

**PENNON GROUP PLC**  
**10 February 2026**

**Pennon Group Confirmation of New Chief Executive Officer Start Date**

Further to Pennon Group's previous announcement on 2 October 2025 that Keith Haslett would succeed Susan Davy as its new Chief Executive following the conclusion of his notice period at Affinity Water, Pennon is pleased to announce that Keith's appointment will take effect from 1 April 2026.

As previously announced on 9 December 2025, Pennon's Operating Committee will continue to support David Sproul as Executive Chair until Keith's arrival to ensure continued delivery of the Group's strategy.

Pennon Group also confirms that David Sproul will return to his role as Non-Executive Chairman on 1 April 2026.

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