

Non-Executive Directors' Share Purchase Plan

Below are details of purchases of ordinary shares and ADRs made on Monday, 21 December 2009 under the Non-Executive Directors' Share Purchase Plan:-

Name of Director	No. of Shares Purchased	Percentage of Issued Stock %	Price per Share £	Total Holding Following Notification	Total Percentage Following Notification %
David Arculus	252	0.00003%	£8.64	13,044	0.00161%
Lord Burns	256	0.00003%	£8.64	11,830	0.00146%
Patrick Cescau	252	0.00003%	£8.64	5,356	0.00066%
Ken Hydon	255	0.00003%	£8.64	9,774	0.00121%

Name of Director	No. of ADRs Purchased	Percentage of Issued Stock %	Price per ADR \$	Total Holding Following Notification	Total Percentage Following Notification %
Susan Fuhrman	336	0.00004%	\$14.24	9,384	0.00116%
C K Prahalad	252	0.00003%	\$14.24	2,197	0.00027%