

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
<b>Dame Susan Rice</b>	<p>Chair - Scottish Water - Utility</p> <p>Chair - Banking Standards Board (as of 01.01.2020)</p> <p>J Sainsbury's Plc - Senior Independent Director</p> <p>North American Income Trust - SID</p> <p>Scottish Fiscal Commission - Chair</p> <p>Board of C Hoare &amp; Co (until 31.12.2019)</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><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></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>Royal College of Surgeons Edinburgh - Regent</p> <p>Advisory Board of the Place-Based Climate Action Network called P-CAN</p> <p>Fraser of Allander Institute Advisory Board Member</p> <p>Banking Standards Board - Non-Executive (until 31.12.19)</p>	None
<b>Douglas Millican</b>	<p>Chief Executive - Scottish Water - Utility</p>	<p>Director - Scottish Water Horizons Holdings Limited - Investment Company</p> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	None	None	None	<p>Board Member - Water UK</p> <p>Non-Executive Director - Institute of Water</p> <p>Vice Chair and Trustee of World Vision UK</p> <p>Energy &amp; Utilities Industrial Partnership Council Member</p>	None
		<p>Director - Scottish Water Horizons Ltd - Water and Wastewater Related Services</p>					

<b>Brian Strathie</b>	Director - Scottish Water - Utility	Director - Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water Business Stream Holdings Limited - Investment Company Director - Scottish Water International - Investment Company Scottish Water Limited - Non Trading Company Water Solutions 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 <b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>	None	None	None	None	None	
<b>Peter Farrer</b>	Director - Scottish Water - Utility	Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water Services (Grampian) Ltd <b>A SUBSIDIARY OF SCOTTISH WATER</b>	None	None	None	Member Currie RFC Vice President to the Institute of Customer Service Council Member - Water UK	None	
<b>Iain Lanaghan</b>	Member - Scottish Water - Utility Non-Executive Director of the UK Oil and Gas Authority (OGA) Non-Executive Director - Movell - The Bus Company Limited (trades as Metropolitan European Transport) Non-Executive Director & Audit Chairman - Defence Equipment & Support (a bespoke Trading Entity of the Ministry of Defence) Iain M Lanaghan (Occasional Consultancy)	Scottish Water Horizons Holdings Limited - Investment Company Scottish Water Business Stream Holdings Limited - Investment Company <b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>	None	jointly owns 1 rental property with wife (not in Scotland) Wife has 2 additional rental properties (not in Scotland)	Movell - The Bus Company Limited	None	None	
SW Private Commercial								

Samantha Barber	Member - Scottish Water - Utility	Scottish Water Business Stream Holdings Limited - Investment Company					
		Scottish Water Horizons Holdings Limited - Investment Company	None	I own 3 rental apartments	None	Chairman - Scottish Ensemble	None
	Iberdrola SA - Non-Executive Director	<b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>					
Ken Marnoch	Member - Scottish Water - Utility	Scottish Water Business Stream Holdings Limited - Investment Company					
		Scottish Water Horizons Holdings Limited - Investment Company	None	I own 4 rental apartments	Royal Dutch Shell	None	None
	Executive Vice President Internal Audit - Royal Dutch Shell - Multinational Oil, Gas & Energy Company	<b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>					
Deirdre Michie	Member - Scottish Water - Utility	Scottish Water Business Stream Holdings Limited - Investment Company					
		Scottish Water Horizons Holdings Limited - Investment Company					Member - Scottish Energy Advisory Board
		<b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>					
	Director - The Oil & Gas Industry Association Limited		None	Owns flat with occasional room rental	Royal Dutch Shell		None
	CEO - Oil & Gas UK: Trade Association for the UK Offshore Oil & Gas Industry	Common Data Access Limited - Not for profit subsidiary of Oil & Gas UK; provides data management services to its members and to the UK Oil & Gas Industry					Member - Industry Leadership Group (Oil & Gas)
						Member - MER Forum & MER Fiscal Forum	
						Opportunity North East	
					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					

<p><b>James Coyle</b></p>	<p>Non-Executive Director - HSBC UK Bank Plc</p> <p>Chairman - Audit Committee of HSBC UK Bank Plc</p> <p>Non-Executive Director - Marks and Spencer Financial Services Plc</p> <p>Member - Deloitte</p> <p>Member &amp; Chairman - Audit Committee of Honeycomb Investment Trust Plc</p> <p>Chairman - HSBC Trust Company (UK) Limited</p>	<p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	<p>None</p>	<p>None</p>	<p>HSBC</p>	<p>None</p> <p>Member - Institute of Chartered Accountants of Scotland</p> <p>Fellow - Chartered Institute of Bankers in Scotland</p>	<p>None</p>
<p><b>Paul Smith</b></p>	<p>Member - Scottish Water - Utility</p> <p>Chair and Non-Executive Director - Capstone Infrastructure Corporation in Canada</p> <p>Director - PRS Energy Solutions Ltd - Consulting Business</p> <p>Non-Executive Director - South East London CHP Ltd</p>	<p>Scottish Water Horizons Holdings Limited - Investment Company</p> <p>Scottish Water Business Stream Holdings Limited - Investment Company</p> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	<p>None</p>	<p>None</p>	<p>SSE Plc</p>	<p>Trustee, Council Member and Member of HR Committee - Energy Institute</p> <p>Council Member - Royal Burgess Golf Society</p>	<p>None</p>

	Non-Executive Director - Orbital Marine Tidal Ltd						
	Member - Scottish Police Authority	Scottish Water Business Stream Holdings Limited - Investment Company					
	Member - Central Arbitration Committee						
	Member - Employment Appeal Tribunal						
<b>Matt Smith OBE DL</b>	Public Interest Member of Chartered Institute of Accountants of Scotland (ICAS) Regulation Board	Scottish Water Horizon Holdings Limited - Investment Company	None	None	None	Member and Fellow of the Scottish Council for Development and Industry	None
	Member - Chartered Institute of Public Finance & Accountancy (CIPFA) Disciplinary Scheme Committee.						
	Member - Scottish Water - Utility	<b>ALL SUBSIDIARIES OF SCOTTISH WATER</b>				Deputy Lieutenant, Ayrshire & Arran	

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.