

| 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 | Chair - Scottish Water - Utility Chair - Financial Services Culture Board J Sainsbury's Plc - Senior Independent Director Chair - North American Income Trust Chair - Global Steering Group of GEFI (Global Ethical Finance Initiative) Scottish Fiscal Commission - Chair | Chair - Scottish Water Business Stream Limited - Retail Chair - Scottish Water Horizons Holdings Limited - Investment Company Chair - Scottish Water Business Stream Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER | None | Husband owns a small portfolio of properties for let | Lloyds Banking Group | National Galleries of Scotland - Chair of Patron's Board of Governors Advisory Board of the Place-Based Climate Action Network called P-CAN Fraser of Allander Institute Advisory Board Member | None |
| Douglas Millican | Chief Executive - Scottish Water - Utility | Director - Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER | None | None | None | Board Member - Water UK Vice Chair and Trustee of World Vision UK Energy & Utilities Industrial Partnership Council Member | None |
| Alan P Scott | Director - Scottish Water - Utility | Director - Scottish Water Horizons Ltd - Water and Wastewater Related Services Director - Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water International - Non Trading 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 |

Vice President to the Institute of

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| Peter Farrer | Director - Scottish Water - Utility | Scottish Water Horizons Holdings Limited - Investment Company Director - Scottish Water Services (Grampian) Ltd ALL SUBSIDIARY OF SCOTTISH WATER | None | None | None | Vice President to the Institute of Customer Service Core Member of Platinum Incident Management Group of Water UK Chair of Scottish Apprenticeship Advisory Board (SAAB) | None |
| Iain Lanaghan | Member - Scottish Water - Utility Non-Executive Director and Audit Chair of the North Sea Transition Authority (NSTA) 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 ALL SUBSIDIARIES OF SCOTTISH WATER | None | Jointly owns 1 rental property with wife (not in Scotland) Wife has 2 additional rental properties (not in Scotland) | None | None | None |
| Samantha Barber | Member - Scottish Water - Utility Managing Director - Accenture | Scottish Water Business Stream Holdings Limited - Investment Company Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER | None | I own 2 rental apartments | None | None | None |
| Ken Marnoch | Member - Scottish Water - Utility Executive Vice President Internal Audit - Royal Dutch Shell - Multinational Energy Company | Scottish Water Business Stream Holdings Limited - Investment Company Scottish Water Horizons Holdings Limited - Investment Company ALL SUBSIDIARIES OF SCOTTISH WATER | None | Director and Shareholder in family property company that owns 6 rental properties Director and shareholder in a hotel | Royal Dutch Shell | None | None |
| Deirdre Michie | Member - Scottish Water - Utility Director - The Oil & Gas Industry Association Limited CEO - Offshore Energies UK (OEUK) | 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 Leeuw & Co Ltd | Member - Scottish Energy Advisory Board Member - Industry Leadership Group (Oil & Gas) Member - NST Forum & MER Fiscal Forum Opportunity North East Member of Women's Business Council | None |

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| Steve Dickson | Member - Scottish Water - Utility | Scottish Water Business Stream Holdings Limited - Investment Company | None | None | None | Member - World Commerce & Contracting | None |
| | Member - National Executive Committee - Prospect Trade Union | Scottish Water Horizon Holdings Limited - Investment Company | | | | | |
| | Non-Executive Director - Scottish Courts & Tribunal Service | | | | | | |
| | Gerson Lehman Group (Occasional Consultancy) | ALL SUBSIDIARIES OF SCOTTISH WATER | | | | | |
| Catriona Schmolke | Member - Scottish Water - Utility | Scottish Water Business Stream Holdings Limited - Investment Company | None | Jointly owns 2 rental properties in Scotland | Jacobs EGINEERING Group Inc | Trustee and Vice President - Royal Academy of Engineering (Registered Charity) | None |
| | CEO - CharlieFive Ltd (Own consultancy in partnership with husband) | Scottish Water Horizon Holdings Limited - Investment Company | | | AstraZeneca Plc | Member - Strathclyde University Safety and Occupational Health Governance Committee | |
| | Visiting Professor - Newcastle University | ALL SUBSIDIARIES OF SCOTTISH WATER | | | BP Plc | Chair Advisory Board - SAgE Faculty at the University of Newcastle | |
| | Board Mentor - Critical Eye Ltd | | | | | Fellow - Royal Academy of Engineering | |
| | | | | | | Fellow - Institution of Mining, Minerals and Materials | |
| | | | | | | Member - GlobalScot: Scotland's International Business Network | |
| Graham Dalton | Member - Scottish Water - Utility | Scottish Water Business Stream Holdings Limited - Investment Company | None | None | None | None | None |
| | | Scottish Water Horizon Holdings Limited - Investment Company | | | | | |
| | | 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.