DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2009

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COMPANY INFORMATION

Directors I Ahmed

K Ahmed B Ahmed

Secretary B Ahmed

Company number 02575875

Registered office Hulme Hall Lane

Lord North Street Miles Platting Manchester M40 8AD

Auditors Royce Peeling Green Limited

The Copper Room Deva Centre Trinity Way Manchester M3 7BG

Bankers HSBC Bank Pic

2-4 St Ann's Square

Manchester M2 7HD

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DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2009

The directors present their report and financial statements for the year ended 31 December 2009

Principal activities and review of the business

The principal activity of the company continued to be that of the storage, processing and wholesaling of frozen seafoods and poultry

Increased turnover was achieved in both the core business and the restaurant and the margin improvement reported last year has been maintained. Operating costs have been controlled and reduced with the result that profit before tax has increased from £149,521 in 2008 to £1,598,305 in 2009 - a result which the directors believe is a good one in what have continued to be difficult market and trading conditions.

Action has been taken to strengthen the management of the company and the directors are confident that the company will build on the improvements achieved during the year to further develop its profitability and performance

The company transacts in Euros and US dollars in addition to sterling and the volatility in the foreign exchange markets in the first quarter of the current year has presented challenges which the company is addressing

The company has agreed new finance facilities with its bankers

Results and dividends

The results for the year are set out on page 5

Directors

The following directors have held office since 1 January 2009

I Ahmed

K Ahmed

B Ahmed

Creditor payment policy

The company's current policy concerning the payment of trade creditors is to

- settle the terms of payment with suppliers when agreeing the terms of each transaction,
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts, and
- pay in accordance with the company's contractual and other legal obligations

On average, trade creditors at the year end represented 34 (2008- 82) days' purchases

Auditors

In accordance with the company's articles, a resolution proposing that Royce Peeling Green Limited be reappointed as auditors of the company will be put at a General Meeting

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2009

Statement of directors' responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently,
- make judgements and accounting estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to auditors

So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the directors have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

On behalf of the board

K Ahmed

Director

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INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF SEAMARK PLC

We have audited the financial statements of Seamark PLC for the year ended 31 December 2009 set out on pages 5 to 20. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed

Respective responsibilities of directors and auditors

As explained more fully in the statement of directors' responsibilities set out in pages 1 - 2, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements.

Opinion on financial statements

In our opinion the financial statements

- give a true and fair view of the state of the company's affairs as at 31 December 2009 and of its profit for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

INDEPENDENT AUDITORS' REPORT (CONTINUED) TO THE MEMBERS OF SEAMARK PLC

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of directors' remuneration specified by law are not made, or

- we have not received all the information and explanations we require for our audit

Christopher Poston (Senior Statutory Auditor) for and on behalf of Royce Peeling Green Limited

Chartered Accountants Statutory Auditor

The Copper Room Deva Centre Trinity Way

Manchester M3 7BG

PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2009

	Notes	2009 £	2008 £
Turnover	2	52,303,771	45,699,689
Cost of sales		(46,438,694)	(40,982,550)
Gross profit		5,865,077	4,717,139
Administrative expenses		(3,978,083)	(4,000,310)
Other operating income		302,457	322,855
Operating profit	3	2,189,451	1,039,684
Other interest receivable and similar			
ıncome	4	5,225	35,463
Interest payable and similar charges	5	(596,371)	(925,626)
Profit on ordinary activities before		<u>—</u> —	
taxation		1,598,305	149,521
Tax on profit on ordinary activities	6	(540,334)	(102,717)
Profit for the year	16	1,057,971	46,804

The profit and loss account has been prepared on the basis that all operations are continuing operations

There are no recognised gains and losses other than those passing through the profit and loss account

BALANCE SHEET

AS AT 31 DECEMBER 2009

		2	009	2008	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	7		11,166,337		11,498,999
Current assets					
Stocks Debtors amounts falling due within one	8	12,153,080		12,933,773	
year	9	6,281,210		7,289,870	
Debtors amounts falling due after more than one year	9	808,580		1,096,651	
Cash at bank and in hand		467		26,279 ———	
		19,243,337		21,346,573	
Creditors amounts falling due within one year	10	(11,136,943)		(13,428,508)	
Net current assets			8,106,394		7,918,065
Total assets less current liabilities			19,272,731		19,417,064
Creditors amounts falling due after more than one year	11		(4,302,682)		(5,687,018)
Provisions for liabilities	12		(875,564)		(652,075)
Accruals and deferred income	13		(898,238)		(939,695)
			13,196,247		12,138,276
Constal and records					
Capital and reserves Called up share capital	15		60,000		60,000
Profit and loss account	16		13,136,247		12,078,276
Shareholders' funds	17		13,196,247		12,138,276

Approved by the Board and authorised for issue on 12TH AUGUST 2010

Director

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CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2009

	£	2009 £	£	2008 £
Net cash inflow from operating activities		488,982		6,439,457
Returns on investments and servicing of finance				
Interest received	5,225		35,463	
Interest paid	(596,371) ————		(925,626)	
Net cash outflow for returns on investments and servicing of finance		(591,146)		(890,163)
Taxation		(103,159)		242
Capital expenditure	(226 150)		(215 546)	
Payments to acquire tangible assets	(326,150)		(215,546)	
Net cash outflow for capital expenditure		(326,150)		(215,546)
Net cash (outflow)/inflow before management		<u></u>		
of liquid resources and financing		(531,473)		5,333,990
Financing				
Repayment of long term bank loan	(1,043,472)		(581,181)	
Capital element of hire purchase contracts	(332,669)		(422,356)	
Net cash outflow from financing		(1,376,141)		(1,003,537)
(Decrease)/increase in cash in the year		(1,907,614)		4,330,453

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2009

o net cash inflow from ope	erating	2009	2008
		£	f
		2,189,451	1,039,684
		658,812	669,621
		780,693	(38,829
		1,371,731	3,634,880
in one year		(4,470,248)	
		(41,457)	(40,855
ivities		488,982	6,439,457
1 January 2009	Cash flow	Other non- cash changes	31 December 2009
£	£	£	1
26,279	(25,812)	-	467
(3,497,527) ((1,881,802)	-	(5,379,329
(3,471,248) ((1,907,614)	-	(5,378,862
(741,473)	332,669	-	(408,804
(5,303,224)	1,043,472	-	(4,259,752
(6,044,697)	1,376,141	-	(4,668,556
(9,515,945)	(531,473)	-	(10,047,418
			-
movement in net debt		2009 £	200
ear		(1,907,614)	4,330,453
 -		1,376,141	1,003,537
and lease financing			
		(531,473)	5,333,990
		(531,473) (9,515,945)	

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2009

1 Accounting policies

11 Accounting convention

The financial statements are prepared under the historical cost convention

1 2 Compliance with accounting standards

The financial statements are prepared in accordance with applicable United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), which have been applied consistently (except as otherwise stated)

13 Turnover

Turnover represents amounts receivable for goods and services net of VAT and trade discounts

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation does not commence until assets are fully commissioned. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows.

Land and buildings Freehold

4% straight line

Plant and machinery

20-33% straight line

Fixtures, fittings & equipment

10% straight line

Motor vehicles

25% straight line

1.5 Leasing and hire purchase commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals payable under operating leases are charged against income on a straight line basis over the lease term

16 Stock

Stock is valued at the lower of cost and net realisable value. The value of processed stock includes attributable overheads.

17 Pensions

The pension costs charged against profits represent the amount of the contributions payable to the scheme in respect of the accounting period

1.8 Deferred taxation

Deferred tax is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes. The deferred tax balance has not been discounted

19 Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to profit and loss account.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

1 Accounting policies

(continued)

1.10 Government grants

Grants in respect of capital expenditure are credited to deferred income and released to the profit and loss account over the expected useful life of the assets. Grants towards revenue expenditure are released to the profit and loss account as the related expenditure is incurred.

2 Turnover

The turnover and operating profit for the year was derived from the company's principal activity

Geographical market

	Geographical market	Turno	VAT
		2009	2008
		£	£
	Italy	4,526,195	5,250,228
	Belgium	4,572,246	3,747,635
	Germany	10,613,378	8,715,486
	Greece	1,934,095	1,902,842
	Denmark	3,044,399	2,751,709
	Other exports	7,945,916	8,813,225
	United Kingdom	19,667,482	14,518,564
		52,303,711	45,699,689
		 	
3	Operating profit	2009	2008
	O	£	£
	Operating profit is stated after charging	659 010	660 631
	Depreciation of tangible assets	658,812 462,034	669,621
	Operating lease rentals	402,034	450,000
	Fees payable to the company's auditor for the audit of the company's annual accounts	27,000	17,000
	Remuneration of auditors' for non-audit work	14,789	27,358
		17,700	27,000
	and after crediting Government grants	41,457	40,855
	3		
4	Investment income	2009	2008
		£	£
	Other interest	5,225	35,463

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

5	Interest payable	2009 £	2008 £
	On bank loans and overdrafts	514,750	835,328
	Hire purchase interest	81,621	80,202
	On overdue tax	-	10,096
		596,371	925,626
6	Taxation	2009	2008
		£	£
	Domestic current year tax		
	U K corporation tax	391,845	-
	Adjustment for prior years	(75,000)	_
	Current tax charge	316,845	-
	Deferred tax		
	Deferred tax charge/credit current year	223,489	102,717
		540,334	102,717
	Factors affecting the tax charge for the year		
	Profit on ordinary activities before taxation	1,598,305	149,521
	Profit on ordinary activities before taxation multiplied by standard rate of		
	UK corporation tax of 28 00% (2008 - 28 00%)	447,525	41,866
	Effects of		
	Non deductible expenses	7,840	7,000
	Depreciation add back	184,467	187,494
	Capital allowances	(211,620)	(286,317)
	Tax losses utilised	(24,759)	-
	Prior year adjustment	(75,000)	40.057
	Other tax adjustments	(11,608) ————	49,957 ———
		(130,680)	(41,866)
	Current tax charge	316,845	-

The company has estimated losses of £ nil (2008 - £ 88,426) available for carry forward against future trading profits

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

7	Tangible fixed assets					
		Land and buildings Freehold	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
		£	£	£	£	£
	Cost					
	At 1 January 2009	12,354,222	7,117,332	285,582	242,416	19,999,552
	Additions	238,463	45,459	2,828	39,400	326,150
	At 31 December 2009	12,592,685	7,162,791	288,410	281,816	20,325,702
	Depreciation					
	At 1 January 2009	1,189,962	6,937,321	159,293	213,977	8,500,553
	Charge for the year	469,089	137,404	21,417 ———	30,902	658,812
	At 31 December 2009	1,659,051	7,074,725	180,710	244,879	9,159,365
	Net book value					
	At 31 December 2009	10,933,634	88,066	107,700	36,937 	11,166,337
	At 31 December 2008	11,164,260	180,011	126,289	28,439	11,498,999

Included above are assets held under finance leases or hire purchase contracts as follows

	Plant and
	machinery
	£
Net book values	
At 31 December 2009	-
At 31 December 2008	22,240
Depreciation charge for the year	
At 31 December 2009	22,240
At 31 December 2008	59,411

Freehold land and buildings includes land costing £705,629 which is not depreciated (2008 - £705,629)

Freehold land and buildings included assets held under hire purchase contracts with a net book value at 31 December 2009 of £889,102 (2008 - £931,864) and depreciation charge of £42,762 (2008 - £42,762) for the year to 31 December 2009

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

8	Stocks	2009 £	2008 £
	Raw materials and consumables	9,014,638 3,138,442	9,706,966 3,226,807
	Finished goods and goods for resale	3,136,442	3,220,807
		12,153,080	12,933,773
9	Debtors	2009 £	2008 £
	Trade debtors	4,719,047	5,770,765
	Corporation tax	75,000	-
	Other debtors	2,005,136	2,336,604
	Prepayments and accrued income	290,607	279,152
		7,089,790	8,386,521
	Amounts falling due after more than one year and included in the debtors above are		
	above are	2009 £	2008 £
		_	-
	Other debtors	808,580	1,096,651
			-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

10	Creditors: amounts falling due within one year	2009 £	2008 £
	Bank loans and overdrafts	5,379,329	3,497,527
	Net obligations under hire purchase contracts	365,874	357,679
	Trade creditors	4,316,179	9,177,629
	Corporation tax	391,845	103,159
	Other taxes and social security costs	48,872	43,987
	Other creditors	122,294	175,000
	Accruals and deferred income	512,550	73,527
		11,136,943	13,428,508
	Debt due in one year or less	1,043,471	1,043,471

HSBC Bank PLC facilities of £5,269,075 (2008 £3,365,167) are secured by fixed and floating charges over all the assets of the company

Bank loans include an amount due to HSBC Bank PLC of £132,360 (2008 £132,360) which is secured on equipment at Alan Turing Way. This facility is repayable on demand

Obligations under finance leases and hire purchase contracts are secured on the assets concerned

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

Creditors amounts falling due after more than one year	2009 £	2008 £
Bank loans	4,259,752	5,303,224
Net obligations under hire purchase contracts	42,930	383,794
	4,302,682	5,687,018
Analysis of loans		
Not wholly repayable within five years by instalments	1,217,574	2,036,56
Wholly repayable within five years	5,129,121	3,309,482
	4,259,752	5,303,224
Instalments not due within five years	406,463	1,217,574
Loan maturity analysis		
In more than one year but not more than two years	1,043,471	1,043,471
In more than two years but not more than five years	2,809,818	3,042,179
In more than five years	406,463	1,217,574
Bank loans include an amount of £3,950,907 (2008 £4,862,017) secured by fixed and floating charges over the assets of the company LIBOR Bank loans include an amount due to HSBC Bank PLC of £308,845 on equipment at Alan Turing Way This facility is repayable on demand	y Interest is charged (2008 £441,207) which	at 1 5% ove
Net obligations under hire purchase contracts		
Repayable within one year	365,874	357,679
Repayable between one and five years	42,930	383,794
	408,804	741,473
		,
Included in liabilities falling due within one year	(365,874)	(357,679

Obligations under finance leases and hire purchase contracts are secured on the assets concerned

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

12	Provisions for liabilities		Deferred tax liability £
	Balance at 1 January 2009 Profit and loss account		652,075 223,489
	Balance at 31 December 2009		875,564
	The deferred tax liability is made up as follows:		
		2009 £	2008 £
	Accelerated capital allowances Tax losses available	875,564 -	713,471 (61,396)
		875,564	652,075
13	Accruals and deferred income		
			Government grants £
	Balance at 1 January 2009 Amortisation in the year		939,695 (41,457)
	Balance at 31 December 2009		898,238
14	Pension and other post-retirement benefit commitments Defined contribution The company operates a defined contribution pension scheme The assets separately from those of the company in an independently administered fund represents contributions payable by the company to the fund		
		2009 £	
	Contributions payable by the company for the year	64,500	50,000

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

15	Share capital	2009 £	2008 £
	Authorised 100,000 Ordinary shares of £1 each	100,000	100,000
	Allotted, called up and fully paid 60,000 Ordinary shares of £1 each	60,000	60,000
16	Statement of movements on profit and loss account		Profit and loss account £
	Balance at 1 January 2009 Profit for the year		12,078,276 1,057,971
	Balance at 31 December 2009		13,136,247
17	Reconciliation of movements in shareholders' funds	2009 £	2008 £
	Profit for the financial year Opening shareholders' funds	1,057,971 12,138,276	46,804 12,091,472
	Closing shareholders' funds	13,196,247	12,138,276

18 Contingent liabilities

There is a unlimited composite company guarantee with Ibco Limited for their HSBC facility of £7,420,197 at 31 December 2009 (2008 £8,650,736). Ibco Limited is related by virtute of common ownership. The directors do not anticipate that any liability will crystallise under the terms of this guarantee.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

19 Financial commitments

At 31 December 2009 the company was committed to making the following payments under non-cancellable operating leases in the year to 31 December 2010

	2009	
		2008
	£	£
Operating leases which expire		
Between two and five years	450,000	450,000
=	·····	
20 Directors' emoluments	2009	2008
	£	£
Emoluments for qualifying services	205,095	205,095
Company pension contributions to money purchase schemes	64,500	50,000
	269,595	255,095
The number of directors for whom retirement benefits are accruing under moschemes amounted to 3 (2008 - 3) Emoluments disclosed above include the following amounts paid to the highest paid director	oney purch	ase pension
Emoluments for qualifying services	88,000	88,000
Company pension contributions to money purchase schemes	30,000	22,200

21 Transactions with directors

The company's HSBC Bank PLC facilities are supported by a guarantee provided by Mr I Ahmed, Mr K Ahmed and Mr B Ahmed limited to £1,750,000

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

22 Employees

The average monthly number of employees (including directors) during the year was

year was	2009 Number	2008 Number
Administration	24	22
Management	3	3
Production	77	82
Restaurant	62	55
	166	162
Employment costs	2009	2008
	£	£
Wages and salaries	2,427,477	2,445,123
Social security costs	182,413	200,062
Other pension costs	64,500	50,000
	2,674,390	2,695,185

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2009

23 Related party transactions

During the year, contracts were entered into with businesses in which each of the directors has a material interest as a partner or shareholder. The details of these transactions are as follows -

Ibco Limited
Sales to £8,423,465 (2008 £6,451,698)
Purchases from £263,103 (2008 £158,776)
Rent received from £261,000 (2008 £282,000)
Owed by £412,035 (2008 £1,019,769)

Ibco Enterprises Rent paid £450,000 (2008 £450,000)

The company purchased goods to a value of £15,445,378 (2008 £10,356,740) from Seamark (BD) Limited, a Bangladesh company under common ownership, on equivalent terms to those applied by other similar suppliers

At the year end the net balance due to this company was £538,253 (2008 £2,916,085)

During the year £54,386 (2008 £54,376) of goods were purchased from Ibco Food Industries a Bangledesh company under common ownership, on equivalent terms to those applied by other similar suppliers. Included in year end trade creditors is an amount of £Nil (2008 £54,376)

Included in Other Debtors is an amount of £nil (2008 £290,213) due from Seamark USA Incorporated, a US registered business under common ownership. The balance was reduced by a sales credit note provision during the year.

Included in Other Debtors is an amount of £808,580 (2008 £806,438) in respect of a loan to Ibco USA LLC a US registered business owned by Mr I Ahmed and Mr K Ahmed Interest of £5,225 (2008 £35,463) has been charged in respect of this loan

The company has also provided an unlimited multilateral guarantee on behalf of Ibco Limited, a company with common directors and shareholders