

	Current Executive Directors	
	Andrew Livingston	Paul Hayes
Shareholding requirement (% of salary)	200%	200%
Shareholding requirement (number of shares) <sup>1</sup>	172,322	112,664
Shares owned outright (including by connected persons) <sup>2,5</sup>	521,308	105,503
Current shareholding (% of salary) <sup>1</sup>	605%	187%
Guideline met	Y	N
Unvested deferred bonus shares	29,598	19,353
Share awards subject only to continued employment <sup>3</sup>	194	189
Share awards subject to performance conditions and continued employment <sup>4</sup>	730,354	389,105