

UNITED UTILITIES GROUP PLC

27 April 2022

United Utilities announces retirement of Steve Mogford in 2023 and appointment of Louise Beardmore as CEO designate

Following 12 years leading the transformation of United Utilities to become one of the UK's top performing water and wastewater companies, Steve Mogford has expressed his wish to step down as CEO and retire from the Board early next year (2023).

As a result of Steve's decision, following a comprehensive internal and external evaluation process, the United Utilities Board today announces that Louise Beardmore, the company's Customer Service and People Director, has been appointed as his successor. Steve will continue to lead United Utilities until his retirement, working with, and supported by, Louise.

To enable a smooth transition, Louise will join the Boards of United Utilities Group PLC and United Utilities Water Limited as CEO designate on 1 May 2022. She will lead the creation of the company's PR24 business plan, covering the next five year regulatory period.

Louise has extensive utilities experience, working in both regulated and non-regulated environments in the UK and internationally. She brings a wealth of knowledge and leadership capability, a strong customer, people and community focus and a track record of delivering outstanding results.

Steve said: 'It has been a real honour to lead such a wonderful team that has succeeded on so many fronts. We're acutely aware of the important role we play within our North West community and Louise embodies all of the values to which we aspire. With her boundless energy and commitment, I have no doubt she will lead United Utilities to even greater success'.

Louise said: "I am privileged to have been asked to lead an organisation that cares passionately about the essential service we deliver to seven million people in the North West. I look forward to working with the team to ensure we continue to provide the service and results our customers and stakeholders deserve and expect; a business where colleagues are proud to work and an organisation that is recognised as delivering for all communities in our region".

Sir David Higgins, Chair of the United Utilities Board said: "Louise has been at the heart of the company's transition to becoming a leading performer in customer service, operational delivery and employee engagement. She was the outstanding candidate in a rigorous selection process including internal and external candidates and the Board is delighted she has agreed to lead United Utilities on Steve's retirement next year. Her experience, strategic vision and constant customer focus will ensure we build on the significant performance improvements we have achieved under Steve's leadership."

This announcement contains inside information, disclosed in accordance with the Market Abuse Regulation which came into effect on 3 July 2016 and for UK Regulatory purposes the person responsible for making the announcement is Simon Gardiner, Company Secretary. There are no other disclosures required in respect of this appointment pursuant to Listing Rule 9.6.13 (2) to (6).

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