

Governance

Board of directors

Severn Trent Plc board of directors as at 31 March 2010



1. Dr Tony Ballance BSc (Hons) MA (Econ) PhD (45)
Director of Strategy and Regulation

Appointed to the board on 2 October 2007. Tony was last reappointed in 2009 and is not retiring or standing for reappointment in 2010.

Tony's extensive experience in utility policy and regulation working for Ofwat as Chief Economist and then as an economic consultant leaves him ideally placed to lead the company's strategic and regulatory work. **Other directorships and offices:** Chief Economist, Office of Water Services (Ofwat) (1996–1999), director of London Economics (1999–2000), director of Stone and Webster Consultants (2000–2005).

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2. Dr Bernard Bulkin BS PhD FRSC FRSA FIE (68)
Independent non-executive director

Appointed to the board on 1 January 2006. Bernard was last reappointed in 2008 and is not retiring or standing for reappointment in 2010. He is the **Chairman of the Corporate Responsibility Committee**.

Bernard's involvement in both innovation and policy on climate change and renewable energy, together with an understanding of how to guide improved performance on safety and environmental operational issues, enables him to contribute significantly to the board. **Other directorships and offices:** Chairman of Chemrec AB, a Swedish company, non-executive director of Accelergy Corporation in California, director of Ze-gen Corporation in Boston, Venture Partner at Vantage Point, an international venture capital firm, Chief Scientist at BP Plc (1985–2003).

A C R N

5. Gordon Fryett (56)
Independent non-executive director

Appointed to the board in July 2009. Gordon was last re-elected in 2009 and is not retiring or standing for reappointment in 2010.

Gordon's extensive experience working in and with international businesses, accountability for managing large areas of capital expenditure and a broad range of executive and operational experience in a highly customer facing environment, enables him to bring a great deal of experience and expertise to the board.

Other directorships and offices: Property Director of Tesco, CEO of Tesco Ireland (2001–2006), Director of International Support for Tesco (1997–2001), Alumnus of INSEAD.

C N

6. Martin Kane BSc CEng CEnv MICE MIWEM FIWO (57)
Director of Customer Relations

Appointed to the board in October 2007. Martin has been Director of Customer Relations, Severn Trent Water, since May 2006. Martin was last re-elected in 2008 and is retiring by rotation and standing for reappointment in 2010.

Martin joined Severn Trent Water in 1975 and has held various senior posts giving him an extensive understanding of the design, construction and operation of water and waste water treatment plants, water distribution networks and sewerage systems. **Other directorships and offices:** board member of UK Water Industry Research Limited, board member of Utilities and Service Industries Training Limited.

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9. Baroness Noakes DBE LLB FCA (60)
Independent non-executive director

Appointed to the board in February 2008. Sheila Noakes was last re-elected in 2008 and is retiring by rotation and standing for reappointment in 2010. Sheila Noakes is the **Chairman of the Audit Committee**.

Sheila is a Fellow of the Institute of Chartered Accountants in England and Wales and spent most of her career in KPMG where she was a senior partner until 2000. This expertise together with experience of directorships within other listed companies ensures Sheila is well placed to chair the Audit Committee and contribute effectively to the board. **Other directorships and offices:** senior independent director of Carpetright Plc, director of the Reuters Founder Share Company, non-executive director of ICI Plc (2004–2008), non-executive director of Hanson Plc (2001–2007), Member of the Court of the Bank of England (1994–2001).

A N

10. Andy Smith BTech (Hons) (49)
Director of Water Services

Appointed to the board in October 2007. Andy was last re-elected in 2008 and is retiring by rotation and standing for reappointment in 2010.

Andy has worked in the UK and overseas with BP, Mars and Pepsi, and as group HR director and a member of the board at Boots. Andy brings a broad range of executive and operational experience from different sectors to the board. **Other directorships and offices:** director of Boots Group Plc (2002–2003)

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Board committees

A

Audit Committee

Baroness Noakes (C)*
Dr Bernard Bulkin*
Richard Davey*
Kerry Porritt (S)

R

Remuneration Committee

Richard Davey (C)*
Dr Bernard Bulkin*
Sir John Egan*
Martin Lamb*
Fiona Smith (S)

C

Corporate Responsibility Committee

Dr Bernard Bulkin (C)*
Sir John Egan*
Gordon Fryett*
Tony Wray
Kerry Porritt (S)

N

Nominations Committee

Sir John Egan (C)*
Dr Bernard Bulkin*
Richard Davey*
Andrew Duff*
Gordon Fryett*
Martin Lamb*
Baroness Noakes*
Tony Wray
Fiona Smith (S)

Management committee

E

Executive Committee

Tony Wray (C)
Dr Tony Ballance
Simon Cocks
Len Graziano
Myron Hrycyk
Martin Kane
Alec Luhaste
Michael McKeon
Alec Richmond
Andy Smith
Fiona Smith

Senior independent non-executive director

Richard Davey*

General Counsel and Company Secretary

Fiona Smith

(C) Chairman
(S) Secretary
(*) Non-executive director

3. Richard Davey BA (61)
Senior independent non-executive director

Appointed to the board in January 2006. Richard was last reappointed in 2008 and is not retiring or standing for reappointment in 2010. He is Chairman of the Remuneration Committee.

Richard has an investment banking background and was formerly Head of Investment Banking at NM Rothschild and Sons. With extensive experience of the financial services sector, having run Rothschild's Financial Services Group and working with a number of high street banks and insurers, Richard brings valuable financial expertise to the board and Audit Committee and as chair of the Remuneration Committee.

Other directorships and offices: non-executive Chairman of London Capital Holdings Plc, Vice Chairman of Yorkshire Building Society, non-executive director of Amlin Plc, non-executive director of Freeserve Plc (1999–2001), non-executive director of Scottish Widows Fund and Life Assurance Society (1996–2000).

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4. Sir John Egan MSc (Econ) BSc (70)
Chairman

Appointed to the board in October 2004 and became Chairman in January 2005. Sir John was last reappointed in 2009 and is retiring in 2010. He is Chairman of the Nominations Committee.

Sir John's distinguished business career as Chairman and Chief Executive of a number of leading UK companies enables him to bring a wealth of experience and expertise, in change management and continuous improvement processes, to the board and support to the executive management team of the company.

Other directorships and offices: director of Warwick Castle Park Trust Limited, director of Borwick Group Limited, non-executive director of Governance for Owners Group LLP, Chair of the ICOSA Steering Group commissioned by the Financial Reporting Council to review the 2003 Higgs Report, knighted in the Queen's Birthday Honours List in 1986, Deputy Lieutenant of the County of Warwickshire, Chancellor of Coventry University, Chairman of Inchape plc (2000–2005), Chairman of Harrison Lovegrove and Co Limited (2000–2005), Chairman and Chief Executive of Jaguar plc (1984–1989), Chief Executive of BAA plc (1990–1999), Chairman of MEPC (1998–2000), President of the Confederation of British Industry (2002–2004).

C R N

7. Martin Lamb BSc MBA (50)
Independent non-executive director

Appointed to the board in February 2008. Martin was last re-elected in 2008 and is retiring by rotation and standing for reappointment in 2010.

Martin has extensive experience of managing and developing large engineering businesses in all parts of the world. His strong commercial acumen, experience of managing complex projects, and familiarity with current market pressures as a serving Chief Executive leave him well placed to add value to the Severn Trent business. **Other directorships and offices:** Chief Executive of IMI plc, non-executive director of Spectris plc (1999–2006).

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8. Michael McKeon MA CA (53)
Finance Director

Michael was appointed to the board in December 2005. Michael was last reappointed in 2008 and is not retiring or standing for reappointment in 2010. Michael has extensive international business experience having worked overseas for CarnaudMetalbox, Elf Atochem and Price Waterhouse. He also held various senior roles with Rolls-Royce Plc from 1997 to 2000 including Finance Director of Aerospace Group and was Finance Director of Novar Plc from 2000 to 2005. Michael is a Chartered Accountant and a Member of the Institute of Chartered Accountants of Scotland. **Other directorships and offices:** non-executive director and Chairman of the Audit Committee of The Merchants Trust Plc, Finance Director of Novar Plc (2000–2005).

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11. Tony Wray BSc (Hons) (48)
Chief Executive

Appointed to the board in March 2005 and became Chief Executive in October 2007. Tony was last reappointed in 2009 and is not retiring or standing for reappointment in 2010.

Tony's experience of a wide range of operational and strategic leadership roles in the Energy, Telecoms, Water and Waste industries enables him to bring a multi disciplined approach to the board. **Other directorships and offices:** non-executive director – Energy and Utility Skills, the sector skills council, director of Networks at Eircom, the Republic of Ireland's telephone operation (2003–2005), director roles within Transco and National Grid Transco (1997–2003).

C N E



Andrew J Duff BSc FEI (51)
Independent non-executive director and Chairman Designate

Appointed to the board in May 2010. Andrew is standing for reappointment in 2010.

Andrew's strong track record working in regulated business gives him the relevant experience to make him the right Chairman to lead the group through the next phase of development. **Other directorships and offices:** Chairman of RWE npower, Group Chief Executive Officer, RWE npower (2003–2009), non-executive director of Wolseley Plc and member of the CBI Climate Change board, Fellow of the Energy Institute.

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