

Name	Remuneration - Name & Nature of Business	Related Undertakings - Name & Nature of Business	Contracts	House, Land and Buildings	Shares and Securities	Non-Financial Interests	Election Expenses
Dame Susan Rice	<p>Chair - Scottish Water - Utility</p> <p>Chair - Banking Standards Board</p> <p>J Sainsbury's Plc - Senior Independent Director</p> <p>North American Income Trust - SID</p> <p>Chair - Global Steering Group of GEFI (Global Ethical Finance Initiative)</p> <p>Scottish Fiscal Commission - Chair</p>	<p>Chair - Scottish Water Business Stream Limited - Retail</p> <p>Chair - Scottish Water Horizons Holdings Limited - Investment Company</p> <p>Chair - Scottish Water Business Stream Holdings Limited - Investment Company</p> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	Husband owns a small portfolio of properties for let	Lloyds Banking Group	<p>National Galleries of Scotland - Chair of Patron's Board of Governors</p> <p>Advisory Board of the Place-Based Climate Action Network called P-CAN</p> <p>Fraser of Allander Institute Advisory Board Member</p>	None
Douglas Millican	<p>Chief Executive - Scottish Water - Utility</p>	<p>Director - Scottish Water Horizons Holdings Limited - Investment Company</p> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	None	<p>Board Member - Water UK</p> <p>Vice Chair and Trustee of World Vision UK</p> <p>Energy & Utilities Industrial Partnership Council Member</p>	None
		<p>Director - Scottish Water Horizons Ltd - Water and Wastewater Related Services</p>					

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Alan P Scott	Director - Scottish Water - Utility	Director - Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water Business Stream Holdings Limited - Investment Company (Term ended 01.07.2021) Director - Scottish Water International - Investment Company Scottish Water Limited - Non Trading Company Scottish Water Utilities Ltd - Non Trading Company Scottish Water Retail Ltd - Non Trading Company Scottish Water Wholesale Ltd - Non Trading Company ALL SUBSIDIARIES OF SCOTTISH WATER	None	None	Shares held in The Miller Group Ltd	None	None
Peter Farrer	Director - Scottish Water - Utility	Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water Services (Grampian) Ltd A SUBSIDIARY OF SCOTTISH WATER	None	None	None	Member Currie RFC Vice President to the Institute of Customer Service Council Member - Water UK	None
Iain Lanaghan	Non-Executive Director of the UK Oil and Gas Authority (OGA)	Member - Scottish Water - Utility Scottish Water Horizons Holdings Limited - Investment Company Scottish Water Business Stream Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER	None	Jointly owns 1 rental property with wife (not in Scotland)	None	None	None

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	Non-Executive Director & Audit Chairman - Defence Equipment & Support (a bespoke Trading Entity of the Ministry of Defence) Iain M Lanaghan (Occasional Consultancy)			Wife has 2 additional rental properties (not in Scotland)			
Samantha Barber	Member - Scottish Water - Utility Iberdrola SA - Non-Executive Director	Scottish Water Business Stream Holdings Limited - Investment Company Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER	None	I own 3 rental apartments	None	Chairman - Scottish Ensemble	None
Ken Marnoch	Member - Scottish Water - Utility Executive Vice President Internal Audit - Royal Dutch Shell - Multinational Oil, Gas & Energy Company	Scottish Water Business Stream Holdings Limited - Investment Company Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER	None	I own 4 rental apartments	Royal Dutch Shell	None	None
Deirdre Michie	Member - Scottish Water - Utility Director - The Oil & Gas Industry Association Limited CEO - Oil & Gas UK: Trade Association for the UK Offshore Oil & Gas Industry	Scottish Water Business Stream Holdings Limited - Investment Company Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER	None	Owns flat with occasional room rental	Royal Dutch Shell	Member - Scottish Energy Advisory Board Member - Industry Leadership Group (Oil & Gas) Member - NST Forum & MER Fiscal Forum Opportunity North East Scottish Ballet Patron Member of Women's Business	None

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					Leeuw & Co Ltd	Member of Women's Business Council	
	Member - Scottish Water - Utility	Scottish Water Horizons Holdings Limited - Investment Company			LBG		
		Scottish Water Business Stream Holdings Limited - Investment Company					
	Non-Executive Director - HSBC UK Bank Plc						
	Chairman - Audit Committee of HSBC UK Bank Plc						
	Non-Executive Director - Marks and Spencer Financial Services Plc						
James Coyle	Member - Deloitte					None	
	Senior Independent Director of Honeycomb Investment Trust Plc	ALL SUBSIDIARIES OF SCOTTISH WATER	None	None			None
	Chairman - Audit Committee of Honeycomb Investment Trust Plc				HSBC		
	Chairman - HSBC Trust Company (UK) Limited						
						Member - Institute of Chartered Accountants of Scotland	
						Fellow - Chartered Institute of Bankers in Scotland	
	Member - Scottish Water - Utility (Term ended	Scottish Water Horizons Holdings Limited - Investment Company (Term ended 29.06.2021)					

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Paul Smith (Term ended 29.06.2021)	29.06.2021)	Scottish Water Business Stream Holdings Limited - Investment Company (Term ended 29.06.2021)				Trustee, Council Member and Member of HR Committee - Energy Institute	
	Chair and Non-Executive Director - Capstone Infrastructure Corporation in Canada						
	Director - PRS Energy Solutions Ltd - Consulting Business		None	None	SSE Plc		None
	Non-Executive Director - Orbital Marine Tidal Ltd	ALL SUBSIDIARIES OF SCOTTISH WATER					
	Non-Executive Director of Cadent Gas Ltd (Effective 01.02.2021)					Council Member - Royal Burgess Golf Society (Term ended 25.03.2021)	
	Chair and Non-Executive Director of Diversifield Energy Management Ltd						
Steve Dickson		Scottish Water Business Stream Holdings Limited - Investment Company (Effective from 01.05.2021)					
	Member - Scottish Water - Utility (Effective from 01.05.2021)	Scottish Water Horizon Holdings Limited - Investment Company (Effective from 01.05.2021)	None	None	None	Member - World Commerce & Contracting	None
	Member - National Executive Committee - Prospect Trade Union	ALL SUBSIDIARIES OF SCOTTISH WATER					

A Register of Declared Hospitality is maintained and a copy may be obtained from the Corporate Secretary, Scottish Water, 6 Castle Drive, Carnegie Campus, Dunfermline, KY11 8GG, Tel No. 01383-848351.