

REGISTER OF DECLARED INTERESTS (1<sup>st</sup> July 2025)

Name	Remuneration – Name & Nature of Business	Related Undertakings – Name & Nature of Business	Contracts	House, Land and Buildings	Shares & Securities	Non-Financial Interests	Election Expenses
DEIRDRE MICHIE	<ul style="list-style-type: none"><li>Chair – Scottish Water – Utility</li></ul>	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li><li>Scottish Water Business Stream Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None		<ul style="list-style-type: none"><li>Shell</li><li>Leeuw &amp; Co Ltd</li><li>Spouse has shares in BP, Centrica</li></ul>	<ul style="list-style-type: none"><li>Board member Opportunity North East</li><li>Scottish Ballet Director’s Circle</li><li>Women on Boards UK</li><li>Member of Paul Lawrie Golf Club</li><li>Chapter Zero</li><li>International Women’s Forum</li></ul>	None
ALEX PLANT	<ul style="list-style-type: none"><li>Chief Executive – Scottish Water – Utility</li></ul>	<ul style="list-style-type: none"><li>Director – Scottish Water Horizons Holdings Limited – Investment Company</li></ul> <p>A SUBSIDIARY OF SCOTTISH WATER</p>	None	Jointly owns two properties in England with wife, one of which is let	None	None	None
PETER FARRER	<ul style="list-style-type: none"><li>Director – Scottish Water – Utility</li></ul>	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	None	<ul style="list-style-type: none"><li>Vice President to the Institute of Customer Service</li><li>Core Member of Platinum Incident Management Group of Water UK</li><li>Chair of Scottish Apprenticeship Advisory Board (SAAB)</li></ul>	None
ALAN DINGWALL	Director – Scottish Water – Utility	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li><li>Scottish Water Business Stream Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	Serco	<ul style="list-style-type: none"><li>Member of Chartered Institute of Management Accountants</li></ul>	None
ALLAN CLOW	<ul style="list-style-type: none"><li>Member – Scottish Water – Utility</li><li>Non-Executive Director – Highlands and Islands Enterprise- Government Economic Development Agency</li><li>Non-Executive Director – Wheatley Development Solutions Limited – Affordable Housing Development Company</li></ul>	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li><li>Scottish Water Business Stream Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p> <ul style="list-style-type: none"><li>Non-Executive Director – Wheatley Homes Glasgow – Registered Social Landlord.</li><li>Non-Executive Director – University of Highlands and Islands - Academic institution.</li><li>Non-Executive Director – Turning Point Scotland Limited. Charity - Providing services to Local Authorities.</li><li>Non-Executive Director – Glencraft Mattresses. Social Enterprise - Manufacturing Mattresses.</li></ul>	None	None	None	<ul style="list-style-type: none"><li>Member of Chartered Institute of Management Accountants</li><li>Member of Ullapool Golf club</li></ul>	None
GRAHAM DALTON	<ul style="list-style-type: none"><li>Member – Scottish Water – Utility</li><li>Non-Executive Director – Energy and Utility Skills Ltd</li><li></li></ul>	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li><li>Scottish Water Business Stream Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	None	None	<ul style="list-style-type: none"><li>Member of the Audit Committee of the Royal Academy of Engineering</li><li>Policy Fellow, Institution of Civil Engineers</li></ul>	None

Name	Remuneration – Name & Nature of Business	Related Undertakings – Name & Nature of Business	Contracts	House, Land and Buildings	Shares & Securities	Non-Financial Interests	Election Expenses
<b>STEVE DICKSON</b>	<ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Non-Executive Director – Scottish Courts &amp; Tribunals Service</li> <li>Non-Executive Director – Armed Forces Pay Review Body</li> <li>Trustee Director of BT Pension Scheme Trustees Limited (<b>WEF 11<sup>th</sup> January 2025</b>)</li> </ul>	<ul style="list-style-type: none"> <li>Scottish Water Horizons Holdings Limited – Investment Company</li> <li>Scottish Water Business Stream Holdings Limited – Investment Company</li> </ul> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	None	None	None	<ul style="list-style-type: none"> <li>Member of the Institute of Directors</li> <li>Member of the Pension Management Institute</li> <li>Chair – Prospect Scotland Regional Branch</li> <li>Member – Prospect Health &amp; Safety Advisory Committee</li> <li>Member – Scottish Courts &amp; Tribunals Service Estates, Health &amp; Safety, Fire and Security Committee</li> <li>Treasurer – Society of St Vincent de Paul, Livingston</li> <li>Chair – Parish Council Livingston Cluster</li> <li>Member – Audit &amp; Risk Committee BT Pension Scheme</li> <li>Member – Investment Committee BT Pension Scheme</li> <li>Member Deer Park Golf Club</li> </ul>	None
<b>IAIN LANAGHAN</b>	<ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Non-Executive Director and Audit Chair of the North Sea Transition Authority (NSTA)</li> <li>Iain M Lanaghan (Occasional Consultancy)</li> <li>Lead Non-Executive Director of the UK Supreme Court</li> </ul>	<ul style="list-style-type: none"> <li>Scottish Water Horizons Holdings Limited – Investment Company</li> <li>Scottish Water Business Stream Holdings Limited – Investment Company</li> </ul> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	None	<ul style="list-style-type: none"> <li>Wife has 2 rental properties (not in Scotland)</li> </ul>	<ul style="list-style-type: none"> <li>Shell</li> <li>BP</li> <li>SSE</li> </ul>	<ul style="list-style-type: none"> <li>Member of the RUSI (Royal United Services Institute) Audit and Risk Committee.</li> <li>Member of Royal Aberdeen Golf Club</li> </ul>	None
<b>KEN MARNOCH</b>	<ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Former Executive Vice President Internal Audit – Shell Plc – Multinational Energy Company</li> </ul>	<ul style="list-style-type: none"> <li>Scottish Water Horizons Holdings Limited – Investment Company</li> <li>Scottish Water Business Stream Holdings Limited – Investment Company</li> </ul> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	None	<ul style="list-style-type: none"> <li>Director and shareholder in family property company that owns 6 rental properties</li> </ul>	Shell	<ul style="list-style-type: none"> <li>Member of Royal Aberdeen Golf Club</li> <li>Member of Gullane Golf Club</li> </ul>	None
<b>IAN MCAULAY</b>	<ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Chair – Papilo Ltd</li> <li>Chair – Papilo Holdings Limited</li> <li>Chair – Papilo Organics Ltd</li> <li>Chair – Project Jasmine Bidco Limited</li> <li>Chair - Project Jasmine Topco Limited</li> <li>Non-Executive Director – Severfield</li> </ul>	<ul style="list-style-type: none"> <li>Scottish Water Horizons Holdings Limited – Investment Company</li> <li>Scottish Water Business Stream Holdings Limited – Investment Company</li> </ul> <p><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>	None		<ul style="list-style-type: none"> <li>Papilo Ltd</li> </ul>	<ul style="list-style-type: none"> <li>Member – Institute of Water</li> <li>Fellow- Institute of Civil Engineers</li> </ul>	None

Name	Remuneration – Name & Nature of Business	Related Undertakings – Name & Nature of Business	Contracts	House, Land and Buildings	Shares & Securities	Non-Financial Interests	Election Expenses
CATRIONA SCHMOLKE	<ul style="list-style-type: none"><li>Member – Scottish Water – Utility</li><li>CEO - CharlieFive Ltd (own consultancy in partnership with spouse)</li><li>Board Mentor – Critical Eye Ltd</li><li>Non-Executive Director of NPL Management Ltd (National Physical Laboratory)</li><li>Non-Executive Director of NES Fircroft Ltd</li><li>Non-Executive Director &amp; Chair of ARTUS AIR Ltd</li><li>Non-Executive Director of Nuclear Decommissioning Authority (WEF 1<sup>st</sup> June 2025)</li></ul>	<ul style="list-style-type: none"><li>Scottish Water Horizons Holdings Limited – Investment Company</li><li>Scottish Water Business Stream Holdings Limited – Investment Company</li></ul> <p>ALL SUBSIDIARIES OF SCOTTISH WATER</p>	None	Jointly owns 4 properties in Scotland, 2 are rented	<ul style="list-style-type: none"><li>Jacobs Solutions</li><li>AstraZeneca Plc</li><li>Artus Air Ltd</li></ul>	<ul style="list-style-type: none"><li>Member of the Court of Strathclyde University</li><li>Chair – Strathclyde University Safety and Occupational Health Governance Committee</li><li>Fellow – Royal Academy of Engineering</li><li>Fellow – Institution of Mining, Minerals and Materials</li><li>Member GlobalScot: Scotland’s International Business Network</li><li>Member of the Royal Over-seas League</li><li>Member of the International Women’s Forum</li><li>Member of Chapter Zero</li></ul>	None

\* A Register of Declared Hospitality is maintained, and a copy may be obtained from the Corporate Secretary, Scottish Water.