

Sir John Manzoni

SSE plc
Inveralmond House
200 Dunkeld Road
Perth
PH1 3AQ

Telephone: 01738 455150

28 July 2020

Dear John

The Board of SSE plc ('the Company') offers you the position of non-Executive Director. I am writing to set out the terms of your appointment. It is agreed that this is a contract for services and is not a contract of employment.

By accepting this appointment, you confirm that you are not subject to any restrictions that prevent you from being a Director. Please also see contents of Listing Rule 9.6.13 attached in Appendix 1 and forward any relevant information in respect of this rule to the Company Secretary.

1. Appointment

Your appointment as non-Executive Director will be for an initial term of three years commencing on 1 September, unless otherwise terminated earlier by and at the discretion of either party upon one month's written notice. Continuation of your contract of appointment is contingent on satisfactory performance and re-election by shareholders at forthcoming AGMs. Non-Executive Directors are typically expected to serve two three-year terms, although the Board may invite you to serve for an additional period.

It is expected that you will become Chair of the Company with effect from 1 April 2021. Your appointment under this letter shall terminate automatically on the date you become Chair of the Company.

Your appointment will be subject to the Articles of Association of the Company. If, in accordance with the requirements or provisions of the Articles, your appointment should come to an end for any reason before the end of the period referred to in this clause, it is understood that you would not have any claim for loss of office.

2. Time Commitment

Overall, we anticipate a time commitment on average of up to one and a half days per month after the induction phase outlined in paragraph 7. This will typically include attendance at: (normally) 6 Board meetings per annum; Board Dinners; Board Committee meetings; the AGM; other general meetings of shareholders; and separate meetings of non-Executive Directors where required. In each month where

SSE plc

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