

Annual review of remuneration and other fees, delegations and attendance payments for office bearers and directors

The policy in relation to office bearers and directors' fees was re-adopted at the AGM in 2024 for a further 2-year period. Under the policy, the Remuneration Committee can recommend an annual fee increase of between 0% and RPI for approval by the Board.

Accordingly, the annual review for 2025 was undertaken by the Remuneration Committee, during which the challenging economic conditions as well as the impact of the recent cyber incident on the Society's food business were taken into account. After a full discussion, the Remuneration Committee agreed to recommend, and the Board approved, an increase in remuneration, delegation fees and attendance payments of 4.00%, to take effect from 1 October 2025.

While it was possible to recommend a higher increase to 5.9% in line with RPI (which increased to 6.5% following the meeting), the Committee opted for a moderated approach given the circumstances.

The impact of applying a 4.00% increase to fees is illustrated below:

Position	Role	2024/2025 rate	2025/2026 rate
Board	President	£15,152	£15,758
	Vice President	£10,802	£11,234
	Director	£7,455	£7,753
Regional Committee	Chair	£4,421	£4,598
	Vice Chair	£3,653	£3,799
	Minute Secretary	£3,202	£3,330
	Committee Member	£3,045	£3,167

The impact of applying a 4.00% increase to the delegation and attendance payments is illustrated below:

	2024/2025 rate	2025/2026 rate
Full Day	£136	£141
Part Day	£87	£90
Attendance	£50	£52