

### **Non-Executive Directors' Share Purchase Plan**

Below are details of purchases of ordinary shares and ADRs made on Monday, 22 December 2008 under the Non-Executive Directors' Share Purchase Plan:-

<b>Name of Director</b>	<b>No. of Shares Purchased</b>	<b>Percentage of Issued Stock %</b>	<b>Price per Share £</b>	<b>Total Holding Following Notification</b>	<b>Total Percentage Following Notification %</b>
David Arculus	337	0.00004%	£6.50	11,740	0.00145%
Lord Burns	336	0.00004%	£6.50	10,290	0.00127%
Patrick Cescau	337	0.00004%	£6.50	4,144	0.00051%
Ken Hydon	337	0.00004%	£6.50	8,559	0.00106%

<b>Name of Director</b>	<b>No. of ADRs Purchased</b>	<b>Percentage of Issued Stock %</b>	<b>Price per ADR \$</b>	<b>Total Holding Following Notification</b>	<b>Total Percentage Following Notification %</b>
Susan Fuhrman	483	0.00006%	\$9.5526	7,365	0.00091%
C K Prahalad	355	0.00004%	\$9.5526	969	0.00012%