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Strictly Personal and Confidential
John Coghlan

Suzie Greenop
Severn Trent Centre
2 St John's Street
Coventry
CV1 2LZ

Tel: 07970 262046

20 June 2023

Dear John

I refer to the previous appointment letters setting out the terms of your appointment as a Non-Executive Director of Hafren Dyfrdwy Cyfyngedig, effective 17 February 2017.

Under the terms of those letters, and under the terms of Hafren Dyfrdwy's Charter of Expectations, Non-Executive Director appointments are stated to be for a period of three years.

I am now writing to confirm that following completion of the 2022 Board Effectiveness evaluation, subject to the Articles of Association of the Company, your appointment will continue until 16 February 2026 unless otherwise terminated earlier by and at the discretion of either party upon three months' written notice. Subsequent continuation of your appointment is therefore conditional on satisfactory performance.

Please confirm your acceptance of the above by signing a copy of this letter and returning to me.

Yours sincerely

Suzie Greenop
Company Secretary

Acknowledgment

I, John Coghlan, hereby accept the terms of appointment set out in this letter.

Signed:

Dated: 22 June 2023