



Strictly Personal and Confidential

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

12 April 2023

Dear Sharmila

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

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 May 2023.

I am now writing to confirm that following completion of the 2023 Board Effectiveness evaluation, subject to the Articles of Association of the Company, your appointment will continue until 1 May 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, Sharmila Nebhrajani, hereby accept the terms of appointment set out in this letter.

Signed:

Dated: