

13 May 2025

Richard Leonard MSP
Convenor of the Public Audit Committee
The Scottish Parliament
Edinburgh
EH99 1SP

Emailed to: publicaudit.committee@parliament.scot

Dear Convenor

Information on the approval process relating to Scottish Water's Annual Outperformance Incentive Plan (AOIP), Long Term Incentive Plan (LTIP) and Manager Reward Review

At the Public Audit Committee on 19 February 2025, Roy Brannen agreed to ask Scottish Water to write to you with details of the above incentive plans, and to provide information on the ministers involved in agreeing to these.

I understand that Scottish Water, in their letter dated 6 May 2025, have now provided information on the reward schemes. It remains for me, on Roy's behalf, to provide the names of Ministers involved. I include the details of the Ministers involved below.

There have been four cycles, each with their own approval routes, as follows:

- 2007 – 2010 – Deputy Minister for Environment and Rural Development - Rhona Brankin
- 2010 – 2015 – Cabinet Secretary for Finance and Sustainable Growth - John Swinney
- 2015 – 2021 – Cabinet Secretary for Finance, Employment and Sustainable Growth - John Swinney
- 2021 – 2027 – Cabinet Secretary for Environment, Climate Change and Land Reform - Roseanna Cunningham

I trust this information is useful and addresses the request.

Your sincerely

Jo Blewett
Deputy Director, Water Industry Division and Corporate Operations