

**Strictly Personal and Confidential**  
Mohammed Mehmet

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

3 July 2024

Dear Mohammed

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.

I am therefore now writing to confirm that subject to the Articles of Association of the Company, your appointment will continue until 31 March 2027 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, Mohammed Mehmet, hereby accept the terms of appointment set out in this letter.

**Signed:** .....

**Dated:** 3 July 2024 .....