



Strictly Personal and Confidential

Sharmila Nebhrajani

Bronagh Kennedy
Severn Trent Centre
2 St John's Street
Coventry
CV1 2LZ

30 September 2021

Dear Sharmila

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

On appointment you also became a member of the Audit and Risk, Nominations and Corporate Sustainability Committees. It was also stated in the appointment letter that the Board may from time to time request you to participate in other Board Committees, subject to your agreement.

Further to the decision taken at the meeting on 16 September 2021, the Board has appointed you to the Remuneration Committee with immediate effect. As also discussed at that meeting, your membership of other Board Committees will be reviewed after the end of this financial year. The annual fee for your duties as a Non-Executive Director will remain unchanged.

Please confirm your acceptance of this additional appointment to the Remuneration Committee by signing and returning the duplicate of this letter in the enclosed stamped addressed envelope.

Yours sincerely

A handwritten signature in black ink, appearing to read "Bronagh Kennedy".

Bronagh Kennedy
General Counsel and Company Secretary

Acknowledgment

I, Sharmila Nebhrajani, hereby confirm acceptance of the appointment set out in this letter.

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Signature A handwritten signature in black ink, appearing to read "Sharmila Nebhrajani".

30/9/21
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Date