United Utilities Water Limited
Haweswater House
Lingley Mere Business Park
Lingley Green Avenue
Great Sankey
Warrington WA5 3LP

Telephone: 01925 237000
unitedutilities.com

Our ref: EIR-360
Date: 04/06/2025
Email: EIRRequests@uuplc.co.uk

Dear [redacted]

Thank you for reaching out with your request. We appreciate your interest, and we want to let you know that your request has been carefully considered in accordance with the Environmental Information Regulations (EIR).

We would like to highlight that we have consistently, and over many years, demonstrated high standards of transparency and corporate governance on our remuneration policy and approach, and we already publish a substantial amount of information in our Annual Reports, which are publicly available on our website (Annual reports | United Utilities - Corporate).

They can be downloaded directly from the website. However, in order to assist, we have downloaded copies and attached them to the email. Please note, due to the file size, you will receive additional emails with the other files.
You can find the sections on Remuneration on the following pages:

- 2020 report – pages 156-185
- 2021 report – pages 160-189
- 2022 report – pages 160-191
- 2023 report – pages 170-203
- 2024 report – pages 140-163

You will find that the reports include:

- The Committee's role and remit
- Membership and governance structure
- Our approach to executive remuneration
- Executive director's remuneration for the reporting year
- Key decisions and considerations on remuneration matters during the reporting year.

We aim to be transparent in our reporting, and the Annual Report is designed to provide stakeholders with a clear and comprehensive view of how remuneration is governed and implemented across the organisation.

The current members of the committee are Kath Cates, Alison Goligher and Doug Webb. Further information on our Board Directors' extensive experience can be found on our website (United Utilities - Our board). The terms of reference for the nomination committee and the remuneration committee are published on our website (Corporate governance | United Utilities - Corporate). I have also attached a copy of the terms of reference to the email.

We hope that this response answers your request. However, if you're not satisfied with how we've handled it, you can request an internal review. To do this, please write to us at Environmental

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Information Office, Haweswater House, Lingley Mere, Warrington, WA5 3LP or email us at EIRRequests@uuplc.co.uk, addressing your request to [redacted], and explaining why you're unhappy with our response. We'll be very happy to review your request and ensure we've done everything we can to assist you.

Any request for an internal review should be made within 40 working days of receipt of this response, and we will reply within 40 working days from receipt of the request for internal review.

Many thanks
[redacted]

We'd love to hear your feedback on how we handled your request! If you have a moment, please complete our short survey here – your input helps us improve our service.