

Board of directors



01 John Napier (60)^{ABD}

Chairman

Joined the Board in June 1999. Appointed Chairman on 1 April 2000. Chairman of Yorkshire Water Services Limited and a non executive director of Waste Recycling Group plc. He was recently appointed Chairman of Royal & Sun Alliance Insurance Group plc. He has formerly held senior posts as Chairman of Booker plc and Group Managing Director of Hays plc. He is also Chairman of Yorkshire and Humber Rural Affairs Forum and a member of the Yorkshire Forward Board.

02 Kevin Whiteman (46)^D BSc, CEng, MIME

Chief Executive

Appointed to the Board in September 2000 and appointed Chief Executive in September 2002. Joined Yorkshire Water Services Limited in 1997 as Business Director, Waste Water. Formerly Chief Executive and Accounting Officer of the National Rivers Authority and Regional Director of the Environment Agency. Previously held senior positions with British Coal.

03 Martin Towers (50) BA, FCA

Group Finance Director

Appointed to the Board in March 2003. Formerly Finance Director of Boots The Chemist, McCarthy & Stone plc, The Spring Ram Corporation plc, Allied Textiles Group plc and Yorkshire Group plc.

04 Richard Schmidt (59) BSc, MSc, PhD, MBA

President and Chief Executive of Aquarion Company

Appointed to the Board in September 2002. Joined Aquarion Company in 1995. Formerly President and Chief Operating Officer of Mechanical Technology Inc, President and Chief Executive Officer of Gundle Environmental Systems and held senior positions in Ecodyne Corporation.

05 Ken Jackson (63)^{ABC}

Non Executive Director

Joined the company in October 2000. Chairman of PM Group Plc. Formerly Deputy Chairman and Chief Executive of Carbo plc and a non executive director of Nightfreight plc, Motorworld Group plc and Ring plc (Chairman).

06 Derek Roberts (60)^{ABC} FCII, FCIB, CIMgt

Non Executive Director

Joined the company in September 1996. Non executive director of Yorkshire Water Services Limited, Chairman of Kelda Group Pension Trustees Limited. Formerly Chairman of Yorkshire Building Society, and a non executive director of BWD Securities plc.

07 David Salkeld (47)^{BC} BSc(Econ), DipPM

Non Executive Director

Joined the company in October 2000. Group Chief Executive of the Grampian Country Food Group. Formerly Chief Executive of Arla Foods plc and held senior posts in Grand Metropolitan plc and Northern Dairies.

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Denotes

- ^A Member of the audit committee
- ^B Member of the nominations committee
- ^C Member of the remuneration committee
- ^D Member of the environment and community committee