

Non-executive directors

Single total figure table (audited)

The total annual fees paid to each non-executive director are shown below.

Non-executive director	2021 £'000	2020 £'000
Anthony Rabin ¹	275	275
Andrew Merrick ²	60	50
Ray O'Toole	70	70
Julia Unwin	60	60
Andrew Wyllie ³	60	56

¹ The fee for Anthony Rabin includes his other responsibilities in relation to other Kelda Group Limited companies but is shown here in full. The proportion of his time spent on other group companies is recharged to the relevant company. This is explained in more detail in note 5 to the Financial Statements.

² Andrew Merrick joined the Board on 1 June 2019 and therefore received a pro rata fee in the prior year.

³ Andrew Wyllie became Chair of the Health and Safety Committee in September 2019 and therefore received a pro-rated fee for this role in the prior year.

The investor directors do not receive any remuneration from Yorkshire Water.

Independent non-executive directors

Single total figure table (audited)

The total annual fees paid to each non-executive director are shown below.

Non-executive director	2022 £'000	2021 £'000
Anthony Rabin ^{1,2}	115 ²	275
Vanda Murray ^{1,2}	206 ²	–
Andrew Merrick	60	60
Raymond O'Toole	70	70
Julia Unwin	60	60
Andrew Wyllie	60	60

¹ The fees for Vanda Murray and Anthony Rabin includes their other responsibilities in relation to other Kelda Group Limited companies but are shown here in full.

² Vanda Murray joined the Board on 1 July 2021 so her fee was pro-rated from that date.

³ Anthony Rabin retired from the Board on 1 September 2021 and therefore his fee is pro-rated to that date. He continued to receive his salary until 30 November 2021 in accordance with his contractual entitlement, which amounted to a further payment of £68,750 in addition to the fee shown above.

The investor directors do not receive any remuneration from Yorkshire Water.

Independent non-executive directors

Single total figure table (audited)

The total annual fees paid to each non-executive director are shown below.

Non-executive director	2023 £'000	2022 £'000
Vanda Murray ¹	283	206
Wendy Barnes ²	29	–
Andrew Merrick	70	60
Raymond O'Toole ⁴	63	70
Julia Unwin ⁵	74	60
Andrew Wyllie ⁴	74	60
Past director	2023 £'000	2022 £'000
Anthony Rabin ³	–	115

¹Vanda Murray joined the Board on 1 July 2021 and therefore her fee was pro-rated from that date.

²Wendy Barnes joined the Board on 1 November 2022 and therefore her fee was pro-rated from that date.

³Anthony Rabin retired from the Board on 1 September 2021 and therefore his fee is pro-rated to that date.

⁴Ray O'Toole was the Senior Independent Director and Chair of the People and Remuneration Committee until 28 June 2022 and therefore received additional fees for these roles, pro-rated to that date. Andrew Wyllie was then appointed as Senior Independent Director with effect from 1 November 2022 and received an additional fee from that date.

⁵Julia Unwin received an additional fee for her role as Interim Chair of the People and Remuneration Committee for the period from 1 July 2022 to 31 October 2022.

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Independent Non-Executive Directors

Single total figure table (audited)

The total annual fees paid to each non-executive director are shown in the table below.

Non-executive director	2024 £000	2023 £000
Vanda Murray	289	283
Wendy Barnes ¹	85	29
Andrew Merrick	71	70
Ray O'Toole ²	15	63
Julia Unwin	71	74
Andrew Wyllie	81	74

¹ Wendy Barnes joined the Board on 1 November 2022 and therefore her fee was pro-rated from that date.

² Ray O'Toole stepped down from the Board on 6 July 2023 and therefore his fee was pro-rated to that date.

The investor directors do not receive any remuneration from Yorkshire Water.

Independent non-executive directors

Single total figure table (audited)

The total annual fees paid to each independent non-executive director are shown in the table below.

Non-executive director	2025 £000	2023 £000
Vanda Murray	303	289
Furqan Alamgir ¹	31	-
Wendy Barnes	82	85
Andrew Merrick	75	71
Ray O'Toole ²	-	15
Julia Unwin	75	71
Andrew Wyllie	85	81

¹ Furqan Alamgir joined the Board on 1 October 2024 and therefore his fee was pro-rated from that date.

² Ray O'Toole stepped down from the Board on 6 July 2023 and therefore his fee was pro-rated to that date.

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