chance to rebuild their lives.**

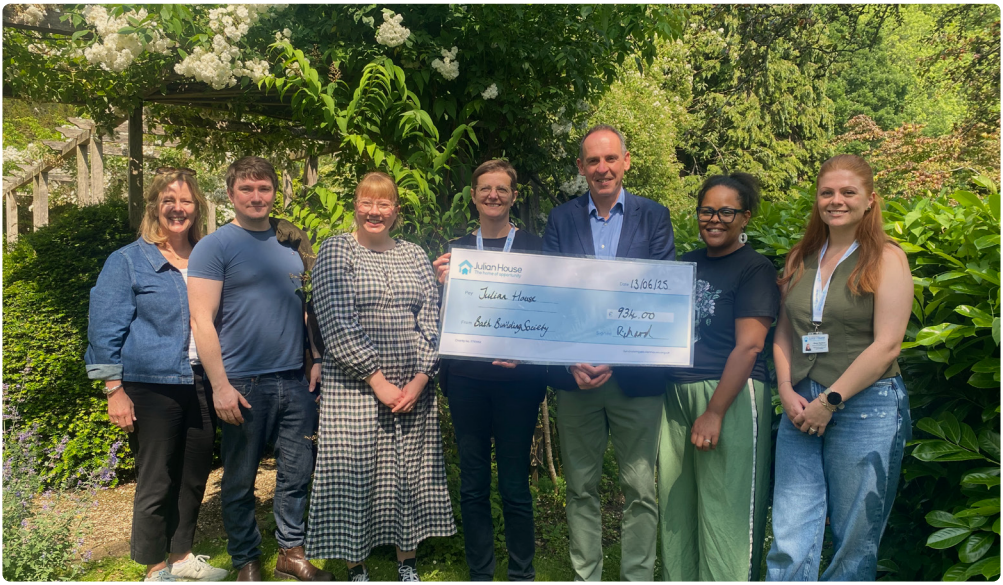
Our services span across a number of major towns and cities in the South West, including those in the counties of Somerset, Bristol, Gloucestershire, Wiltshire, Hampshire, Devon, and Dorset.

With nearly 40 years of delivery, we combine expertise with compassion to create lasting change.

Our Mission

We are committed to delivering quality accommodation and support services that transform the lives and futures of





people experiencing social exclusion – envisioning a just society where socially excluded people are supported and empowered to build sustainable, independent lives.

Last year, we...

- Supported 2,740 people – more than ever before.
- Provided over 96,800 bed nights across our services.
- And, with our help, 785 people moved on from our services to live more securely and independently.

But this is just a snapshot. Our teams are working across a wide range of services in our community.

The Landscape

Rates of homelessness continue to rise across the UK.



The south West has the third highest number of people sleeping rough in England – after London and surrounding areas.

We are trying our hardest, in a challenging landscape, to help as many people as we can. But we cannot do it alone.

More people than ever are facing housing insecurity, driven by a growing range of pressures, including the cost-of-living crisis, a chronic shortage of affordable housing, gaps in support at critical moments, domestic abuse, and unmet health needs.

We have supported more victims of domestic abuse, more prison leavers, and more members of travelling communities than ever before.

For the past year, our hostel has been running over capacity, with a waiting list – all 20 pods filled and sit-up beds consistently in use to offer a few more people a bed each night.

Support from Bath Building Society

That's why we are so grateful for all of the support from Bath Building Society.

Together, we have watched as colleagues have raised fantastic sums through extreme marathons, redecorated properties, helped in our shops, and sponsored events that generate income for our charity.

"We cannot thank Bath Building Society enough for their unwavering support for Julian House, and their enthusiasm and interest to learn more about what we do here in Bath, and in the wider South West.

We're proud to be their Charity Partner and look forward to working together again this year."

Helen Bedser, CEO of Julian House

The landscape is changing – the need is growing.

Read more at www.julianhouse.org.uk

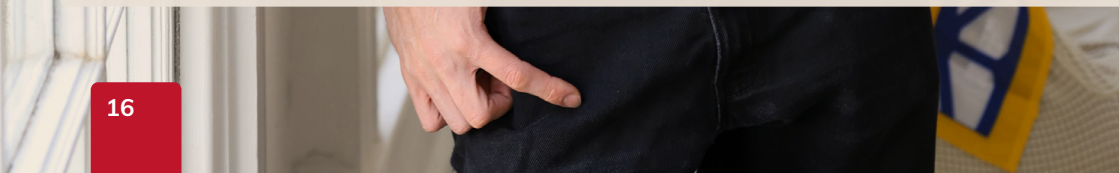


James Wainwright
Buy for Uni Customer

“Buying my first home through Bath Building Society’s Buy for Uni scheme was a positive and well-supported experience. From the outset, communication was clear and consistent, with the team taking time to explain each stage of the process and being readily available to answer questions.

Despite applying during an exceptionally busy period, the support I received remained thoughtful and reliable throughout. My situation was not straightforward, but the team were understanding and flexible, and they brought together the right expertise to support me when needed.

Their willingness to accommodate my circumstances made something truly special possible. Without Bath Building Society’s support, owning the home I live in today would not have been achievable, and I’m very grateful for their guidance from start to finish.”



Directors' Remuneration Report

Unaudited information

The following Report of the Directors on Remuneration will be put to an advisory vote of the Members at the forthcoming Annual General Meeting.

The Board has due regard to the principles outlined in the UK Corporate Governance Code 2018 relating to the setting of remuneration.

Level and components of remuneration

The Society's Remuneration Policy is to reward Directors through salary according to their expertise, experience and contribution. The Society also carries out benchmarking against other comparable organisations.

Executive Directors' emoluments

The remuneration arrangement for Executive Directors consists of basic salary, annual bonus, pension and other benefits. The Executive Directors do not hold other directorships that provide an income for the benefit of themselves.

The Remuneration, People and Culture Committee designs the Executive Directors' bonus scheme to align the interests of Executive Directors with the interests of Members and provide incentives that recognises their personal performance and the Society's achievements. If a range of challenging personal and operational targets is achieved, the Executive Directors (and other Executive Committee Members) can achieve a bonus of 15% of basic salary.

The Executive Directors benefit from a pension scheme whereby the Society contributes 12% of basic salary per annum to a money purchase scheme. The Society operates no final salary pension arrangements.

Richard Ingle received the benefit of a company car. Richard Ingle and Ash Kassam both received the benefit of health insurance. The aggregate amount of these benefits is included in Table 1 (page 20).

Executive Directors' contractual terms

Each Executive Director has an employment contract with the Society, terminable by either party giving six months' notice.

Non-Executive Directors

The level of fees payable to Non-Executive Directors is assessed by The Remuneration, People and Culture Committee using information from comparable organisations. These fees are not pensionable. Non-Executive Directors do not participate in any bonus schemes, and they do not receive any other benefits. Details of Non-Executive Directors' emoluments are set out in Table 2 (page 21).

The terms of appointment letter for each Non-Executive Director specifies that they must provide three months' notice and the Society provides one month's notice to terminate the agreement.

Procedure for determining remuneration

Fionnuala Earley, Joanne Evans and Sameer Rahman constituted the Remuneration, People and Culture Committee in 2025.

The Committee is responsible for setting Executive Director remuneration and Non-Executive Director fees.

After a review of the responsibilities and workload of Non-Executive Directors, the Committee approved a 3.6% rise in fees for 2026, in line with the current rate of inflation.

The Remuneration, People and Culture Committee reviews Executive Directors' basic salaries on an annual basis, by reference to jobs carrying similar responsibilities in comparable organisations and local market conditions generally.

Audited information

Table 1: Executive Directors' Emoluments

2025	Basic salary	Annual bonus	Benefits	Pension contributions	Total 2025
	£	£	£	£	£
Ash Kassam	183,134	19,354	911	21,055	**224,454**
Richard Ingle	196,096	26,548	1,886	23,532	**248,062**
Total 2025	**379,230**	**45,902**	**2,797**	**44,587**	**472,516**

2024	Basic salary	Annual bonus/other payments	Benefits	Pension contributions	Total 2024
	£	£	£	£	£
Ash Kassam[2]	134,231	17,383	3,798	15,123	**170,535**
Kevin Gray[3]	94,993	11,048	4,661	11,399	**122,101**
Richard Ingle	180,920	23,465	1,426	21,710	**227,521**
Tonia Lovell[4]	107,948	80,403	7,536	22,860	**218,747**
Total 2024	**518,092**	**132,299**	**17,421**	**71,092**	**738,904**

The annual bonus numbers for 2024 were previously disclosed on a cash basis. They have now been disclosed on an accruals basis to align with the 2025 bonus disclosure.

[2]Ash Kassam was appointed in June 2024.

[3]Kevin Gray retired on 30 June 2024.

[4]Other payments and pension contributions includes £90,676 which relates to the payment to Tonia Lovell for loss of office when she retired on 30 November 2024.

Table 2: Non-Executive Directors' Emoluments (comprising total fees)

	2025 £	2024 £
Andrew Healy (appointed 28 April 2025)	30,827	-
Andrew Payton	38,750	34,768
Angela Cha (retired 30 April 2024)	-	11,205
David Smith (retired 28 April 2025)	12,844	37,397
Fionnuala Earley	36,453	35,179
Joanne Evans (Society Chair)	48,011	46,335
Kevin Hayes	37,602	36,288
Sameer Rahman	33,964	32,778
Total	**238,451**	**233,950**

Fionnuala Earley
On behalf of the Remuneration, People and Culture Committee
Independent Non-Executive Director
5 March 2026

Summary Financial Statements

These financial statements are a summary of information in the audited Annual Accounts, the Directors' Report and the Annual Business Statement, all of which will be available to Members and depositors free of charge at every office of Bath Building Society from Wednesday 15 April 2026.

Summary Directors' Report

The information required to be presented within the Summary Directors' Report is given in the Chief Executive's Review on pages 8 to 13.

Summary income statement

Results for the year ended 31 December 2025

	2025	2024
	£000	£000
Net interest receivable	**10,602**	11,444
Other income and charges	**(601)**	59
Administrative expenses	**(9,699)**	(9,859)
Operating profit before provisions	**302**	1,644
Impairment credit/(charge) on loans and advances to customers	**42**	(13)
Provision for other liabilities and charges	**(20)**	(20)
Operating profit and profit on ordinary activities before tax	**324**	1,611
Tax on profit on ordinary activities	**(101)**	(409)
Profit for the year	**223**	1,202

Summary balance sheet

Results for the year ended 31 December 2025

	2025 £000	2024 £000
Assets		
Liquid assets	**63,100**	85,995
Mortgages	**366,430**	311,356
Fixed and other assets	**6,779**	7,822
Total assets	**436,309**	405,173
Liabilities		
Shares	**326,831**	290,042
Borrowings	**54,165**	62,002
Other liabilities	**6,641**	4,681
General reserve	**47,533**	47,309
Revaluation reserve	**1,139**	1,139
Total liabilities	**436,309**	405,173

Key financial ratios

	2025 %	2024 %
Gross capital as a percentage of shares and borrowings	**12.8**	13.8
Liquid assets as a percentage of shares and borrowings	**16.6**	24.4
Profit for the year as a percentage of mean total assets	**0.05**	0.31
Management expenses as a percentage of mean total assets	**2.31**	2.54

Approved by the Board of Directors on 5 March 2026 and signed on its behalf by:

Joanne Evans
Chair

Richard Ingle
Chief Executive

Ash Kassam
Chief Financial Officer

Notes to the Summary Financial Statements

1. The gross capital ratio measures the Society's capital as a proportion of its shares and borrowings. The Society's gross capital comprises reserves, including revaluation reserve, which have been accumulated over many years and provides a relative indicator of the Society's financial stability.

2. The liquid assets ratio represents the total of cash, debt securities and short-term deposits held by the Society, as a proportion of the Society's shares and borrowings. Cash, debt securities and investments are held by the Society for prudential purposes in order to meet investor withdrawals from their accounts, make mortgage advances to borrowers and to fund general business activities.

3. Profit for the year as a percentage of mean total assets represents the Society's profit for the year (after tax) as a proportion of the average of the total assets at the start and end of the year. The Society needs to make a reasonable level of profit each year in order to maintain its gross capital ratio at a suitable level to protect savers. The Directors believe the profit for the year is consistent with the aims of mutuality.

4. The management expenses ratio measures the Society's administrative expenses as a proportion of the Society's total assets during the year.

5. Bath Building Society prepared its Financial Statements for the year ended 31 December 2025 in accordance with Financial Reporting Standard 102 (FRS 102) as issued by the Financial Reporting Council.



Finn Gillow
Savings Customer

"The 16-25 Regular Saver account has been a brilliant way for me to get into the habit of saving a bit every month. I like that it's designed specifically for people my age, with a great interest rate and a realistic amount to put away each month. It's helped me stay consistent with saving for travel plans, even while at uni and working part time. I've got one year left to make the most of this interest rate and will have a nice lump sum at the end."

Independent auditors' statement on the Summary Financial Statements to the Members of Bath Investment & Building Society

We have examined the Summary Financial Statements of Bath Investment & Building Society (the 'Society') set out on pages 22 to 23, which comprises the Summary income statement for the year then ended 31 December 2025, the Summary balance sheet as at 31 December 2025 and key financial ratios for the year then ended.

Respective responsibilities of directors and auditors

The directors are responsible for preparing the Summary Financial Statements, in accordance with the Building Societies Act 1986.

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

We also read the other information contained in the Members' Review and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the Summary Financial Statements. The other information comprises only the Chair's Report, the Chief Executive's Review, the Strategic Report, the Risk Management Report, the Directors' Report and the Directors' Remuneration Report.

This statement, including the opinion, has been prepared for and only for

the Society's Members as a body in accordance with Section 76 of the Building Societies Act 1986 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this statement is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Basis of opinion

Our examination involved agreeing the balances in the Summary Financial Statements to the full Annual Report & Accounts. Our report on the Society's full Annual Accounts describes the basis of our audit opinion on those Annual Report & Accounts, the Annual Business Statement and the Directors' Report.

Opinion

In our opinion the Summary Financial Statements are consistent with the full Annual Report & Accounts, the Annual Business Statement and the Directors' Report of Bath Investment & 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 under it.

PricewaterhouseCoopers LLP
Chartered Accountants and
Statutory Auditors
Bristol
6 March 2026

Notice of Annual General Meeting

The 122nd Annual General Meeting (AGM) of the Members of Bath Investment & Building Society will be held on Thursday 23 April 2026 in the Abbey Room at The Hilton Hotel in Bath at 2pm for the following purposes:

1. To receive the Directors' Report, Annual Accounts and Annual Business Statement for the year ended 31 December 2025.
2. To consider an Ordinary Resolution to appoint PricewaterhouseCoopers LLP as Auditor of the Society, to hold office until the conclusion of the next AGM, at which accounts are laid before the Society and their remuneration be fixed by the Directors.
3. To consider an Ordinary Resolution to approve the Directors' Remuneration Report.
4. To re-elect Fionnuala Earley.
5. To re-elect Joanne Evans.
6. To re-elect Kevin Hayes.
7. To re-elect Andrew Healy MBE.
8. To re-elect Richard Ingle.
9. To re-elect Andrew Payton.
10. To re-elect Sameer Rahman.

By Order of the Board

Andy Reid
Society Secretary
5 March 2026

Notes

These notes form part of the Notice of the Meeting.

1. Under the Society Rules, a Member entitled to attend the meeting and vote may appoint one proxy to attend and vote on his or her behalf. You may appoint the Chair of the meeting or anyone else as your proxy. Your proxy may vote for you at the meeting but only on a poll. Your proxy, if other than the Chair, may not speak at the meeting except in demanding a poll.
   You may instruct your proxy how to vote at the meeting. Please read the instructions on the proxy form.
   The voting date is the date of the meeting; Thursday 23 April 2026, if voting in person, and Monday 20 April 2026 if voting by proxy.
   In order to attend and vote at the meeting, or appoint a proxy, you must qualify to vote.

2. To qualify as a voting shareholding Member, you must be an individual of at least 18 years of age on the voting date; have held shares in the Society to the value of at least £100 at 31 December 2025 and continue to hold shares at the voting date; and be the first named on the account in our records.

3. To qualify as a voting borrowing Member you must be an individual of at least 18 years of age on the voting date; have held a mortgage in the Society to the value of at least £100 at 31 December 2025 and hold a mortgage at the voting date; and be the first named on the account in our records.

4. You can only vote once as a Member, irrespective of the number of accounts you hold, whether you hold accounts in different capacities and whether you qualify to vote as both a shareholding and borrowing Member.

5. Item 3 in the Notice of Meeting relates to a Resolution for Members to vote on the Directors' Remuneration Report for 2025. As a Building Society we are not obliged to ask Members to vote on this, but in accordance with best practice we are asking for an advisory vote and the Board will consider the result and decide what action, if any, will be appropriate.

6. Items 4 to 10 in the Notice of Annual General Meeting relate to Resolutions for re-election of Directors. In line with the UK Corporate Governance Code 2018, all Directors stand for re-election on an annual basis.

7. If you wish to appoint a proxy other than the Chair please contact us at **AGM@bibs.co.uk**

Director Profiles

These are the profiles of the Directors seeking to be re-elected to the Board.



Fionnuala Earley

Independent Non-Executive Director

Fionnuala joined the Board in January 2018.

Roles
Senior Independent Director
Chair of Remuneration, People & Culture Committee
Member of Audit Committee



Joanne Evans

Independent Non-Executive Director

Joanne joined the Board in January 2021 and was elected as Chair in January 2023.

Roles
Chair of the Board & Chair of Nomination Committee
Member of Risk Committee
Member of Remuneration, People & Culture Committee



Kevin Hayes

Independent Non-Executive Director

Kevin joined the Board in January 2022.

Roles
Chair of Risk Committee
Member of Nomination Committee



Andrew Healy MBE

Independent Non-Executive Director

Andrew joined the Board in February 2025.

Roles
Member of Audit Committee



Richard Ingle

Chief Executive

Richard joined the Board in August 2022.

Roles
Executive Director/Board Member



Andrew Payton

Independent Non-Executive Director

Andrew joined the Board in January 2024.

Roles
Chair of Audit Committee

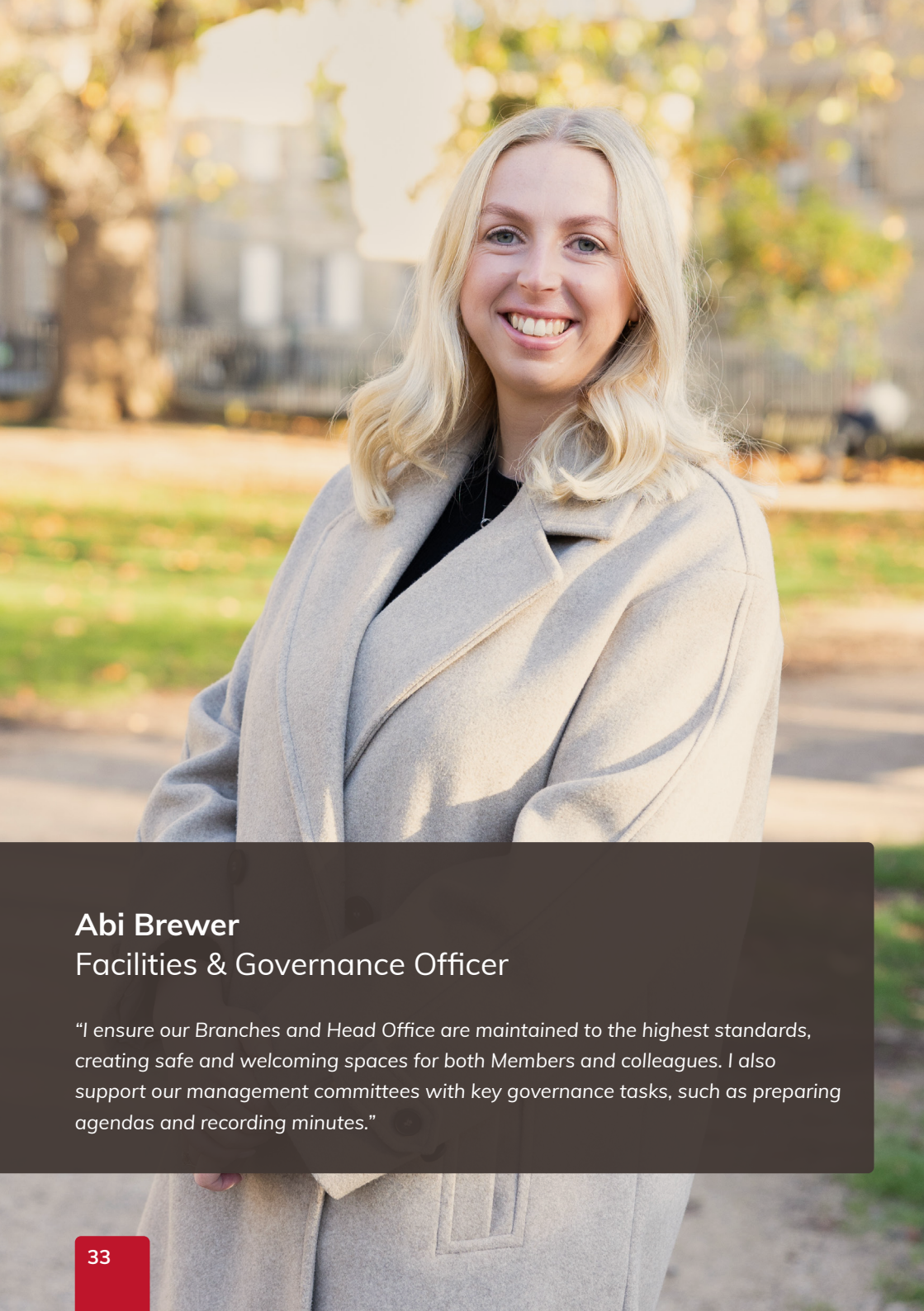


Sameer Rahman

Independent Non-Executive Director

Sameer joined the Board in May 2022.

Roles
Member of Risk Committee
Member of Nomination Committee
Member of Remuneration,
People & Culture Committee



Abi Brewer
Facilities & Governance Officer

"I ensure our Branches and Head Office are maintained to the highest standards, creating safe and welcoming spaces for both Members and colleagues. I also support our management committees with key governance tasks, such as preparing agendas and recording minutes."

We're different because you are

Head Office
15 Queen Square,
Bath BA1 2HN

Web
www.bathbuildingsociety.co.uk

Savings enquiries

Telephone
01225 423271

Email
savings@bibs.co.uk

Mortgage enquiries

Telephone
01225 475719

Email
mortgages@bibs.co.uk

Telephone calls may be recorded to help the Society to maintain high standards of service delivery.

Bath Investment & Building Society is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and Prudential Regulation Authority, Registration Number 206026.

Bath Building Society