

Anglian Water Services Ltd

Lancaster House
Lancaster Way
Ermine Business Park
Huntingdon
PE29 6XU

Tel 01480 323226
www.anglianwater.co.uk
Our ref

Alistair Phillips-Davies

16 September 2025

Dear Alistair

Contract for Services as a Non-Executive Director and appointment as Senior Independent Non-Executive Director ("SID")

I am pleased to confirm that, following the recommendation of the Nomination Committee, the Board of Anglian Water Services Limited has agreed to:

1. extend your contract for a further three years, until 22 November 2028; and
2. appoint you as the SID with effect from 1 November 2025.

To reflect the increased responsibilities of being the SID you will receive an uplift in your annual fee to £80,465 per annum. For your information, I have also attached the Roles and Duties of the SID document. All of the other terms of your appointment remain unchanged.

I would be grateful if you could confirm that you are willing to accept the extension to your contract and appointment as the SID by signing and returning the attached copy of this letter.

Yours sincerely

Ros Rivaz
Chair