

10. Board members and executive directors

The executive directors are the key management personnel for RHP and the Group. Their emoluments (salaries, bonuses, and benefits in kind) are disclosed below together with those of non-executive Board Members.

	GROUP		ASSOCIATION	
	2026 £'000	2025 £'000	2026 £'000	2025 £'000
Executive directors' emoluments	889	989	889	989
Pension contributions in respect of services as directors	74	97	74	97
Amounts paid to non-executive directors	105	94	89	77
Total	1,068	1,180	1,052	1,163

The highest paid director in the year was the Chief Executive. Emoluments received by the highest paid director in the year were £218k (2025: £264k, the highest paid director was not the Chief Executive).

The pension entitlement of the highest paid director is identical to those of other members

The full time equivalent number of employees who received remuneration (including directors) earning over £60k including salaries, bonuses and benefits in kind but excluding pension contributions is shown below:

	GROUP		ASSOCIATION	
	2026 £'000	2025 £'000	2026 £'000	2025 £'000
£60,000 - £69,999	23	18	17	12
£70,000 - £79,999	11	10	10	10
£80,000 - £89,999	5	7	4	7
£90,000 - £99,999	7	1	5	1
£100,000 - £109,999	3	4	3	3
£110,000 - £119,999	-	1	-	1
£120,000 - £129,999	2	2	2	2
£160,000 - £169,999	-	1	-	1
£170,000 - £179,999	2	1	2	1
£210,000 - £219,999	1	1	1	1
£260,000 - £269,999	-	1	-	1