

Strictly Personal and Confidential

Ann Beynon

Suzie Greenop
Severn Trent Centre
2 St John's Street
Coventry
CV1 2LZ

3 July 2024

Dear Ann

I refer to the letter dated 5 January 2018 which sets out the terms of your appointment as a Non-Executive Director of Hafren Dyfrdwy Cyfyngedig (formerly Dee Valley Water Limited), effective 1 April 2018, and the subsequent reappointment letter dated 25 March 2021.

Under the terms of those letters, and under the terms of Hafren Dyfrdwy's Charter of Expectations, Non-Executive Director appointments are stated to be for a period of up to three years. Following completion of the 2024 Board Effectiveness evaluation, it has been recommended that all Directors continue in office, subject to the Articles of Association of the Company, and therefore your appointment would in the normal course of business continue until 31 March 2027.

However, as discussed at the Hafren Dyfrdwy Board meeting on 20 June 2024, you have agreed with the Chair that you are prepared to step down as a Non-Executive Director before the expiry of your current appointment period, to enable orderly and progressive refreshing of the Board. On behalf of the Board, I thank you for your flexibility in this regard.

I am therefore now writing to confirm that subject to the Articles of Association of the Company, your appointment will continue until 4 October 2024 unless otherwise terminated earlier by and at the discretion of either party upon three months' written notice. Subsequent continuation of your appointment is therefore conditional on satisfactory performance.

Please confirm your acceptance of the above by signing and returning a copy of this letter.

Yours sincerely

Suzie Greenop
Company Secretary

Acknowledgment

I, Ann Beynon, hereby accept the terms of appointment set out in this letter.

Signed:

Dated: 5 July 2024