

Pennon Group PLC

Section 430(2B) Companies Act 2006 Statement – Susan Davy

The following information is provided in accordance with section 430 (2B) of the Companies Act 2006 by Pennon Group plc (the company) in relation to the departure of Susan Davy as a director of the company.

As previously announced, Susan Davy, will be retiring from her role, as Group Chief Executive Officer.

All remuneration arrangements relating to Susan Davy's departure are consistent with the Company's shareholder approved Director's Remuneration Policy ("Policy") and the Company's incentive plan rules.

Susan Davy received base salary, pension, benefits as normal under her departure on 31 December 2025. She will receive a payment in lieu of notice (in respect of salary, pension and benefits). Susan will be eligible for an annual bonus in respect for FY26 performance, pro-rated for the portion of the financial year served and Outstanding Long-Term Incentive Plan ("LTIP") awards will be subject to time pro-rating based on the proportion of the relevant performance served, with performance outcomes assessed at the end of the performance period, subject to the Water Special Measures Act.

Unvested deferred bonus awards and LTIPS within a holding period will be released in line with normal timescales. Awards remain subject to malus and clawback provisions. In line with the Policy, Susan Davy will also comply with the post-employment shareholding requirement.

Other than detailed above Susan will not receive any other compensation or payment related to the termination of her employment. Details of Susan's remuneration will be disclosed in the Directors' Remuneration Report within the Company's 2025/26 Annual Report and Accounts, and in subsequent years, as appropriate.