

REGISTER OF DECLARED INTERESTS (1<sup>st</sup> March 2026)

| 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>DEIRDRE MICHIE</b> | <ul style="list-style-type: none"> <li>Chair – Scottish Water – Utility</li> <li>Chair – SSEN Transmission Independent Stakeholder Group (WEF 1<sup>st</sup> Dec 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><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></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> <li>Member of New Club Edinburgh</li> </ul> | None              |
| <b>ALEX PLANT</b>     | <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><b>A SUBSIDIARY OF SCOTTISH WATER</b></p>  | None      | <ul style="list-style-type: none"> <li>Jointly owns two properties in England with wife, one of which is let</li> </ul> | None   | <ul style="list-style-type: none"> <li>Board Member of Water UK</li> </ul>   | None              |
| <b>PETER FARRER</b>   | <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><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></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              |
| <b>ALAN DINGWALL</b>  | 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><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p>   | None      | None  | Serco  | <ul style="list-style-type: none"> <li>Member of Chartered Institute of Management Accountants</li> <li>Member of Kirkhill Golf Club</li> </ul>  | None              |
| <b>ALLAN CLOW</b>     | <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><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></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> </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              |
| <b>GRAHAM DALTON</b>  | <ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Non-Executive Director – Energy and Utility Skills Ltd</li> <li>Non-Executive Director – Energy and Environment Awards Ltd</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 Audit Committee of the Royal Academy of Engineering</li> <li>Policy Fellow, Institution of Civil Engineers</li> </ul>   | None              |

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| <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</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 style="text-align: center;"><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 – Prospect Pensions Advisory Sub 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>Member – Audit &amp; Risk Committee BT Pension Scheme</li> <li>Member – Investment Committee BT Pension Scheme</li> <li>Member – Rapid Response Committee BT Pension Scheme</li> <li>Member Deer Park Golf Club</li> <li>Murieston United Community Football Club – SFA Registered Youth/Adult Football Coach</li> </ul> | None              |
| <b>BELINDA HOWELL</b> | <ul style="list-style-type: none"> <li>Member – Scottish Water – Utility</li> <li>Managing Director - Decarbonize Limited</li> <li>Non-Executive Director, Innovate UK representative - Digital Catapult</li> <li>Non-Executive Board Member - London Pensions Fund Authority</li> <li>Member - Export Guarantees Advisory Council</li> <li>Independent Non-Executive Chair – PlantSea Ltd (WEF 16<sup>th</sup> February 2026)</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 style="text-align: center;"><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></p> | None      | <ul style="list-style-type: none"> <li>Partner in a family partnership that owns 1 property in Cornwall that is holiday let</li> </ul> | None   | <ul style="list-style-type: none"> <li>Member - Whitewater Valley Conservation Society (Community Benefit Society)</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 style="text-align: center;"><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 style="text-align: center;"><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              |

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| <b>CATRIONA SCHMOLKE</b> | <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>• Senior Independent Non-Executive Director of Nuclear Decommissioning Authority</li> <li>• Chair - Nuada Ltd (<b>WEF 1<sup>st</sup> February 2026</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 style="text-align: center;"><b>ALL SUBSIDIARIES OF SCOTTISH WATER</b></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 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.