



SWANSEA
BUILDING SOCIETY

Established 1923

Annual Review 2022

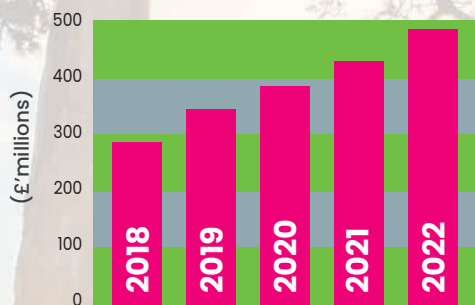
Incorporating Summary Financial Statement



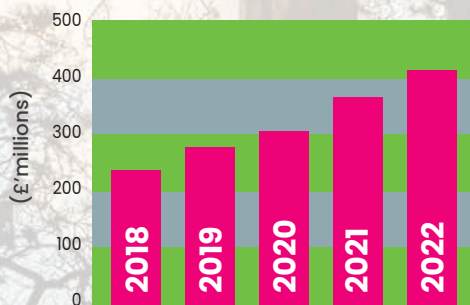
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2022 Highlights



Savings Balances



Mortgage Balances

Total
Assets

£529.8

million
(2021: £463.5)

Mortgage
Balances

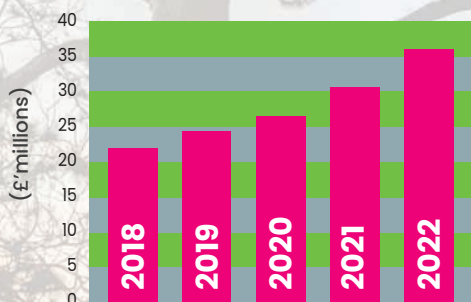
£410.9

million
(2021: £360.9)

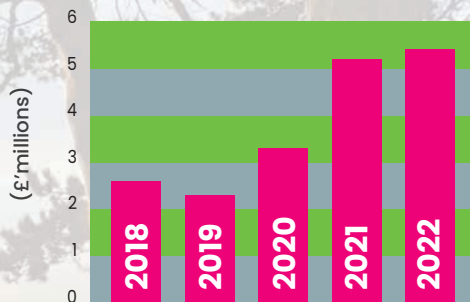
Savings
Balances

£492.9

million
(2021: £431.3)



Capital



Profit Before Tax

Gross Mortgage
Lending

£112.3

million
(2021: £114.7)

Net Mortgage
Lending

£50.3

million
(2021: £58.0)

Liquid
Assets

£115.8

million
(2021: £99.8)



Summary Directors' Report

Members and Results

Our core purpose of helping our members build better futures through the Society being a flexible and trusted provider of mortgages and savings in our communities has led to record growth, profitability and strengthened our capital position.

2022 in Context

2022 has been another difficult year for the UK economy due to the severe headwinds we have had to face in recent months, with the Society having to balance the needs of borrowers, savers and colleagues simultaneously. I am therefore incredibly proud of how the Society has thrived in the year, not only successfully navigating the challenges, but also achieving record results in a number of areas, strengthening our financial position for future years, as well as investing in a number of initiatives to better serve the needs of customers and our communities.

Throughout a very busy year, my colleagues have shown the level of dedication and care

that our members deserve. Our teams across the Society have worked extremely hard this year to meet the numerous challenges of the changing markets head on.

From a business performance perspective, this has been another record year for the Society. Given the prevailing economic backdrop, the results are even more rewarding. We have looked after our customers while continuing to invest in our people and digital propositions. We have also invested in our infrastructure and have completed a large major system upgrade with SOPRA, who provide our core customer database software. This has enabled us to deliver an improved position to drive forward digital activities to provide better services to customers and easier processes for employees.

At the same time the Society has delivered extremely strong financial results with record growth in its balance sheet while achieving record profits which has resulted in enhanced capital ratios to help and fund future growth.



Business performance

The Society's mortgage lending proposition is based on the provision of a competitive range of mortgages discounted off the Society's Standard variable rate "SVR", mainly for owner occupiers but also for buy-to-let landlords and a small number of commercial mortgages. As a mutual, the Society believes its purpose is to lend to all types of aspiring homeowners and therefore, as well as the core residential market, we offer mortgages to the self-employed, borrowers with complex income streams and borrowers looking to build their home.

The Society's manual approach to underwriting has meant that unlike the majority of larger lenders, we have not had to remove mortgage products or significantly restrict lending criteria in the second half of 2022. Also, as the Society only has variable rate mortgages, we were not impacted by the significant increase in fixed rate mortgage prices in the latter period of the year. The Society was instead able to stand firm for its borrowers and intermediaries, allowing property chains to complete and further enhance our members trust. The Bank of

England has raised the Bank Base interest rate nine times since December 2021. The Society was very mindful of the impact that these dramatic increases could have on both new and existing borrowers. Recognising the additional cost pressures caused by inflation, we decided to help our mortgage borrowers by not passing on the full increase in the Bank interest rate, with only 1.25% being passed on to variable rate borrowers as at 31st December 2022, compared to an increase in the Bank Base interest rate of 3.4%. This has been applied to both new and existing borrowers, reflecting the Society's view that both new and existing customers should be treated the same.

The above factors have meant that the Society has recorded its second highest gross lending after the prior year, achieving £112.2M (2021: £114.7M), with 2021's mortgage completions being helped by the stamp duty exemption that was in place for a large part of the year. At the same time, our arrears statistics have remained excellent during the year, standing at 0.24% of total mortgage balances and are considerably lower than the latest published industry average of 0.74% for Q4 2022.

Summary Directors' Report (continued)

The Society is well prepared should house prices suffer a serious decrease in 2023, with significant headroom for any reductions in house prices. Our average loan to value ratio (LTV) at 31 December 2022 was 47% (2021: 47%) and less than 1% of the mortgage book is over 80% LTV (2021: less than 1%). This significantly decreases the potential for mortgage loan losses. This means the Society comfortably passes all of its credit risk stress tests.

Each time the Bank Base interest rate has changed, we have reviewed the Society's savings rates to ensure they are still highly competitive. The number of changes in the year has made this task more challenging than in previous years, as it has been more difficult to review the rates offered by other savings providers due to the increased volatility in the market. It is a measure of the popularity of the Society's savings range that we achieved record savings growth of £62m in 2022 (2021: £44m). As with mortgages, the Society applied the same interest rate increases to both existing and new savers.

I am also extremely proud that the Society was able to apply the savings interest rate increase to savers one month prior to applying it to variable mortgage borrowers. While this reduced the Society's net interest margin, we felt that it was the right thing to do given the economic turbulence in the year, improving the return for savers, while giving respite to borrowers.

Cyber incidents continue to cause an increased and relentless threat. We constantly monitor and improve our defences to ensure that our members' interests are protected from a cyber-attack. We have implemented a number of additional security tools over the past year to help mitigate this threat, including significant investment in security devices and working with our security partner that continually monitors our systems and reacts to any potential incident 24 hours a day.

Key Performance Indicators	2022	2021	2020
Total Assets	£529.8M	£463.4M	£414.4M
Liquidity	£115.8M	£99.84M	£109.3M
Mortgages	£410.9M	£360.9M	£303.0M
Savings	£492.9M	£431.3M	£386.8M
Capital	£35.1M	£30.7M	£26.6M
Profit before tax	£5.4M	£5.2M	£3.3M
Management expenses	1.27%	1.21%	1.23%
Cost income	52.51%	51.58%	57.92%
Mortgage arrears	£52K	£38K	£45K
Gross lending	£112.3M	£114.7M	£67.1M
Net Lending	£50.3M	£58.1M	£29.9M

I would like to specifically highlight the following new records set by the Society during the year:

- Total assets have increased by £66.3M , to £529.8M.
- Mortgage balances increased by £50.3M to £410.9M.
- Savings balances increased by £61.6M to £492.9M.
- Profit before tax increased by £0.2M to £5.4M.
- Capital + Reserves increased by £4.4M to £35.1M

The Society recorded pre-tax profit of £5.4m, a small increase from the £5.2m achieved last year. This was primarily due to the Society's increased mortgage book. As a member owned organisation, we do not aim to maximise our profits. However, we do need to achieve an amount of profit that allows the Society to balance member value with a robust capital position to fund future investment and growth in our business. The Society has built up a strong capital position over many years through its strategy of achieving sustainable growth, with low credit losses and prudent cost control. This year's increase in profit has led to an uplift in the Society's capital ratio from 18.97% of Risk Weighted Assets to 19.30%, a sound position for the Society to be in as we head into 2023.

Other Indicators

Financial ratios are just one measure of the Society's performance. It is important to the Directors that the Society is also successful in terms of the quality of customer feedback and member satisfaction. Based on customer survey feedback for 2022, 97% of respondents said they would recommend the Society to other prospective customers and 98% of customers stated that throughout the process of their application the Society's staff were polite and responsive to their needs.

People

The Society has a very strong internal culture that reflects our purpose of serving our customers. Our people play a vital role in the continued success of the Society and our members and professional contacts benefit from dealing with loyal, motivated, and well-trained staff. Every single colleague at the Society has had to work hard to provide members with our usual standard of high service, and despite the challenges of recent months, the Society's customer satisfaction score of 98% suggests that we have continued to be successful in doing so.

During the year, we purchased 13 Cradock Street, which is the building adjacent to the Society's Head office in Swansea. We are currently in the process of a complete refurbishment of the building to create a modern, energy efficient working space that will allow the Society to continue an increased capacity, and to ensure that the Society can operate from the heart of Swansea for a number of years to come. The project is set to be completed in the first half of 2023.

Summary Directors' Report (continued)

It is with great sadness we report that Alan Ellerton, our mortgage manager based in our Mumbles branch, suddenly and unexpectedly passed away on Saturday 14th January 2023. Alan joined Swansea Building Society in 2006 after having a successful career with Barclays. In 2010 he was an integral part of the team that opened our first remote branch in Mumbles, with Alan appointed as branch manager. During his time with us, Alan made a significant contribution to the success of the Society, and he will be sorely missed. We have not just lost a trusted colleague but a very good friend.

Community

A key element of the Society's purpose is to be socially responsible and to make a positive difference to the local community. As a member-owned business, community is close to our hearts and we offer support not only through the products and services we provide, but also by donating our time, skills, and resources. Maggie's Cancer Charity will again be the Charity of the year in 2023 as we look to support the vital care the charity provides in our communities. As 2023 will be our 100th year of existence, I am delighted to report that we have created an additional £100k centenary fund to provide further support to local good causes in branch communities, as well as a number of other initiatives such as colleague volunteering days.

We also strengthened our partnership with Swansea City A.F.C becoming back of shirt sponsors across their home, away, and third kits. This is in addition to the lounge on the third floor of the Swansea.com Stadium continuing to be named the Swansea Building Society Lounge. The football club has a long and glorious history within the city and has done much to put Swansea on the global map. Both the Society and the football club share a rich heritage together, and, I believe, we also share a commitment to the city and its people.

Green Strategy

The focus and importance of environmental and climate change has never been more prominent, and the Board's Green Ambition Strategy is to minimise our own carbon footprint by improving the energy efficiency of our buildings and conserving energy through new technology. While simultaneously helping to support initiatives to make the homes on which we lend more energy efficient and better prepared for regulatory and environmental changes and to make our members live greener lives.

During the year, the Society achieved carbon neutral status for 2021 through our partnership with ClimatePartner, who helped us to measure and accurately calculate the CO2 emissions from our direct operations. This is an exciting first step in our journey to becoming a better business for our environment, and will be supported by further green initiatives in 2023.

Board Strategy

The Board endorsed our existing strategy in November 2022, which is to serve our customers and their communities by providing flexible and tailored mortgage and savings products that meet individual needs and circumstances to safely and securely help all our customers achieve important life goals. In order to deliver this core objective, we specifically agreed to keep our focus on customer value over the long term, to continue to develop and accelerate our digital enhancement, to deliver strong, sustainable growth, to demonstrate a community conscience and to meet the needs of our colleagues. We also need to continue to renew and extend our member base, continuing to develop a set of services that include both personal face-to-face transactions at our branches and providing expanded e-services for the new generations of members as they join us in the future.

Board Changes

The Society's Board is responsible for ensuring the Society is sustainable, financially secure and delivers long-term value for our members. The Board is of the view that it functions best when comprised of a diverse group of directors. 2023 will see Paula Kathrens retire from the Board at the AGM in April after serving 10 years as a Non-Executive Director, Paula has provided really valuable support and perspective to the Society. Her legal expertise on employment law were particularly helpful in assisting the Society navigate the rules and regulations implemented as a result of the Covid 19 Pandemic. We thank Paula for her considerable efforts throughout her tenure and wish her every success in her career. We welcome Sophie Thomas to the Board as a Non-Executive Director from January 2023. Sophie comes to the role with over 13 years as a practising solicitor, specialising in commercial litigation with additional significant experience in property law. We are delighted to have secured Sophie's services and look forward to the benefit of her skills and expertise moving forward.

Acknowledgements

The Society's Board is grateful to all our members and professional contacts for their continued support. The following served as Directors of the Society during the year:

- I.W. Griffiths (Chairman)
- D.S. Maddock (Deputy Chairman)
- A. Williams (Chief Executive)
- N.P.A. Griffiths (Finance Director)
- C.A. Griffiths (Director of Risk & Compliance)
- P.M. Kathrens
- J.C.D. Union
- A.J. Morgan
- M.S. Hayes

Summary Directors' Report (continued)

Miss S. Thomas was appointed a Director of the Society on 1 January 2023 and offers herself for election at the Annual General Meeting on 27 April 2023. Mrs P.M. Kathrens, Mr D.S. Maddock and Mr A.J. Morgan will retire at the Annual General Meeting on 27 April 2023. Being eligible for re-election Mr D.S. Maddock and Mr A.J. Morgan will seek re-election to the Board.

Going Concern

In accordance with best practice, the Board undertakes regular rigorous assessments of whether the Society is a going concern in the light of current economic and market conditions and all available information about future risks and uncertainties.

The future risks considered throughout 2022 included:

- the aftermath of the Covid-19 pandemic;
- ongoing issues relating to Brexit;
- further changes to the regulatory framework;
- the impact of a rising interest rate environment;
- the impact of high inflation; and
- recession.

Factors addressed when considering the Society's ability to manage future risks and uncertainties included liquidity, funding, capital resources, future profitability and risk management processes. Stress testing was used to assess the Society's ability to withstand a variety of extreme circumstances and conditions.

The Board concluded that the Society has sufficient resources to continue in operational existence for the foreseeable future and, as a result, that it is appropriate to prepare these financial statements on the going concern basis.

Events since the end of the financial year and future developments

The Board considers that there have been no events since 31 December 2022 that have a material effect on the financial position of the Society. We shall continue to promote savings and home ownership through a competitive interest rate structure on a variety of straightforward products combined with the highest levels of personal service to all our members. These are the strengths of a regional building society and we look forward to working with our members and professional contacts to ensure that we continue to meet these objectives.

Prospects for the future

As we look to our 100th year and beyond, the Society is well placed to navigate through difficult trading conditions caused by the current economic uncertainty. We will continue to operate a simple building society business model with no wholesale funding and our mortgage book will continue to be 100% funded by customer retail savings balances. We see this as the purest form of funding for a mutual building society.

Our future plans continue with the theme of digital enhancements, as we embrace change by investing in our people and technology. Our members will therefore continue to see improvements in the way the Society delivers its products and services in the coming years. The increased growth and subsequent profitability of recent years has enabled the Society to make such investments, for the benefit of both current and future members.

Our core goal of serving our customers in any way they choose remains. We will continue to support members through whichever channel is best for them; whether that is in-branch, telephone or online. We remain fully committed to our branch network, and our objective of 'opening and not closing branches'. We will continue to support mortgage niches which the wider market lacks the resources or knowledge to do so. We aim to further build on our brand awareness in our core geographical areas and to continue to be there for our members and communities when they need us. Together with our robust financial strength, we are in a strong position to deliver on our purpose of providing members with tailored, flexible solutions.

Independent auditors

At the Annual General Meeting held on 28 April 2022, a resolution to re-appoint Mazars LLP as External Auditor to the Society was passed. The Auditors Mazars LLP have expressed their willingness to continue in office and in accordance with Section 77 of the Building Societies Act 1986, a resolution for the re-appointment of Mazars LLP as Auditors is to be proposed at the Annual General Meeting on 27 April 2023.

On behalf of the Board of Directors



A handwritten signature in black ink that reads "I.W. Griffiths". The signature is written in a cursive, flowing style.

I.W. Griffiths
Chairman
8 March 2023

Summary Financial Statement for the year ended 31 December 2022

This financial statement is a summary of information in the audited annual accounts, the Directors' Report and annual business statement, all of which will be available to members and depositors free of charge on demand at every office of Swansea Building Society from 13 April 2023 or available from our website, www.swansea-bs.co.uk from that date.

Summary Directors' Report

The information contained in the Summary Directors' Report on pages 3 to 10 address the requirements of the Summary Directors' Report.



Summary Financial Statement for the year ended 31 December 2022 (continued)

Results for the year

	2022 £'000	2021 £'000
Net interest receivable	11,841	10,217
Other income and charges	170	147
Administrative expenses	(6,307)	(5,346)
Impairment losses on loans and advances	(293)	165
Profit for the year before taxation	5,411	5,183
Taxation	(1,047)	(1,041)
Profit for the year	4,364	4,142

Financial position at the end of the year

Assets	2022 £'000	2021 £'000
Liquid assets	115,811	99,783
Mortgages	410,873	360,920
Fixed and other assets	3,116	2,762
Total assets	529,800	463,465
Liabilities	2022 £'000	2021 £'000
Shares	458,176	408,750
Borrowings	34,753	22,567
Other liabilities	1,773	1,414
Reserves – general reserves	35,098	30,734
Total liabilities	529,800	463,465

Approved by the Board of Directors on 8 March 2023



I.W. Griffiths – Chairman



A. Williams – Chief Executive



N.P.A. Griffiths – Finance Director

Summary of Key Financial Ratios

	2022	2021
	%	%
Gross capital as a percentage of shares and borrowings	7.12	7.13
Liquid assets as a percentage of shares and borrowings	23.49	23.13
Profit for the year as a percentage of mean total assets	0.88	0.94
Management expenses as a percentage of mean total assets	1.27	1.22

Gross capital represents the aggregate of total reserves and subordinated liabilities shown in the Society's balance sheet.

The gross capital ratio measures the proportion which the Society's capital bears to the Society's liabilities to holders of shares and borrowings.

The liquid asset ratio measures the proportion of the Society's shares and borrowings which are held in the form of cash, short-term deposits and Government securities that are readily realisable.

The profit ratio measures profit after tax as a proportion of the average of total assets during the year. This is equivalent to a company's "return on assets".

The management expenses ratio measures administrative expenses and depreciation as a proportion of the average of total assets during the year.

Auditor's statement on a Building Society's summary financial statements

Independent Auditor's statement to the Members and Depositors of Swansea Building Society

We have examined the Summary Financial Statement of Swansea Building Society (the "Society") set out on pages 11 to 13.

Respective responsibilities of directors and auditor

The directors are responsible for preparing the Annual Review 2022 incorporating the

Summary Financial Statement, in accordance with applicable United Kingdom law.

Our responsibility is to report to you our opinion on the consistency of the Summary Financial Statement within the Annual Review 2022 with the full annual accounts, the Annual Business Statement and the Directors' Report and its conformity with the relevant requirements of Section 76 of the Building Societies Act 1986 and regulations made under it.

Basis of opinion

Our examination of the Summary Financial Statement consisted primarily of:

- Agreeing the amounts included in the Summary Financial Statement to the corresponding items within the full annual accounts, the Annual Business Statement and the Directors' Report of the Society for the year ended 31 December 2022 including consideration of whether, in our opinion, the information in the Summary Financial Statement has been summarised in a manner which is not consistent with the full annual accounts, the Annual Business Statement and Directors' Report of the Society for the year;
- Checking that the format and content of the Summary Financial Statement is consistent with the requirements of section 76 of the Building Societies Act 1986 and regulations made under it; and
- Considering whether information has been omitted which although not specifically prescribed by section 76 of the Building Societies Act 1986 and regulations made under it, in our opinion, is necessary to ensure consistency with the full annual accounts, the Annual Business Statement and the Directors' Report of the Society for the year ended 31 December 2022.

We also read the other information contained in the Annual Review 2022 and consider the implications for our statement if we become aware of any apparent misstatements or material inconsistencies with the summary financial statement.

Our report on the Society's full annual accounts describes the basis of our opinion on those annual accounts, the Annual Business Statement and the Directors' Report.

Opinion

In our opinion the Summary Financial Statement is consistent with the full annual accounts, the Annual Business Statement and the Directors' Report of Swansea Building Society for the year ended 31 December 2022 and complies with the applicable requirements of Section 76 of the Building Societies Act 1986 and regulations made under it.

Use of the statement

This statement is made solely to the Society's members as a body and the Society's depositors as a body in accordance with section 76(5) 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 such a 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 as a body and the Society's depositors as a body for our audit work, for this statement, or for the opinions we have formed.



Mazars LLP
Statutory Auditor

30 Old Bailey London
EC4M 7AU

8 March 2023

Directors and Directors' Attendance



Board of Directors and Management Team

From left: Mr N.P.A. Griffiths (Finance Director), Mr J.C.D. Union (Non-Executive Director), Mr D.S. Maddock (Non-Executive Director), Miss C.A. Griffiths (Director of Risk & Compliance), Mr A. Williams (Chief Executive), Dr I.W. Griffiths (Chairman), Mrs P. M. Kathrens (Non-Executive Director), Mr G.J. Stroud (Financial Controller & Company Secretary), Mr M.S. Hayes (Non-Executive Director), Miss S. Thomas (Non-Executive Director), Mr A.J. Morgan (Non-Executive Director)

Directors' Attendance Record () = number of meetings required to attend

Director	Board	Audit	Risk	Remuneration/ Nominations	Assets & Liabilities (ALCO) and Credit Risk	IT
I.W. Griffiths (Chairman)	11 (11)	5 (5)*	5 (5)*	4 (5)*	12 (13)*	5 (6)
D.S. Maddock (Deputy Chairman)	11 (11)	5 (5)	5 (5)	5 (5)	13 (13)	0 (6)*
A. Williams	11 (11)	5 (5)*	5 (5)	5 (5)*	13 (13)	6 (6)
N.P.A. Griffiths	11 (11)	5 (5)*	5 (5)	4 (5)*	13 (13)	6 (6)
C.A. Griffiths	9 (11)	5 (5)*	5 (5)	4 (5)*	10 (13)*	4 (6)*
P.M. Kathrens	10 (11)	5 (5)*	5 (5)	5 (5)	13 (13)*	0 (6)*
J.C.D. Union	11 (11)	5 (5)	5 (5)	4 (5)*	13 (13)	6 (6)*
A.J. Morgan	11 (11)	5 (5)	5 (5)*	5 (5)	13 (13)	5 (6)
M. Hayes	11 (11)	5 (5)	5 (5)	4 (5)	13 (13)	6 (6)*

* Attendance by invitation

Report of the Remuneration Committee

The purpose of this report is to explain the Society's policies on the remuneration of directors. The Society believes that these policies comply with the FCA's Remuneration Code. The remuneration of the individual Directors is detailed on page 18.

The level and components of remuneration

The Society's policy is to reward Directors according to their expertise, experience and overall contribution to the successful performance of the business. The Executive Directors' benefit package is designed to motivate decision making in the interests of the members as a whole. A performance related pay scheme operated during the year for Executive Directors, which was carefully designed to encourage achievement of targets that maintain the financial security and financial strength of the Society; and to recognise corporate and individual performance in accordance with good risk management.

Executive Directors' Emoluments

The remuneration of Executive Directors reflects their responsibilities and time commitment. This year it comprised basic salary, an annual performance related pay scheme and various benefits. Performance related payments are not pensionable.

Basic salaries

Basic salaries are reviewed annually by reference to jobs carrying similar responsibilities in comparable organisations from the building society sector and in the light of market conditions generally.

Annual Performance Related Pay Scheme

The annual scheme is based on the Society's key financial measures of profitability, control of costs and growth in mortgages and savings balances. A maximum of 10% of salary can be earned for achievement of these targets. The Remuneration and Nomination Committee sets targets and assesses as to whether any payment should be made. Fundamental prerequisites for any performance related payments include demonstrating the appropriate conduct to meet the Society's values framework and FCA conduct rules, to maintain ethical standards and appropriate risk management capabilities.

Due to the Society's performance and the dedication given to serving the Society's membership throughout the pandemic, a one off 5% bonus was paid to all staff including executive directors in 2022.

Pensions

In lieu of his entitlement to pension contributions, Mr A. Williams opted to receive a cash equivalent sum at the same gross cost to the Society. Pension contributions for Mr N.P.A. Griffiths and Miss C.A. Griffiths are made to the Society-wide defined contribution pension plan.

Report of the Remuneration Committee (continued)

Benefits

Executive Directors receive other benefits including a company car, a subsidised mortgage and a private health care scheme.

Contractual terms

Executive Directors each have service contracts with the Society, terminable by either party giving twelve months notice.

Executive Directors Pay Ratio Reporting

In order to promote transparency and good governance, the Society has chosen to voluntarily disclose a snapshot of the overall pay gap between the basic salary of the executive directors, being the highest paid within the organisation, and the lowest paid employee. For 2022 these pay ratios were as follows:

Chief Executive: 8:1

Finance Director: 5:1

Director of Risk and Compliance: 5:1

Non-Executive Directors

The level of fees payable to Non-Executive Directors is assessed using information from comparable organisations in the building society sector.

Remuneration comprises a basic fee with a supplementary payment for the Chairman which reflects the additional responsibility of this position.

Fees for Non-Executive Directors are not pensionable and Non-Executive Directors do not participate in any incentive scheme or receive any other benefits. Non-Executive Directors have letters of appointment instead of service contracts. They are appointed for a maximum of nine years.

The procedure for determining remuneration

The Remuneration & Nominations Committee consists of three Non-Executive Directors. The Chief Executive attends by invitation only but takes no part in the discussion of his own salary. The committee reviews Directors' and Executive management remuneration annually using data from comparable organisations. Minutes of the committee's meetings are distributed to all Board members, and the Chairman of the committee reports at the Board meeting following a committee meeting.

	Salary	Payment in lieu of pension	Benefits	Annual Bonus	Pension Contributions	Total
EXECUTIVE 2022	£'000	£'000	£'000	£'000	£'000	£'000
A. Williams	162	24	3	24	-	213
N.P.A. Griffiths	111	-	2	17	16	146
C.A. Griffiths	101	-	1	14	14	130
TOTAL	374	24	6	55	30	489

EXECUTIVE 2021	£'000	£'000	£'000	£'000	£'000	£'000
A. Williams	152	23	21	15	-	211
N.P.A. Griffiths	100	-	5	10	15	130
C.A. Griffiths (App. 01.07.21)	45	-	-	5	7	57
TOTAL	297	23	26	30	22	398

Fees NON-EXECUTIVE	2022 £'000	2021 £'000
I.W. Griffiths (Chairman)	42	41
D.S. Maddock (Deputy Chairman)	30	29
P.M. Kathrens	30	29
J.N. Herdman (Until 31.07.2021)	-	17
J.C.D. Union	30	29
A.J. Morgan	30	29
M.S. Hayes (Appointed 01.01.22)	32*	-
Sub-total	194	174
Executive remuneration total	489	398
Total directors' remuneration	683	572

* Includes £2k travel cost contribution

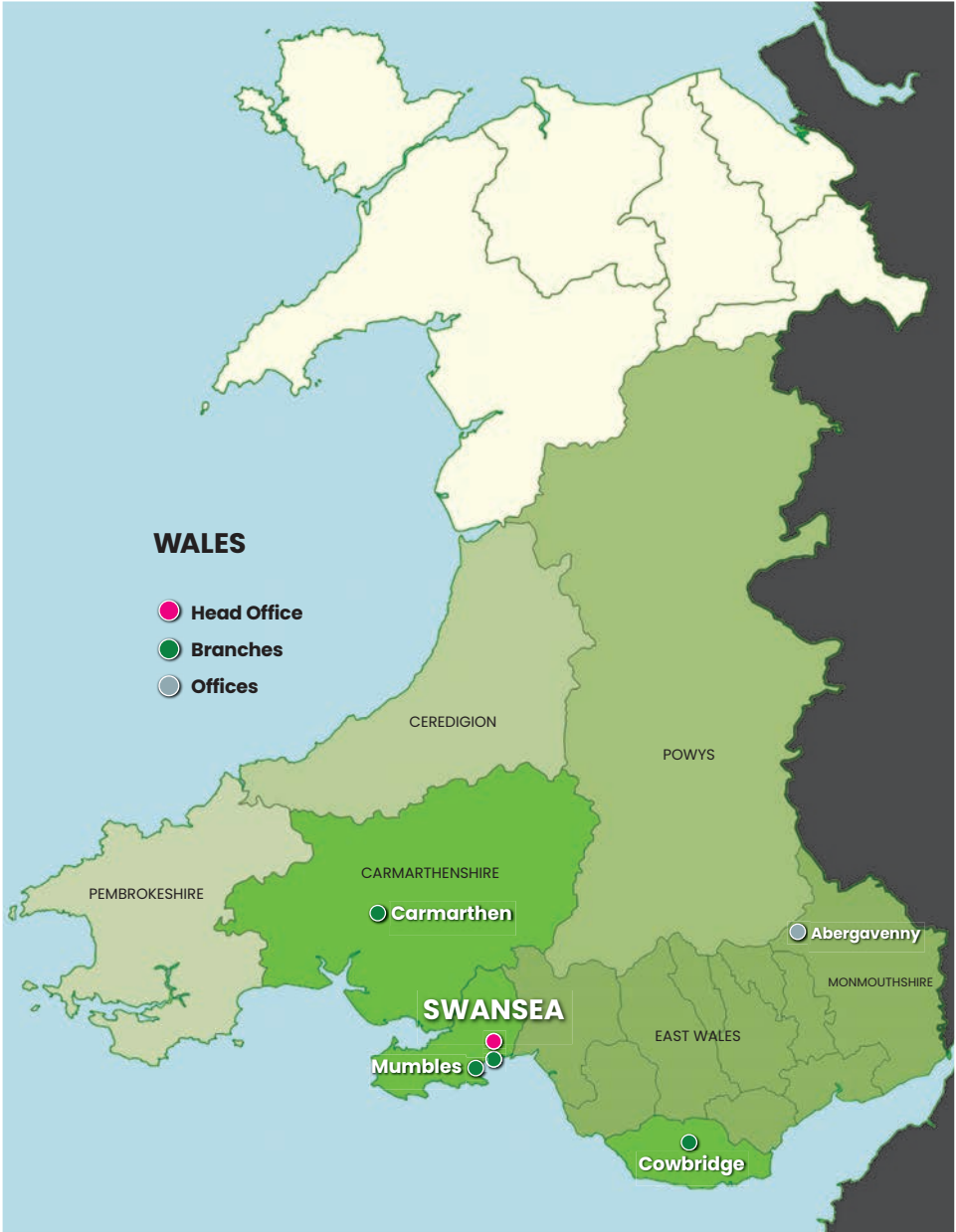


P.M. Kathrens

P.M. Kathrens

8 March 2023

Swansea Building Society



External Auditors

Mazars LLP
30 Old Bailey, London, EC4M 7AU

Internal Auditors

Deloitte LLP
4 Brindley Place, Birmingham B1 2HZ

Bankers

Bank of England
Threadneedle Street, London, EC2R 8AH

Barclays Corporate Bank
Barclays Octagon House, Gadbrook Park, Northwich, Cheshire CW9 7RB

Tax Advisors

BDO
Bridgwater House, Finzels Reach, Counterslip, Bristol, BS1 6BX

Solicitors

Blake Morgan
One Central Square, Cardiff, CF10 1FS

JCP
Venture Court, Valley Way, Enterprise Park, Swansea, SA6 8AH

Morgan La Roche
PO Box 176, Bay House, Tawe Business Village, Phoenix Way Enterprise Park, SA7 9YT

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Management Team



Mr G.J. Stroud
Financial Controller & Company Secretary
Age: 49
Appointed: 05/05/98



Mr S.P.P. Darshan
Head of Lending
Age: 55
Appointed: 12/05/14



Mr. R Miles
Head of Savings and Marketing and Area Manager (East Wales)
Age: 53
Appointed: 12/06/17



Mrs L. Whittington
Finance Manager
Age: 34
Appointed: 15/11/10



Mr D. Osterland
Branch Manager (Cowbridge)
Age: 33
Appointed: 05/01/15



Mr A. Smith
Underwriting Manager
Age: 40
Appointed: 06/07/16



Mr T. Rees
Branch Manager (Swansea)
Age: 58
Appointed: 21/08/17



Mr M. Hughes
Mortgage Manager
Age: 55
Appointed: 01/07/19



Mr R. Rudland
Mortgage Advisor
Age: 40
Appointed: 21/02/22



Mrs J. Parker
Area Manager
(Swansea, Neath & Port Talbot)
Age: 56
Appointed: 20/01/10



Mrs S. Jones
Area Manager (West Wales)
Age: 55
Appointed: 06/07/15



Mr N. Longar
Head of IT
Age: 39
Appointed: 04/02/19



Mr M.D. Lewis
Business Development Manager
(East Wales)
Age: 57
Appointed: 12/11/12



Mrs P. John
Mortgage Advisor
Age: 53
Appointed: 04/02/19



Mr C. Wright
IT Application Delivery Manager
Age: 38
Appointed: 05/09/16



Mr N. Morris
Mortgage Department Manager
Age: 53
Appointed: 26/02/18



Mr D. Goulding
Business Development Manager
Age: 50
Appointed: 22/03/21

Directors Seeking Re-election



Steve Maddock (Deputy Chairman)

I joined the Society in 2016 and was appointed Deputy Chairman in 2019. I am a Chartered Accountant and a Fellow of ICAEW. I started my career at the Swansea office of accountancy firm Deloitte Haskins & Sells and after qualifying, joined Coopers & Lybrand, now PwC. Before taking early retirement, I was Director of Financial Shared Services for Tata Steel Europe. I Chair the Assets and Liabilities Committee (ALCO) and Credit Risk Committee. I am also a member of the Audit, Risk and Remuneration & Nominations Committee.



Andrew Morgan (Non-Executive Director)

I joined the Society in 2019. I am a Chartered Surveyor with over 35 years experience in practice within the Mid, West and South West regions of Wales and am a founding partner of Morgan & Davies Estate Agents. I am a member of the Assets and Liabilities Committee (ALCO), Credit Risk Committee, Remuneration & Nominations and Audit Committees. I also Chair the IT Committee.

Director Seeking Election



Sophie Thomas (Non-Executive Director)

I joined the Society in January 2023 and am seeking election to the Board. I am a Solicitor with over 13 years experience in commercial litigation with a specific emphasis on commercial debt recovery, professional negligence and acting for banks and building societies. I am a Director at JCP Solicitors in Swansea where I jointly head up the firm's Commercial Litigation team. I am also the firm's Training Principal and am an Associate Member of Nara (the Association of Property & Fixed Charge Receivers).

2023 AGM Arrangements

The Society's AGM is being held at 12pm on Thursday, 27 April 2023 at the Swansea.com stadium, Swansea. As a member we would encourage you to become involved in the operation of your Society and one way you can do this is by using your vote at the AGM. If for any reason you cannot attend the AGM in person we have enclosed a proxy voting form for you to use. The Board's recommendation is that you vote in favour of all items.

For each vote cast the Society will make a donation of £1 to Maggie's. Maggie's offers the best possible support free to anyone with cancer and their families who walk through their doors. You'll find their centres alongside NHS hospitals and they can also support you online. All donations will be made to Maggie's Swansea, Singleton Hospital, Sketty Lane, Swansea, SA2 8QL.

How to vote

You can vote using the online or postal voting options.

ONLINE

Vote by 5pm on Monday 24 April 2023 at:
www.cesvotes.com/swansea23

BY POST

Use the reply-paid envelope provided to post your voting form to Civica Election Services, to arrive no later than Monday 24 April 2023.

Votes must be received by Monday 24 April 2023 in order to be counted. The voting results will be published as usual on our website.

Questions for the AGM

We are keen to ensure that members still have the opportunity to raise any questions they may have. You can submit questions to the Board of Directors in advance of the AGM by:

- Emailing them to:
sbsmembers@swansea-bs.co.uk
- Sending your questions by post addressed to:
Chief Executive
Swansea Building Society,
11-13 Cradock Street, Swansea SA1 3EW

You must clearly show your full name and your account number when sending in your questions. Questions must be received by Monday 24 April 2023. Responses to the most commonly asked questions will be published on our website alongside the AGM voting results by the end of April 2023.

Please note that questions sent for the attention of the Society's Board of Directors should not be personal to you or relate to specific account queries. Any such queries should be sent to us separately in the usual way.

The Swansea Building Society Range of Savings Accounts – 1 February 2023

Account Name	Minimum Account Opening Balance*	Minimum Account Operating Balance**	Annual Interest	Tax Status
			GROSS/AER†	
Instant Access Saver	£1	£1	3.25%	GROSS
Regular Monthly Saver	£25 – £500 per calendar month	£1	Gross = 3.75% AER = 3.81%	GROSS
90 Day Notice	£1	£1	Gross = 3.30% AER = 3.35%	GROSS
Cash ISA	£1	£1	3.25%	Tax free
First Adult Saver (Only for customers aged 18-40)	£1	£1	Gross = 3.40% AER = 3.43%	GROSS
Young Saver	£1	£1	Gross = 4.00% AER = 4.04%	GROSS
Cash Junior ISA	£1	£1	4.00%	Tax free
Business Instant Access Saver	£1	£1	2.75%	GROSS
Business 90 Day Notice	£1	£1	Gross = 2.80% AER = 2.83%	GROSS

* The minimum account opening balance is the minimum amount that must be deposited at the time of account opening.

** The minimum account operating balance is the minimum balance that must be maintained in the account for it to remain open.

† For definition of GROSS/AER please see bottom of page

Fixed/Variable Rate Bonds	The Society will from time to time offer Fixed/Variable Rate Bonds dependent upon market conditions. Full details about our Fixed/Variable Rate Bonds currently available, including interest rates can be found on our web-site or by visiting any of our branches.
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Interest Rates for Savings Accounts no longer available

Account Name	Minimum Account Operating Balance	Annual Interest	Tax Status
		GROSS/AER†	
Cygnet/Swans Junior	£1	Gross = 4.00% AER = 4.04%	GROSS

The maximum balance across all accounts held with the Society is £1m or £85k for a single customer or £170k for joint customers where the customer first opened an account with the Society on or after 1 March, 2023.

New business savings accounts will no longer be available to open with effect from 1 April 2023.

Our Savings products are only available to existing Members/Customers or new applicants resident in Wales.

Please note the Personal Premier Account / Business Premier Account has been renamed Instant Access Saver Account / Business Instant Saver Account respectively and all existing accounts have been transferred to this account but there is no action required.

† GROSS The Gross rate is the contractual rate of interest before the deduction of income tax.

† AER Stands for Annual Equivalent Rate and illustrates what the interest rate would be if interest was paid and added each year.



**opening
not closing
branches**

SWANSEA
BUILDING SOCIETY

Established 1923

www.swansea-bs.co.uk

Swansea Building Society is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Financial Services Register Number: 206066

Head Office

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Carmarthen

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01446 506000 | cowbridge@swansea-bs.co.uk

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