

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 (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 & 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>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>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
Douglas Millican	Chief Executive - Scottish Water - Utility	<p>Director - Scottish Water Horizons Holdings Limited - Investment Company</p> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p> <p>Director - Scottish Water Horizons Ltd - Water and Wastewater Related Services</p> <p>Director - Scottish Water Horizons Holdings Limited - Investment Company</p> <p>Director - Scottish Water Business Stream Holdings Limited - Investment Company</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 & Utilities Industrial Partnership Council Member</p>	None

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	ALL SUBSIDIARIES OF SCOTTISH WATER					
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	ALL SUBSIDIARIES OF SCOTTISH WATER					
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	
	Director - The Oil & Gas Industry Association Limited						
		ALL SUBSIDIARIES OF SCOTTISH WATER	None	Owns flat with occasional room rental	Royal Dutch Shell	Member - Industry Leadership Group (Oil & Gas)	None
	CEO - Oil & Gas UK: Trade Association for the UK Offshore Oil & Gas Industry					Member - NST Forum & MER Fiscal Forum	
					Opportunity North East		
					Scottish Ballet Patron		
					Member of Women's Business Council		
					Leeuw & Co Ltd		
	Member - Scottish Water - Utility	Scottish Water Horizons Holdings Limited - Investment Company				LBG	

James Coyle	<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 & Chairman - Audit Committee of Honeycomb Investment Trust Plc</p> <p>Chairman - HSBC Trust Company (UK) Limited</p>	<p>Scottish Water Business Stream Holdings Limited - Investment Company</p> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	HSBC	<p>None</p> <p>Member - Institute of Chartered Accountants of Scotland</p> <p>Fellow - Chartered Institute of Bankers in Scotland</p>	None
Paul Smith	<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 (until 31.10.2020)</p>	<p>Scottish Water Horizons Holdings Limited - Investment Company</p> <p>Scottish Water Business Stream Holdings Limited - Investment Company</p> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	SSE Plc	<p>Trustee, Council Member and Member of HR Committee - Energy Institute</p> <p>Council Member - Royal Burgess Golf Society</p>	None
SW Private Commercial							

	Non-Executive Director - Orbital Marine Tidal Ltd						
	Chair and Non-Executive Director of Diversifield Energy Management Ltd (effective 27.11.2020)						
	Member - Scottish Police Authority	Scottish Water Business Stream Holdings Limited - Investment Company					
	Member - Central Arbitration Committee						
	Member - Employment Appeal Tribunal						
Matt Smith OBE DL	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	ALL SUBSIDIARIES OF SCOTTISH WATER				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.