**Leeds Building Society** 

# **2024 Annual Results Presentation**

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We've been there for our members during tumultuous external events throughout our long history and our financial strength and security means we'll continue to support them

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**Richard Fearon, CEO** 





More responsive model – it's our responsibility to serve members and society for generations. We will build foundations that are strong and responsive to the changing context we will face.

Close-the-gap innovation – there are too many barriers to people getting the home they deserve. We will be relentless in partnering and creating solutions to help people onto and up the ladder of home ownership.

Step-up savings – savers are the lifeblood of our business. For them, we will create experiences that are straightforward and human no matter the channel, and ensure that when people save with us they save with purpose. I am curious – seeking out expertise from different perspectives in the business, and looking outside for insight and inspiration.

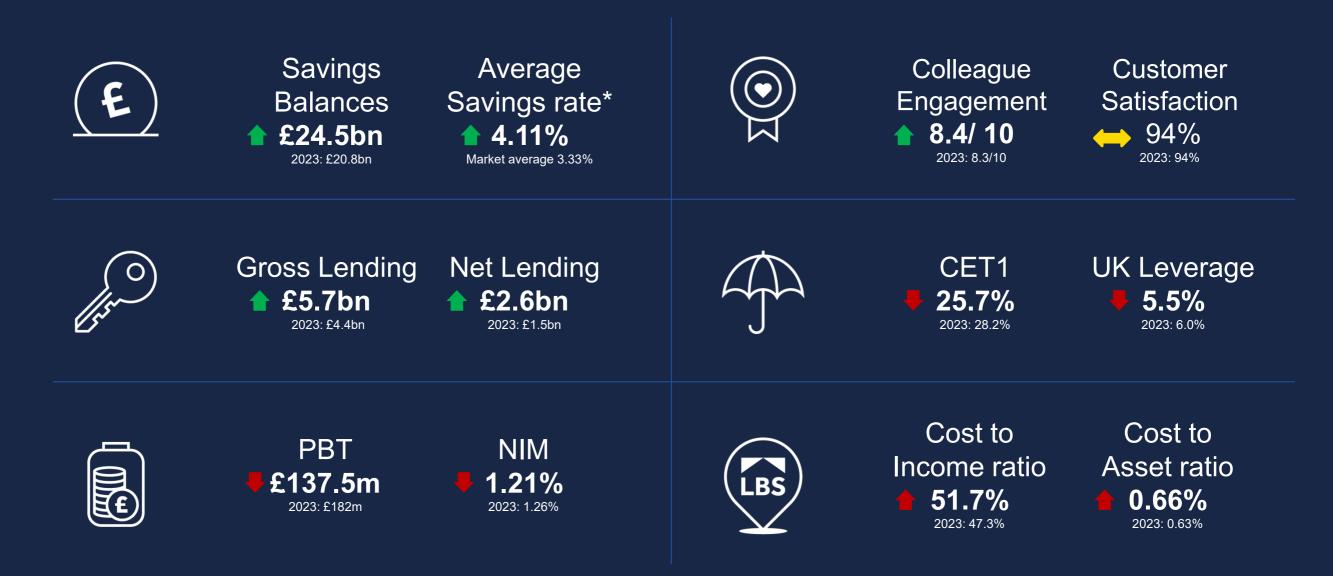
I focus on what matters – doing the things that will make the biggest difference, and always doing the right thing for our members and our Society.

I push forward – making decisions and creating solutions to barriers.

I have the right conversation – facing into difficult conversations, and celebrating great work.



## How we performed in 2024



#### We have stretching responsible business targets against our areas of focus, aligned to delivery of our Purpose

#### Our targets

We are delivering on 15 Responsible Business Key Performance Indicators Our targets are regularly reviewed to ensure we can deliver our purpose. For example, amendments to our climate targets were agreed in 2024, which will apply from 2025 (see page 22). The targets below reflect the position at the end of 2024.

の Supporting Home な Ownership	Sustainable Communities	Inclusion and Diversity	Climate and Environment <sup>6</sup>	Trust and Transparency
Help 65,000 first time buyers into a home of their own by 2025. Progress: Ahead 2024 target: 52,000 first time buyers supported by the end of 2024 2024 actual: 73,300 first time buyers supported by the end of 2024 Improve mortgage broker satisfaction scores by 20% by 2025. <sup>1</sup> Progress: On track 2024 target: +58 Broker NPS <sup>2</sup> 2024 actual: +58 Broker NPS <sup>2</sup> Maintain an average savings rate premium of at least 0.25% compared to market average. <sup>3</sup> Progress: Achieved 2024 actual: 0.25% 2024 actual: 0.79%	Provide £3m to charities and communities through grants, donations and sponsorship by 2025. Progress: Ahead 2024 target: £2.4m by end of 2024 2024 actual: £3.6m by end of 2024 Maintain our share of UK high street branches at higher than 0.50%. <sup>4</sup> Progress: Achieved 2024 target: >0.50% 2024 actual: 0.73% (as at March 2024)	Achieve 45% female representation in leadership roles by 2030. <sup>\$</sup> <b>Progress: Behind</b> <b>2024 target: 38%</b> <b>2024 actual: 33%</b> Achieve 10% ethnic minority representation in leadership roles by 2030. <sup>\$</sup> <b>Progress: Behind</b> <b>2024 target: 7.5%</b> <b>2024 actual: 6%</b> Our Inclusion and Diversity colleague sentiment score is in top 25% of Financial Services by 2030. <b>Progress: Ahead</b> <b>Target: Top 25% by 2030</b> <b>2024 actual: 9 (Top 10%)</b>	Reduce absolute Scope 1 and 2 market-based emissions by 90% by 2030.7 Progress: Behind 2024 target: 30% reduction 2024 actual: 265% increase Reduce absolute Scope 1 and 2 location-based emissions by 60% by 2030. Progress: Ahead 2024 target: 20% reduction 2024 actual: 24% reduction 2024 actual: 24% reduction Maintain carbon neutrality for Scope 1 and 2 market-based emissions and selected Scope 3 emissions, on the pathway towards net zero. <sup>8</sup> Progress: Achieved <sup>9</sup> 2024 target: 0 tCO2e 2024 actual: 0 tCO2e	Maintain strong colleague engagement score which places us in line with the UK financial services sector benchmark. <sup>11</sup> <b>Progress: Achieved</b> 2024 target: Top 25% 2024 actual: 8.4 (placing us in top 25%) Maintain high member satisfaction scores of over 90%. <sup>1</sup> <b>Progress: Achieved</b> 2024 target: >90% 2024 actual: 94% <b>Key</b> Ahead Where the cumulative performance to date is >5% above the target on a pro-rata basis (where appropriate).
members from January 2024 to December 2024. The Net Promoter Score® (NPS) is a measure of satisfaction We use the NPS methodology to measure satisfaction amo The Society paid an average of 4.13% to our savers compan CSDB, Stock, January 2024 to December 2024, latest data a Based on bank and building society UK business count data.	900 interviews between January and December 2024. Overall o nand loyaity based on survey responses. It measures the propor ng the brokers we work with. do to the Rest of Market average of 3.34%, which equates to an available. CACI is an independent company that provides financ . Office for National Statistics. March 2024.	tion of promoters less the proportion of detractors. annual benefit to our savers of £175m. Source: CACI's ial benchmarking data of the retail cash savings market.	Reduce absolute Scope 3 emissions (categories 1-14) by 25% by 2030. <sup>10</sup> Progress: Behind 2023 target: 5.6% reduction* 2023 actual: 17% increase* Ambition to reduce the intensity of our Scope 3 financed emissions (category 15) from our residential mortgage book by 45% by 2030. <sup>10</sup> Progress: Behind 2023 target: 10% reduction* 2023 actual: 4.4% reduction*	On track Where the cumulative performance to date is between 100%-105% versus the pro-rata target. Behind Where the cumulative or in-year performance is below the associated target. Achieved Where the reported performance for the year is in line with or above the
Cur carbon emission reduction measures were revised in 20 Accounts for further details). The targets shown in the table Cur Scope 1 and 2 market-based emissions target was beh revised (2024-2034) target set out on page 22. Scope 3 emissions include business travel. Atel and energy Subject to independent verification which will be completed Our Scope 3 targets were behind due to issues outside our external challenges and uncertainties that we face.	224 and will be applicable from 2025 infer to our climate-relate are our existing measures, which began from a 2021 base year ind in 2024 due to issue our sitilie our direct control. We expect t elated activities, waste, and home working. Jouring 2025. direct control. We expect they will continue to track above our n es us to measure colleague sentiment and benchmark this agai	hese emissions to reduce in future in line with our evised (2024-2034) targets on pages 22 due to the	*Latest data available	in-year target.



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# Financials

#### We have remained agile whilst trading through a volatile environment

£m	2024	2023
Net Interest Income	337.6	
Other income	(17.6)	26.6
Fair value gains / (losses)	10.3	(6.7)
Total income	355.6	357.5
Management expenses and Depreciation	(196.0)	(169.0)
Loan impairments & provisions	(7.0)	
Profit before tax	181.5	
Tax expense	(47.6)	
Profit after tax	133.9	
Underlying profit before tax:	2024 (£M)	
Profit before tax		137.5
Add back exceptional items:		
PIBS repurchase	23.4	
Philips Trust Corporation – voluntary financial s	10.3	
Head Office revaluation	16.3	
Underlying profit before tax	187.5	

Strong balance sheet growth has driven higher net interest income, with NIM maintained within a stable range.

Excluding exceptional items, underlying profit before tax remained strong at £187.5 million (2023: £181.5).

Profit before tax in 2024 was £137.5 million which includes three one-off exceptional items totalling £50 million.

Maintained strong cost disciplines at the same time as undergoing a multi-year investment programme to modernise technology platforms.

Key Ratios (%)	2024	2023
Net interest margin	1.21%	1.26%
Cost income ratio	51.7%	47.3%
Cost asset ratio	0.66%	0.63%

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### Our strong lending and saving growth is reflected in overall balance sheet growth of 12%

£m	2024	2023	Δ
Owner Occupied	13,587	10,961	24%
BTL	5,176	5,455	-5%
Shared Ownership	3,368	2,964	14%
Other	2,317	2,457	- <b>6</b> %
Residential mortgages	24,448	21,836	<b>12</b> %
Other	102	105	<b>-2%</b>
Loans and advances to customers	24,551	21,941	<b>12</b> %
Liquid assets	6,546	5,559	18%
Other (inc derivative and FV adjust.)	517	645	<b>-20</b> %
Total assets	31,613	28,146	12%
Savings	24,530	20,793	18%
Wholesale funding	4,535	4,748	-4%
Other	827	962	<b>-14%</b>
Total Liabilities	29,892	26,503	13%
Equity attributable to members	1,720	1,643	5%
Total liabilities and equity	31,613	28,146	12%

We remain committed to helping first time buyers get on to the housing ladder in-line with our purpose. First time buyers represented almost half of our 2024 new borrowers.

Capital ratios remain robust and well above regulatory requirements. There has been a planned dilution in capital ratios as result of lending growth through increased RWA requirements, and activity taken to repurchase PIBS which will lead to future interest savings.

The Society continues to attract members through its strong savings franchise and has maintained strong funding and liquidity ratios..

Key Ratios (%)	2024	2023
Liquidity Coverage Ratio	183%	227%
Wholesale Funding Ratio	15.6%	18.6%
CET1 Ratio	25.7%	28.2%
UK Leverage Ratio	5.5%	6.0%
MREL Ratio	31.5%	35.5%

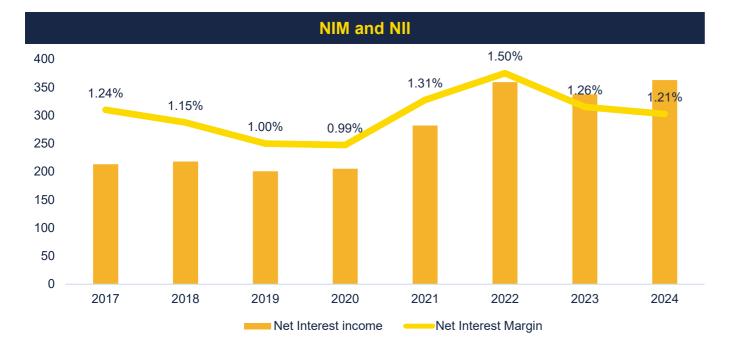


#### Net Interest Margin returns to trend as we continue to offer competitive rates to our members

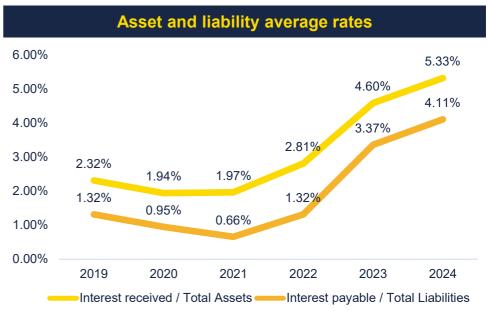
Net Interest Income increased by 7% vs. prior year due to balance sheet growth and the ongoing interest savings from Tier 2 and PIBS buybacks.

We remain focused on our purpose - continuing to support first-time buyers and other prospective and current members in home ownership.

We consistently pay above average market rates to our savers, paying an average of 4.11% compared to the rest of market average of 3.33%.







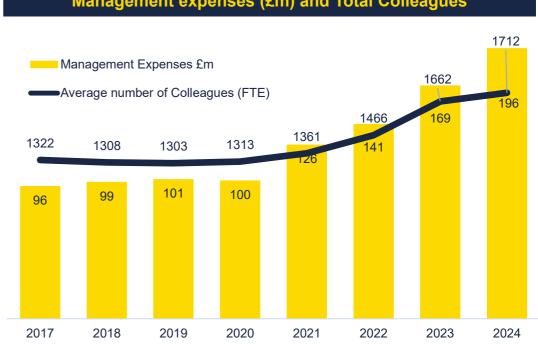
#### Operating efficiently means we can serve our members in the best way

Total management expenses increased by 16% during the year as we increased investment into our multi-year technology transformation programme, which will support operational efficiency, customer service levels and technology resilience. During 2024 we transitioned into the implementation stage of the programme which resulted in an increased level of spend when compared to 2023.

If transformational costs are excluded, the cost to income ratio is 46.5% (82bps improvement vs. prior year) and the cost to mean asset ratio is 0.59%.

We continue to maintain tight control over our costs – balancing cost efficiency with the desire to increase member value through more resilient systems and improved service.

£m	2024	2023
Colleague costs	106	103
Other administrative expenses	60	53
Depreciation and amortization	11	9
Ongoing management expenses	177	165
IT transformation spend	19	4
Total management expenses	196	169



Key Ratios (%)	2024	2023
Cost to income ratio	51.7%	47.3%
Cost to mean asset ratio	0.66%	0.63%

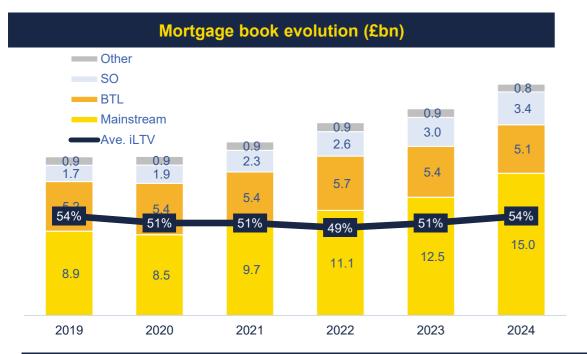
#### Management expenses (£m) and Total Colleagues

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# **Asset quality**

#### Our Purpose focus provides access for those less well served by the wider market



In 2024 we have increased the overall proportion of purposeful lending, resulting in a modest uplift in average LTV. We have approached this in a considered way to ensure maintenance in the quality of the overall asset base.

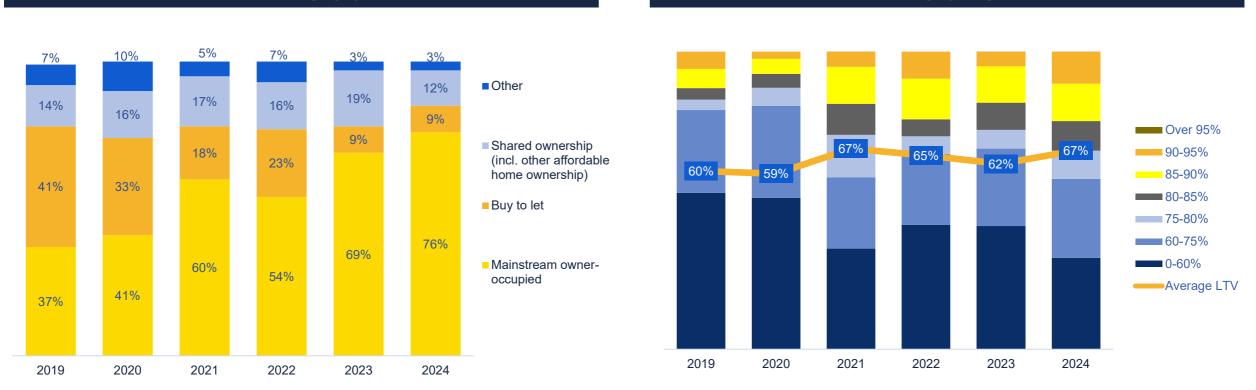
The credit quality of the Society's mortgage book remains high, with arrears percentages remaining stable over 2024, despite ongoing cost pressures on households.

At 31 December 2024, 0.61% of borrowers were greater than or equal to 3 months in arrears (December 2023: 0.64%).

Asset Quality	2019	2020	2021	2022	2023	2024
Proportion of mortgages in arrears (%)*	0.54	0.62	0.66	0.58	0.64	0.61
Possessions (£m)	6.5	4.4	5.3	5.8	9.5	13.5
Forbearance Balances (£m)	197.5	194	224	99.3	117.4	129.7
Total balance sheet impairment loss provisions against residential mortgages (£m)	28.7	42.8	37.3	48	53.5	45.4
Impairment on loans and advances to customers (charge) or release (£m)	5.5	14.9	-3.8	12	6.2	-5.5
Balance-weighted average indexed LTV of mortgage book (%)	53.8	50.9	50.5	48.8	51.2	54.2
Balance-weighted average LTV of new lending (%)	59.9	59	67.4	65.1	62.3	66.8



#### Record applications in the year allowed us to drive purpose in a resilient mortgage market



#### New lending by type

New lending by original LTV

The Society's purpose is to enable home ownership, with a particular emphasis on first time buyers and affordable home ownership products such as shared ownership.

The composition of our mortgage book reflects our segmental lending strategy of recent years, with buy to let and shared ownership contributing to the make up of the book alongside mainstream owner-occupied.

We have maintained robust lending criteria and policies as we continue to increase the overall proportion of purposeful lending whilst ensuring the quality of the asset base is maintained.



#### **Provision coverage remains prudent**

The decrease in provisions was driven by changes in the composition of the residential loan portfolio, model changes and updated macroeconomic scenarios (£4.8m release, 2023: £6.3M charge)

We have recognised an additional PMA addressing model risk relating to new purpose-led lending with higher average LTV than the existing book.

We retained PMAs on uncertainty over the timing of remediation of cladding issues in high rise flats.

The climate risk PMAs have been removed as this risk has now been incorporated into the ECL model calculations.

Post Model Adjustments (£m)	2024	2023
Economic Uncertainty/Affordability	8.0	17.2
Inadequate Cladding	1.0	1.9
Transaction bias	1.1	1.1
Climate Risk	0	0.6
Model Risk	5.4	0
Total PMAs	£15.5	£20.8

	2024		2023		Δ
	Gross Exposure £m	Provision Coverage %	Gross Exposure £m	Provision Coverage %	Gross Exposure %
Stage 1	19,674	0.04	17,670	0.03	11
Stage 2 and <30 days past due	4,386	0.49	3,791	0.76	16
Stage 2 and 30+ days past due	96	1.88	111	2.61	-14
Stage 3 and <90 days past due	145	1.38	125	1.68	16
Stage 3 and 90+ days past due	147	8.07	139	10.37	6
Total Retail Mortgages	24,448	0.18	21,836	0.24	12

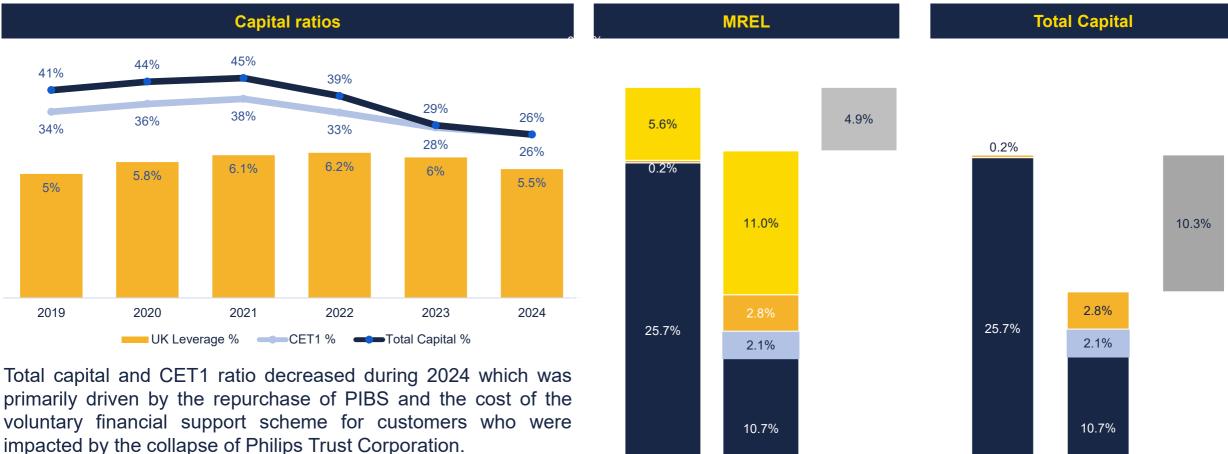


# Leeds Building Society

# Capital, Liquidity and Funding

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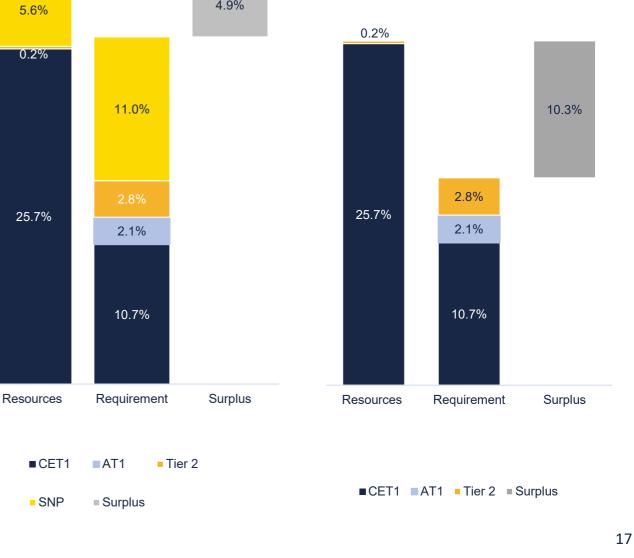
### The Society maintained strong capital position throughout



The repurchase of PIBS reduced capital by £48.8m but will deliver £3.3m per year in interest savings as part of a more capital efficient structure.

The Society remains in excess of all capital regulatory requirements and continues to forecast significant headroom moving forward.

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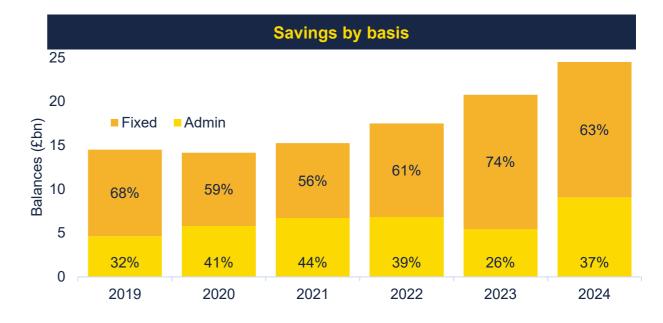
#### The Society's savings balances have reached a record £22.4 billion

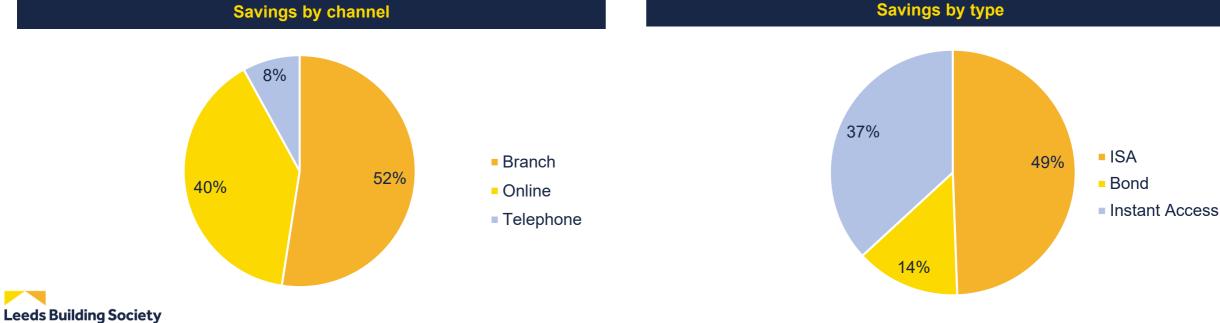
During 2024 our net retail savings grew by £3.7bn (2023: £3.3bn), taking retail savings up to a record £24.5bn.

We helped 119,100 more people save for their future.

Our average saving rate was  $4.11\%^*$  in 2024 compared to the rest of the market average of 3.33%. This represents on average, an extra £170 interest to our savers.

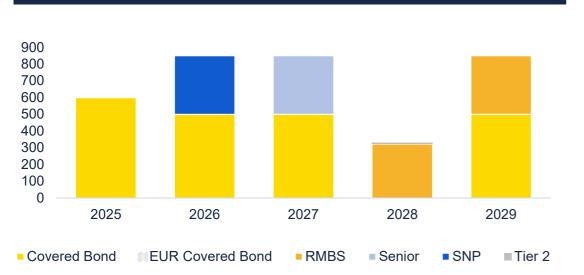
Our profile is weighted towards fixed, which has supported income stability. We anticipate there will be a moderate rebalancing towards admin balances, while maintaining our fixed franchise, as the margin improves on admin relative to fixed.



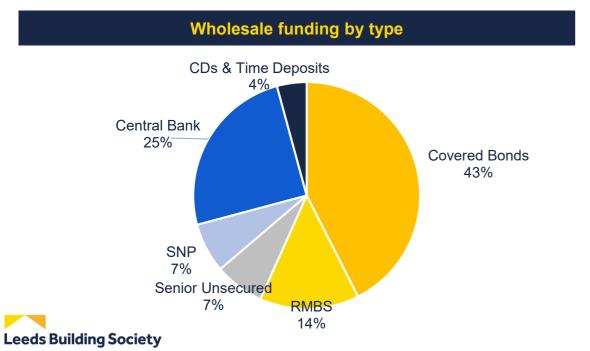


\*CACI NOV-23 TO OCT-24 CSDB, Stock, latest data available

#### Wholesale funding strategy presents a smooth refinancing



Smooth wholesale refinancing



#### 1200 1000 800 600 400 200 0 2017 2018 2019 2020 2021 2022 2023 2024 EUR Covered Bond Covered Bond RMBS Senior SNP Tier 2

Total wholesale funding at 31 December 2024 was £4.9 billion (December 2023: £4.7 billion) which is 17% of total funding.

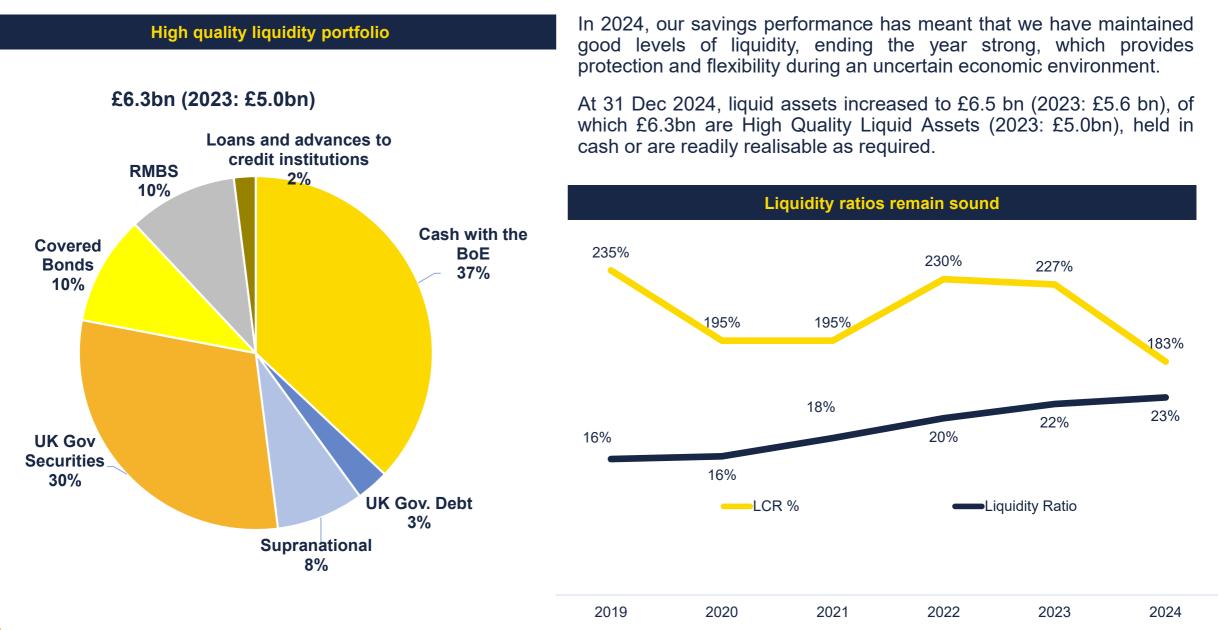
During the year we raised £850 million of external wholesale funding through successful covered bond and securitisation issuances.

Half of the original TFSME drawing was repaid by the Society by the end of 2024. We will repay the remaining £1,130m over the course of 2025.

Credit rating	Short Term Deposits	Long Term Senior Unsecured	Outlook
Fitch	F1	А	Stable
Moody's	P-2	A3	Stable

Consistent public issuance

### Liquidity levels remained well above regulatory requirements throughout 2024



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## **Key contacts**

Investor relations website: <a href="leedsbuildingsociety.co.uk/treasury">leedsbuildingsociety.co.uk/treasury</a>

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# Appendices

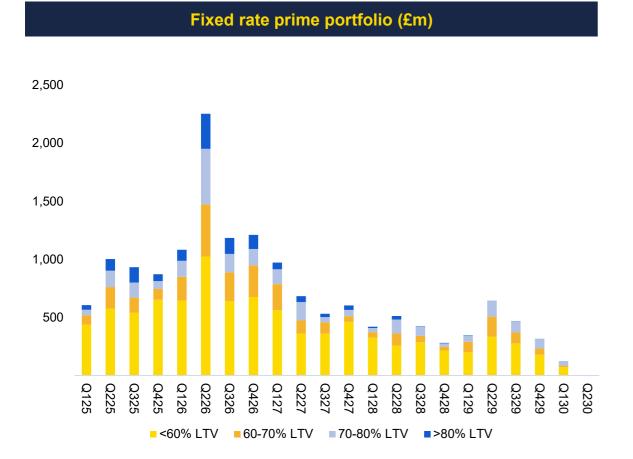
### Appendix 1 Mortgage book stratifications

			usiness 2024 111	(Completed Applica			
	Non-BTL		BTL		Total		
	£bn	% of Total	£bn	% of Total	LTV Banding	£bn	% of Total
0-60%	1.35	26.2%	0.38	76.0%	0-60%	1.73	30.7%
60-75%	1.38	26.9%	0.12	23.9%	60-75%	1.50	26.6%
75-80%	0.53	10.4%	0.00	0.1%	75-80%	0.53	9.4%
80-85%	0.56	10.9%			80-85%	0.56	9.9%
85-90%	0.71	13.9%			85-90%	0.71	12.6%
90-95%	0.60	11.7%			90-95%	0.60	10.7%
Over 95%	0.00	0.0%			Over 95%	0.00	0.0%
Total	5.15		0.51		Total	5.65	
Average LTV	67.8%		47.9%				

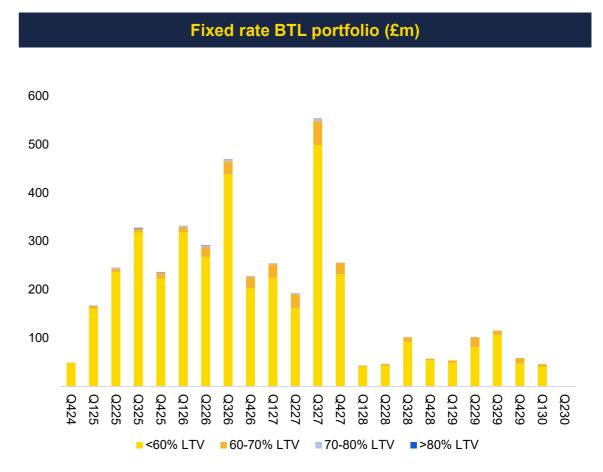
Loan Book Balances							
	Non-BTL		BTL		Total		
	£bn	% of Total	£bn	% of Total	Indexed LTV	£bn	% of Total
0-50%	7.5	39.1%	3.3	63.8%	0-50%	10.8	44.3%
50-60%	2.5	12.9%	1.2	23.3%	50-60%	3.7	15.1%
60-70%	2.9	15.2%	0.5	9.6%	60-70%	3.4	14.0%
70-80%	3.0	15.5%	0.2	3.3%	70-80%	3.2	13.0%
80-90%	2.4	12.5%	0.0	0.0%	80-90%	2.4	10.0%
90-100%	0.9	4.7%	0.0	0.0%	90-100%	0.9	3.7%
Over 100%	0.0	0.0%	0.0	0.0%	Over 100%	0.0	0.0%
Total	19.3		5.1		Total	24.4	
Indexed LTV	54	.1%	39	.0%			

#### Appendix 2 Smooth fixed rate mortgage run-off, helping balance the impact of repricing

• 22% and 23% of the fixed rate prime and BTL portfolios respectively are due to contractually mature in the next 12 months.



\*Note: Prime includes Vanilla Owner Occupied



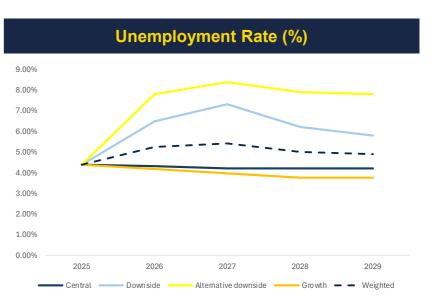
\*Note: BTL includes BTL, Portfolio BTL, Ltd Co BTL, HMO and Holiday Let



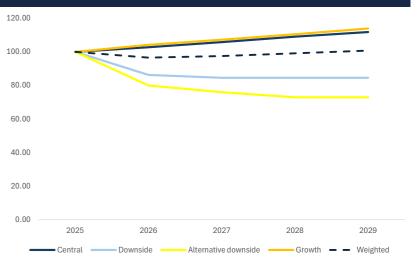
#### **Appendix 3 Macroeconomic scenarios**

	Scenario	2025	2026	2027	2028	2029
Downside Central	House price inflation	2.80%	3.00%	3.00%	2.50%	2.50%
	Unemployment rate (31 December)	4.40%	4.30%	4.20%	4.20%	4.20%
	Gross domestic product growth	1.5%	1.6%	1.6%	1.6%	1.5%
	Base rate (31 December)	4.00%	3.50%	3.25%	3.25%	3.25%
	House price inflation	(13.70%)	(2.00%)	0.00%	0.00%	1.00%
	Unemployment rate (31 December)	6.50%	7.30%	6.20%	5.80%	5.80%
	Gross domestic product growth	(0.8%)	(1.3%)	1.00%	1.00%	1.00%
	Base rate (31 December)	6.00%	3.00%	0.75%	0.25%	0.25%
e e	House price inflation	(20.00%)	(5.00%)	(4.00%)	0.00%	1.00%
Alternative Downside	Unemployment rate (31 December)	7.80%	8.40%	7.90%	7.80%	7.80%
owr	Gross domestic product growth	(0.20%)	(4.20%)	2.10%	1.50%	1.50%
٩D	Base rate (31 December)	6.50%	4.50%	1.00%	0.10%	0.10%
Growth	House price inflation	4.20%	3.00%	3.00%	3.00%	2.70%
	Unemployment rate (31 December)	4.20%	4.00%	3.80%	3.80%	3.70%
	Gross domestic product growth	1.90%	2.20%	2.20%	2.20%	2.10%
	Base rate (31 December)	4.00%	3.50%	3.25%	3.00%	3.00%

- The economic environment has improved during the financial year, with falling inflation, a rise in house prices, reduction in the base rate and stable unemployment rates. These are all signs of stronger economy, and the improved outlook has been reflected in the modelled economic scenarios and revised post model adjustments.
- We are well prepared to meet the requirements of the Basel 3.1 standards, which are expected to come into force on 1 January 2027. As an IRB lender, the predominant impact on the Society will arise from the new capital floor, to be phased in from January 2027 until January 2030.



#### House Prices (December 2023=100)





#### Appendix 4 ESG Ratings

- Last year was the first year we have obtained an MSCI ESG rating (BBB). We are currently one point from an A rating which we anticipate will be achieved at our next assessment through increased public disclosure around our ESG policies and practices.
- Sustainalytics positioned LBS as low risk last year. We are currently awaiting our updated score and anticipating a similar result.
- S&P Global offer two types of assessment one which assesses public documents only, and a full Corporate Sustainability Assessment which looks at internal documentation as well. This was our second public assessment, and our score has increased, with an improvement across most areas. We do not currently have any plans to partake in a full Corporate Sustainability Assessment.

ESG Assessment	Score	Scale	Date	
MSCI	5.6 (BBB)	0 to 10 (CCC – AAA)	Mar 2024	
Sustainalytics	16.2 'Low risk'	0 to 100 negligible to severe	Feb 2023	
S&P 26		0 to 100	Mar 2024	



#### Scope 1 and 2 emissions

The Society has developed a climate strategy centred upon supporting the orderly transition to a greener, net zero economy by 2050 or sooner.

We have set near-term SBTi-aligned scope 1 and 2 targets in line with the Paris Climate Agreement goal to limit future temperature increases to 1.5°C.

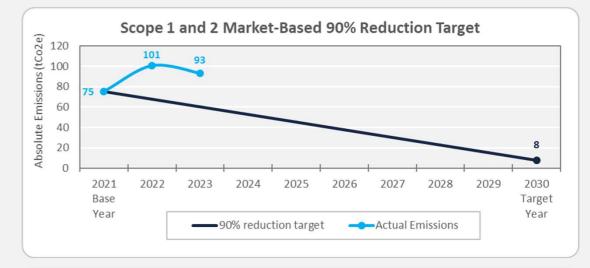
In the first half of 2024, we have made good progress on reducing emissions directly under our control, and the Society continues to benchmark favourably vs. peers based on our residual emissions and ambition of targets.

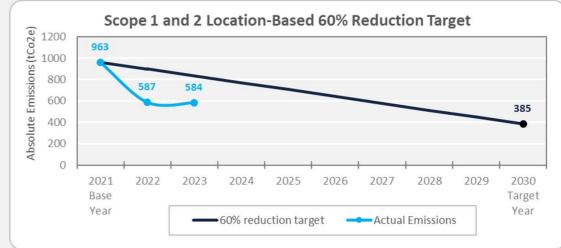
- Our location-based emissions continue to trend downwards below our 2030 target following steps taken to reduce our electricity consumption.
- Our market-based target is expected to remain under pressure in the short-term until benefits from our multi-year property refurbishment strategy are fully realised by the end of the decade.





Reduce our absolute Scope 1 and 2 emissions by 60% by 2030, from a 2021 base year using a location-based methodology.







#### **Scope 3 emissions**

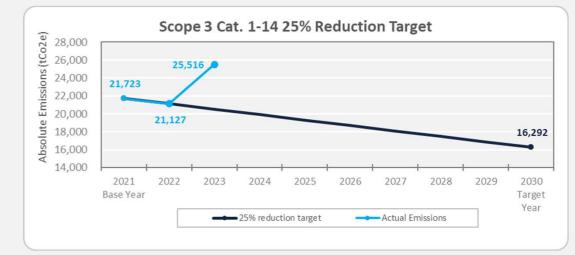
The Society has also agreed near-term SBTi-aligned targets for our scope 3 operational and financed emissions, covering our full value chain.

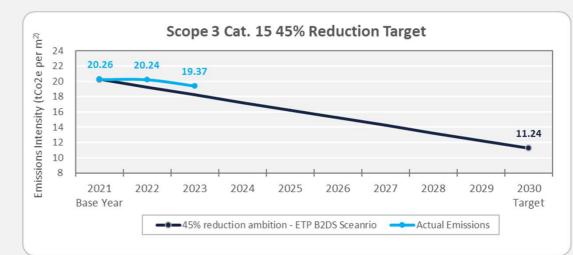
We continue to engage with our key stakeholders to influence reductions, but many of the required actions are outside of our direct control.

There continue to be a number of barriers to progress that need to be overcome, which will require a joined-up and collaborative approach across government, industry, and wider society.

Until those challenges are overcome, we expect our scope 3 emissions to trend above target over the short to medium term.

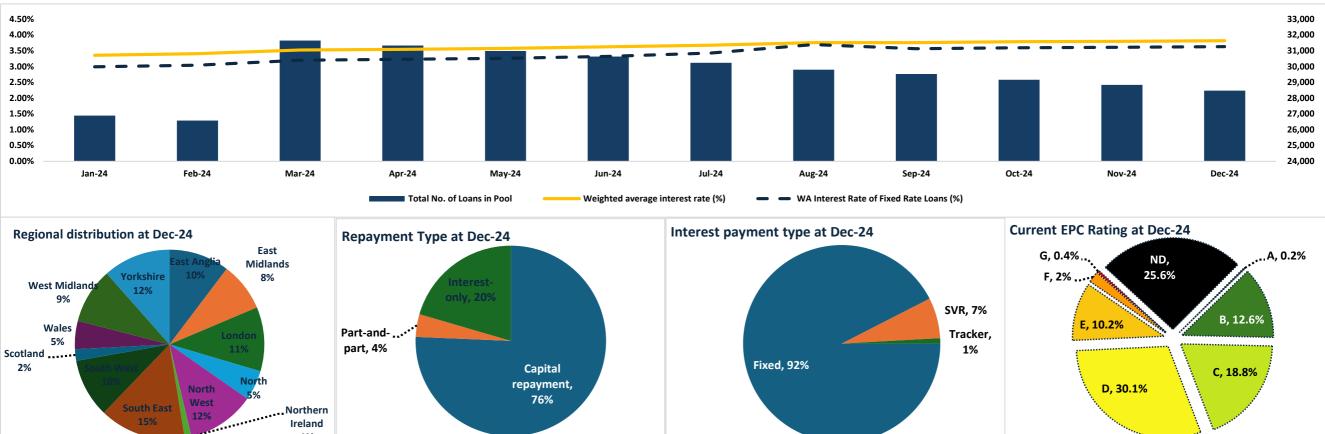


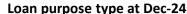


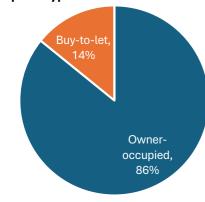


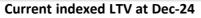


#### **Covered Bond Pool Performance**

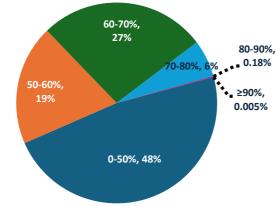


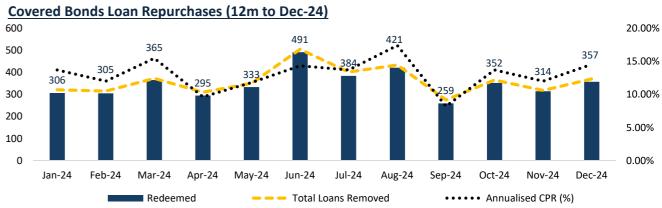






1%





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