

Long Term Plan 2023-2026. Awards were granted 15 December 2023.

Measure	Threshold (25% vesting)	Stretch (100% vesting)	Weighting
Return on Regulated Equity (RoRE)	UUW RoRE that is 1.00% above the average of Ofwat's Allowed RoRE over the three Financial Years of the Performance Period	UUW RoRE that is 2.75% (or more) above the average of Ofwat's Allowed RoRE over the three Financial Years of the Performance Period	50.0%
Average no of spills per storm overflow	An annual average of 27.51 spills per overflow, by reference to UUW's published figures in respect of spills in 2025/26	An annual average of 26.20 (or fewer) spills per overflow, by reference to UUW's published figures in respect of spills in 2025/26	10.0%
Environment Agency EPA rating	UUW achieves a 3* rating in the EA's Environmental Performance Assessment in respect of the calendar year ending 31 December 2025 as reported by the EA in its published report in 2026	UUW achieves a 4* rating in the EA's Environmental Performance Assessment in respect of the calendar year ending 31 December 2025 as reported by the EA in its published report in 2026	10.0%
Leakage reduction	A three-year average of 92.40 megalitres of leakage per 10,000km of UUW's water network per day, by reference to UUW's published figures in respect of leakage in 2025/26	A three-year average of 88.00 (or fewer) megalitres of leakage per 10,000km of UUW's water network per day, by reference to UUW's published figures in respect of leakage in 2025/26	10.0%
Supporting vulnerable customers via our Priority Services register	15.2% of UUW's customers are listed on its Priority Service Register, by reference to UUW's published figures in respect of its Priority Service Register in 2025/26	16.0% (or more) of UUW's customers are listed on its Priority Service Register, by reference to UUW's published figures in respect of its Priority Service Register in 2025/26	10.0%
Carbon reduction	23.0% of the energy used by UUG is generated from low carbon sources, by reference to the data published in its Annual Report for 2025/26	25.0% (or more) of the energy used by UUG is generated from low carbon sources, by reference to the data published in its Annual Report for 2025/26	10.0%

There is straight-line vesting between Threshold and Stretch

In addition to the above metrics, overall vesting is subject to the Committee being satisfied that the Company's outcome performance on these measures is consistent with underlying business performance and that the Company's dividend policy has been delivered in respect of each financial year of the performance period.

UUW is United Utilities Water Limited (regulated entity). UUG is United Utilities Group PLC (group holding company).