

17 April 2019

Severn Trent Plc

Strictly Personal and Confidential

Mr Kevin Beeston

Severn Trent Centre
2 St John's Street
Coventry
CV1 2LH

Dear Kevin,

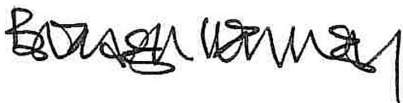
I refer to the letter dated 26 May 2016 which set out the terms of your appointment as a Non-Executive Director and Senior Independent Director of Severn Trent Plc and Severn Trent Water Limited, effective 1 June and 20 July 2016 respectively.

Under the terms of that letter, and under the terms of Severn Trent's Charter of Expectations, Non-Executive Directors' appointments are stated to be for a period of three years. As such, your appointment period will expire on 1 June 2019.

I am now writing to confirm that following completion of the 2019 Board effectiveness evaluation which recommended your reappointment at the 2019 AGM, and subject to the Articles of Association of the Company, your appointment will continue until 1 June 2022 and 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 returning the duplicate of this letter in the enclosed stamped addressed envelope.

Yours sincerely



Bronagh Kennedy
General Counsel and Company Secretary

Acknowledgment

I, Kevin Beeston, hereby accept the terms of appointment set out in this letter.

Signature

17/4/19
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Date