



**Strictly Personal and Confidential**

Hannah Woodall-Pagan  
Severn Trent Centre  
2 St John's Street  
Coventry  
CV1 2LZ

19 December 2022

Dear Christine

I refer to the letter dated 30 October 2019 which sets out the terms of your appointment as a Non-Executive Director and Chair of Severn Trent Plc and Severn Trent Water Limited, effective 1 January 2020 and 1 April 2020 respectively.

Under the terms of that letter, and under the terms of Severn Trent's Charter of Expectations, Non-Executive Director appointments are stated to be for a period of three years. As such, your current appointment period will expire on 1 January 2023.

I am now writing to confirm that, subject to the Articles of Association of the Company, your appointment will continue until 1 January 2026 unless otherwise terminated earlier by and at the discretion of either party upon three months' written notice. In compliance with the UK Corporate Governance Code, Directors are required to submit themselves for annual re-election by shareholders at each AGM. This is stipulated by the Articles and will apply to you. Subsequent continuation of your appointment is therefore conditional on satisfactory performance and re-election at AGMs.

Please confirm your acceptance of the above by signing and a copy of this letter in the enclosed stamped addressed envelope.

Yours sincerely

A handwritten signature in black ink, appearing to read "H Woodall-Pagan".

**Hannah Woodall-Pagan**  
**Group Company Secretary**

**Acknowledgment**

I, Christine Hodgson, hereby accept the terms of appointment set out in this letter.

**Signed:** .....

**Dated:** .....