

Governance

Executive Committee

The Chief Executive is supported in his role by the executive management team and together they comprise the Executive Committee. During the year, the Executive Committee comprised the executive directors and senior executive managers responsible for key operational and central functions. Photographs of the members of the committee, together with their biographies are set out opposite.

The Executive Committee oversees the development and execution of the Severn Trent strategy. It also has accountability for achieving business results. The terms of reference of the Executive Committee are available on the company's website (www.severntrent.com) or from the Company Secretary.

During the year, the Executive Committee structured its meetings to focus on strategy, business management, policy and planning, and operational performance.

Members of the Executive Committee were delegated responsibility to sit on steering groups overseeing the delivery of our strategy in such areas as our technologies, our move to Severn Trent Centre and our business planning.



1. Tony Wray BSc (Hons) (48) **Chief Executive**
Please see full biography on page 33.

4. Fiona Smith LLB (51) **General Counsel and Company Secretary**
Joined Severn Trent in February 2006. Fiona is a Solicitor and was previously General Counsel and Company Secretary at National Grid plc, where she worked for 15 years, before becoming General Counsel at Transport for London for two years, prior to joining Severn Trent.

7. Andy Smith BTech (Hons) (49) **Director of Water Services**
Please see full biography on page 32.

10. Myron Hrycyk MBA (53) **Chief Information Officer**
Joined Severn Trent in April 2008. Myron has delivered major IT strategic programmes, reorganised corporate IT units and deployed high performance IT practices in previous roles for NYK Logistics and Unipart. Myron is the executive sponsor of the company's SAP/ERP transformation programme.



2. Martin Kane BSc CEng CEnv MICE MIWEM FIWO (57) **Director of Customer Relations**
Please see full biography on page 32.

5. Alec Richmond BSc (Econ), FCA, FIIA (52) **Director of Internal Audit**
Joined Severn Trent in June 2007. Prior to that, he worked for Cadbury Schweppes Plc, leading the company's global internal audit service from 2000–2005. Before joining Severn Trent, he worked for RSM Robson Rhodes as a Director and a member of the management board responsible for Risk Assurance Services. Alec is a fellow of the ICAEW.

8. Dr Tony Ballance BSc (Hons) MA (Econ) PhD (45) **Director of Strategy and Regulation**
Please see full biography on page 32.

11. Len Graziano MBA BEng (64) **President and Chief Executive Officer, Severn Trent Services**
Joined Severn Trent in January 2000. Prior to joining Severn Trent Services, Len served as President of Chemineer, Inc., a unit of Robbins & Myers, Inc., a global leader in industrial mixing and agitation equipment and technology. He also served as a President of Johnston Pump Company, a full line vertical pump, parts and repair company.



3. Michael McKeon MA CA (53) **Finance Director**
Please see full biography on page 33.

6. Alec Luhaste BA (56) **Director of Human Resources**
Joined Severn Trent in July 2007. Alec was previously Group Human Resources Director at Taylor Woodrow and has extensive experience in many areas of Human Resources including change management, organisational capability and development, compensation and benefits, and employee relations.

9. Simon Cocks BA(Hons) (44) **Waste Water Services Director**
Joined Severn Trent in July 2009. Simon is an electrical engineer by training and began his career in military communications working for Plessey and then GEC. He previously worked for London Electricity in various operational and management roles and, more recently, for National Grid where he was Head of UK Operations Performance and Planning, then Commercial Director for the gas and electricity business in the UK and Europe and more recently held the position of Chief Procurement Officer before joining Severn Trent.