

11th July 2024

**Pennon Group plc
("the Group", "Pennon")**

CFO Succession

Pennon today announces that Steve Buck, Chief Financial Officer, has decided to step down for personal reasons. We fully support Steve's decision, and the Board wishes him well for the future.

Steve will be succeeded by Laura Flowerdew, as the Board enacts its internal succession plan. Laura is Chief Customer and Digital Officer of Pennon Group and previously Chief Financial Officer at Bristol Water plc. This is effective today.

Susan Davy, CEO, said: "Having had the opportunity to work closely with Laura over the past few years, she is perfectly placed to take on the role. Laura has a strong understanding of our business and brings with her significant leadership experience".

The Company confirms that there is no other information to be disclosed under the requirements of Listing Rule 9.6.13 in relation to these appointments.

For further information, please contact

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-ENDS-

NOTES

- Laura Flowerdew was appointed Chief Customer and Digital Officer of Pennon Group in September 2022. She was previously an executive director and Chief Financial Officer of Bristol Water plc from October 2018 including a period as Deputy CEO. Alongside her financial responsibilities her role also encompassed leading the company's transformation programme, as well as IT, HR, business services and communications. Laura previously worked in several executive positions in utilities and natural resources businesses including Bristol Energy, Anglo American and De Beers. She is a Fellow of the Institute of Chartered Accountants for England and Wales.
- All remuneration terms for the departing and incoming CFO will be consistent with the Remuneration Policy approved by shareholders. In line with normal market practice, details will be published on the Company's website.

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