

DATED

10 December

2004

(1) THE ENTITIES NAMED IN PART 1 OF SCHEDULE 1

- and -

(2) THE INDIVIDUALS NAMED IN PART 2 OF SCHEDULE 1

- and -

(3) ALCONTROL TRUSTEE COMPANY LIMITED

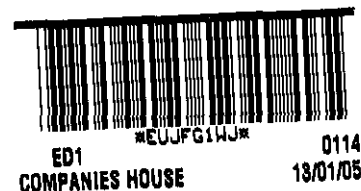
- and -

(4) ALCONTROL HOLDINGS (UK) LIMITED

SUPPLEMENTAL DEED

relating to

the sale and purchase of the whole of the
issued share capital of ALcontrol Holdings
Limited



DLA LLP
3 Noble Street,
London
EC2V 7EE
Tel: +44 (0) 8700 111 111
Fax: +44 (0) 207 796 6666

IAM/SHFDP/62803/120007/4317090

CONTENTS

1.	DEFINITIONS AND INTERPRETATION	4
2.	EXCHANGE RATE	4
3.	AMENDMENT TO CLAUSE 4	4
4.	TRANSACTION COSTS AND CONSIDERATION ADJUSTMENT	4
5.	SCHEDULE 1 AMENDMENT.	5
6.	GOVERNING LAW AND JURISDICTION	5
7.	AGREEMENT CONTINUES IN FORCE	5
	SCHEDULE 1	6
	Part 1	6
	The Institutional Vendors	6
	Part 2	7
	The Management Vendors.....	7
	Part 3	10
	The Trustee Vendor	10
	SCHEDULE 2	11
	Schedule of Costs	11

THIS DEED OF AMENDMENT is made on

10 December

2004

BETWEEN

- (1) **THE ENTITIES** whose names and addresses are set out in part 1 of schedule 1 ("Institutional Vendors"); and
 - (2) **THE PERSONS** whose names and addresses are set out in part 2 of schedule 1 ("Management Vendors"); and
 - (3) **ALCONTROL TRUSTEE COMPANY LIMITED** a company registered in England and Wales with number 4141143 whose registered office is at Templeborough House, Mill Close, Rotherham, South Yorkshire, S60 1BZ ("Trustee Vendor"); and
 - (4) **ALCONTROL HOLDINGS (UK) LIMITED** (formerly Nailmist Limited) a company registered in England and Wales with number 05257340 whose registered office is at 10 Upper Bank Street, London, E14 5JJ ("Purchaser")
- together ("**Parties**")

BACKGROUND

- A This deed is supplemental to the sale and purchase agreement relating to the sale and purchase of part of the issued share capital of ALcontrol Holdings Limited between the Institutional Vendors, Management Vendors, Trustee Vendor and Purchaser dated 16 November 2004 ("**Agreement**").
- B Pursuant to clause 3.4 of the Agreement the Parties agreed that the total Consideration and aggregate cash consideration payable would be varied to the extent that the exchange rate determined in accordance with clause 27.2 of the Agreement differed from the Assumed Rate, as defined in the Agreement.
- C Pursuant to clause 3.4 of the Agreement the Parties agreed to procure that schedule 1 of the Agreement would be amended to reflect a variation to the Assumed Rate prior to the date falling 3 Business Days prior to Completion.
- D Pursuant to clause 4.2 of the Agreement, the Management Vendors have submitted Rollover Adjustment Notices, as defined in the Agreement.

- E The Parties wish to enter into this deed to confirm their agreement in respect of the effect of the exchange rate determined in accordance with clause 27.2 of the Agreement and the effect of the Rollover Adjustment Notices.

THIS DEED WITNESSES AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

1.1 In this deed the following words and expressions shall have the following meanings:

"Completion" means completion of the sale and purchase of the Shares in accordance with clause 7 of the Agreement;

"Consideration" means the consideration for the Shares set out in clause 4 of the Agreement; and

"Consideration Adjustment" means the sum of €17,000.

1.2 This deed incorporates the schedules to it.

2. EXCHANGE RATE

The rate of exchange used for the purposes of determining the Euro payments under the clauses 4.1.1 and 27.2 of the Agreement shall be 1.4485. Accordingly, the Euro equivalent of the £1,750,000 referred to in clause 4.1.1 of the Agreement as payable by the Purchaser to Kelda Group plc shall for the purposes of the Agreement be €2,534,875.

3. AMENDMENT TO CLAUSE 4

The following amendments shall be made to clause 4 of the Agreement:

3.1 the full stop at the end of clause 4.1.5.2 of the Agreement shall be deleted and replaced with ";and"; and

3.2 the following additional clause shall be added to clause 4 of the Agreement:

"4.1.6 the payment in cash to the Vendors of the sum of €7,962,406.73 such sum being allocated to each Vendor in the ratio each Vendor's Relevant Shares bears to the total number of Shares."

4. TRANSACTION COSTS AND CONSIDERATION ADJUSTMENT

The Vendors:

4.1 agree that the costs set out in schedule 2 to this deed may be deducted by the Purchaser from the Consideration in accordance with paragraph 3.1 of schedule 6 of the Agreement; and

4.2 agree that the Consideration Adjustment may be deducted by the Purchaser from the Consideration.

5. SCHEDULE 1 AMENDMENT

Pursuant to clause 3.4 of the Agreement, in order to reflect the exchange rate agreed above and the Rollover Adjustment Notices submitted by the Management Vendors, schedule 1 to this deed shall replace schedule 1 to the Agreement.

6. GOVERNING LAW AND JURISDICTION

6.1 This deed shall be governed by and construed in accordance with the laws of England.

6.2 The parties irrevocably agree that the courts of England shall have exclusive jurisdiction to settle any dispute which may arise out of or in connection with this agreement and that accordingly, any suit, action or proceedings arising out of or in connection with this agreement shall be brought in such courts.

7. AGREEMENT CONTINUES IN FORCE

Save as expressly provided in this deed, the Parties agree that the provisions of the Agreement shall remain in full force and effect in accordance with its terms.

IN WITNESS whereof the parties or their duly authorised representatives have executed this agreement as a deed and this is intended to be and is delivered on the date first written above.

SCHEDULE 1

Part 1

The Institutional Vendors

Name and address	Number of Shares	Entitlement to consideration
Gartmore No.1 General Partner Scottish Limited Partnership being a Scottish Limited Partnership with its principal place of business at 50 Lothian Road Festival Square Edinburgh E83 9WJ and acting by its general partner Gartmore No.1 General Partner Limited	235,755 A Ordinary Shares	€23,130,459
Bridgepoint Capital Nominees Limited 101 Finsbury Pavement London EC2A 1EJ	273,196 A Ordinary Shares 905,580 X Ordinary Shares	€26,803,881 €104,724,645

Part 2

The Management Vendors

Name	Class of share	Total Shares	Total Proceeds	Rollover	Number of Shares sold for cash	Number of shares sold for shares	Cash Amount	Number of Pref Ords	Number of Pref Shares	Number of 'A' Ordinary Shares	Warrantor
Executives											
Gerard Baalhuis	X	49,723	€ 5,750,152.98	€ 1,000,000.00	41,076	8,647	€ 4,750,152.98	1,933	990,360	4,080	Yes
Rian Brokk	X	41,150	€ 4,758,739.32	€ 750,000.00	34,665	6,485	€ 4,008,739.32	1,450	742,770	3,060	Yes
Ian Robinson	B	25,718	€ 2,974,125.34	€ 750,000.00	19,233	6,485	€ 2,224,125.34	1,450	742,770	3,060	Yes
Chris Boyes	B	30,862	€ 3,568,996.67	€ -	30,862	0	€ 3,568,996.67	0	0	-	Yes
Hans van de Wart	C	10,285,000	€ 1,189,395.72	€ 750,000.00	3,799,564	6,485,436	€ 439,395.72	1,450	742,770	3,060	Yes
Country managers											
Jonas Almstrom	C	10,286,000	€ 1,189,511.36	€ 500,000.00	5,962,376	4,323,624	€ 689,511.36	965	494,615	2,340	Yes
Alun Hall	C	9,432,500	€ 1,090,809.44	€ 750,000.00	2,947,064	6,485,436	€ 340,809.44	1,450	742,770	3,060	Yes
Jean Rias	C	3,428,000	€ 396,426.69	€ 240,000.00	1,352,660	2,075,340	€ 156,426.69	463	237,383	1,140	Yes
Management vendors											
Adrian Johnson	C	857,000	€ 99,106.67	€ 42,264.64	491,527	365,473	€ 56,842.03	81	41,730	240	No
Agneta Tolin	C	429,000	€ 49,611.16	€ -	429,000	0	€ 49,611.16	0	0	-	No
Amanda Barnes	C	911,750	€ 105,438.17	€ 31,000.00	643,684	268,066	€ 74,438.17	60	30,641	158	No
Andrew Hockin	C	857,000	€ 99,106.63	€ 24,999.96	640,819	216,181	€ 74,106.67	48	24,838	60	No
Arne Holmberg	C	1,715,000	€ 198,328.99	€ 59,170.50	1,203,338	511,662	€ 139,158.49	114	58,546	270	No
Bas van Driel	C	857,000	€ 99,106.67	€ 30,000.00	597,583	259,417	€ 69,106.67	58	29,640	160	No
Bengt Friberg	C	1,715,000	€ 198,328.99	€ 59,170.50	1,203,338	511,662	€ 139,158.49	114	58,490	300	No
Bo Wigilius	C	3,430,000	€ 396,657.98	€ 28,739.96	3,181,478	248,522	€ 367,918.02	55	28,401	150	No
Bryony Barnes	C	911,750	€ 105,438.15	€ 85,725.00	170,465	741,285	€ 19,713.15	165	84,733	438	No
Brigitte Barnes	C	115,294	€ 13,333.03	€ 13,333.03	0	115,294	€ 0.00	26	13,179	68	No
Cecilia Ahlqvist	C	429,000	€ 49,611.16	€ 10,988.81	333,977	95,023	€ 38,622.35	21	10,854	60	No
Chris Hills	C	343,000	€ 39,665.83	€ 39,665.83	0	343,000	€ -	77	39,249	180	No

Name	Class of share	Total Shares	Total Proceeds	Rollover	Number of Shares sold for cash	Number of shares sold for shares	Cash Amount	Number of Pref Ords	Number of Pref Shares	Number of 'A' Ordinary Shares	Warrantor
Christelle Raffin	C	343,000	€ 39,665.80	€ 20,287.03	167,573	175,427	€ 19,378.77	39	20,021	120	No
Christina Carlgren Larsson	C	429,000	€ 49,611.16	€ 3,381.17	399,762	29,238	€ 46,229.99	7	3,341	18	No
Corina van der Toorn	C	857,000	€ 99,106.67	€ 42,264.64	491,527	365,473	€ 56,842.03	81	41,730	240	No
Eric Dingemanse	C	428,000	€ 49,495.51	€ 21,132.32	245,264	182,736	€ 28,363.19	41	20,865	120	No
Francis Oerlemans	C	857,000	€ 99,106.67	€ 42,264.64	491,527	365,473	€ 56,842.03	81	41,730	240	No
Hazel A Lloyd	C	857,000	€ 99,106.67	€ 14,999.37	727,291	129,709	€ 84,107.30	29	14,800	90	No
Huib van Dijk	C	6,856,000	€ 792,853.39	€ 380,000.00	3,570,046	3,285,954	€ 412,853.38	737	377,676	840	No
J Nihot	C	857,000	€ 99,106.70	€ 75,000.03	208,456	648,544	€ 24,106.67	145	74,401	240	No
Jaap Willem Hutter	C	1,714,000	€ 198,213.33	€ 99,999.98	849,275	864,725	€ 98,213.35	193	99,013	420	No
James W Farrell-Jones	C	6,858,000	€ 793,084.68	€ 199,890.57	5,129,497	1,728,503	€ 593,194.11	386	197,918	840	No
Jan Wilgers	C	857,000	€ 99,106.67	€ 69,999.94	251,693	605,307	€ 29,106.74	135	69,411	240	No
Jane White	C	343,000	€ 39,665.80	€ 39,666.18	0	343,003	€ -	77	39,203	205	No
Janet E Jones	C	857,000	€ 99,106.67	€ 30,000.23	597,583	259,419	€ 69,106.45	58	29,622	170	No
Jean-Yves Denis	C	343,000	€ 39,665.80	€ 25,358.78	123,716	219,284	€ 14,307.01	48	24,404	480	No
John Barnes	C	115,294	€ 13,333.03	€ 13,333.03	0	115,294	€ 0.00	26	13,179	68	No
John Prpic	C	1,286,750	€ 148,804.56	€ 88,755.74	519,257	767,493	€ 60,048.82	171	87,678	480	No
Jorgen van den Ende	C	1,714,000	€ 198,213.35	€ 42,264.64	1,348,527	365,473	€ 155,948.71	81	41,730	240	No
Josje Koolen	C	428,000	€ 49,495.51	€ 42,264.64	62,527	365,473	€ 7,230.87	81	41,730	240	No
K Clive Thompson	C	1,286,000	€ 148,717.83	€ 26,906.15	1,053,338	232,664	€ 121,811.68	52	26,571	150	No
Karine Guilbert	C	343,000	€ 39,665.80	€ 16,905.86	196,811	146,189	€ 22,759.94	32	16,847	120	No
Kristofer Warman	C	1,715,000	€ 198,328.99	€ 42,264.64	1,349,527	365,473	€ 156,064.35	81	41,730	240	No
Lara Barnes	C	911,750	€ 105,438.15	€ 85,725.00	170,465	741,285	€ 19,713.15	165	84,733	438	No
Lee C Carter	C	6,859,000	€ 793,200.32	€ 222,870.85	4,931,785	1,927,220	€ 570,329.46	430	220,268	1,150	No
Leif Westerberg	C	429,000	€ 49,611.16	€ 3,381.17	399,762	29,238	€ 46,229.99	7	3,341	18	No
Linda Neville-Jackson	C	1,286,000	€ 148,717.83	€ -	1,286,000	0	€ 148,717.83	0	0	-	No
Linda van der Velden	C	857,000	€ 99,106.67	€ -	857,000	0	€ 99,106.67	0	0	-	No
M Braam	C	857,000	€ 99,106.67	€ 42,264.64	491,527	365,473	€ 56,842.03	81	41,730	240	No
Marie Oloffson	C	600,250	€ 69,415.15	€ 42,264.64	234,777	365,473	€ 27,150.51	81	41,504	360	No
Marie-Claude Dejouhanet	C	343,000	€ 39,665.80	€ 22,822.91	145,645	197,355	€ 16,842.89	44	22,552	120	No
Marine John	C	857,500	€ 99,164.49	€ 84,529.28	126,554	730,946	€ 14,635.21	163	83,573	420	No
Mark Bladek	C	1,286,000	€ 148,717.77	€ 148,717.77	0	1,285,999	€ 0.00	288	147,297	600	No

Name	Class of share	Total Shares	Total Proceeds	Rollover	Number of Shares sold for cash	Number of shares sold for shares	Cash Amount	Number of Pref Ords	Number of Pref Shares	Number of 'A' Ordinary Shares	Warrantor
Martin Ham	C	857,000	€ 99,106.67	€ -	857,000	0	€ 99,106.67	0	0	-	No
Mats Lindgren	C	3,430,000	€ 396,657.98	€ 99,744.55	2,567,484	862,516	€ 296,913.43	192	98,589	510	No
Matthew G Masters	C	1,285,750	€ 148,688.92	€ 105,000.00	377,609	907,961	€ 43,688.92	201	102,759	1,080	No
Matthew Timms	C	1,285,750	€ 148,688.92	€ 126,793.92	189,332	1,096,418	€ 21,895.00	245	125,416	600	No
Matthieu Groenewegen	C	4,285,500	€ 495,591.17	€ 299,999.98	1,691,326	2,594,174	€ 195,591.19	581	297,832	840	No
Michael C McCorkell	C	3,429,750	€ 396,629.07	€ 270,493.70	1,090,724	2,339,026	€ 126,135.37	522	267,365	1,380	No
Monica Hannerz	C	1,715,000	€ 198,328.99	€ -	1,715,000	0	€ 198,328.99	0	0	-	No
Monique Versteijnen	C	2,142,750	€ 247,795.55	€ 124,999.96	1,061,844	1,080,906	€ 122,795.59	242	123,965	420	No
Petter Wänerlind	C	429,000	€ 49,611.16	€ 10,988.81	333,977	95,023	€ 38,622.35	21	10,741	120	No
Rene van Duijn	C	857,000	€ 99,106.67	€ 42,264.64	491,527	365,473	€ 56,842.03	81	41,730	240	No
Rob Leenders	C	428,000	€ 49,495.57	€ 14,077.59	306,268	121,732	€ 35,417.98	27	13,900	80	No
Roger Boren	C	5,145,000	€ 594,986.97	€ 177,511.49	3,610,014	1,534,986	€ 417,475.48	343	175,582	840	No
Rose-Marie Deny	C	343,000	€ 39,665.80	€ 22,822.91	145,645	197,355	€ 16,842.89	44	22,326	240	No
Royne Hansson	C	3,430,000	€ 396,657.98	€ 99,744.55	2,567,484	862,516	€ 296,913.43	193	98,645	480	No
Ruud den Haan	C	1,714,000	€ 198,213.35	€ 84,529.28	983,054	730,946	€ 113,684.07	163	83,573	420	No
Sam Tidball	C	1,714,500	€ 198,271.17	€ 149,999.32	417,413	1,297,081	€ 48,271.85	290	148,312	740	No
Sarah Masters	C	428,750	€ 49,582.25	€ 35,000.00	126,096	302,654	€ 14,582.25	67	34,253	360	No
Stephen M Harris	C	6,858,000	€ 793,084.67	€ 211,929.11	5,025,399	1,832,604	€ 581,155.56	409	209,490	1,075	No
Stephen Barnes	C	115,294	€ 13,333.03	€ 13,333.03	0	115,294	€ 0.00	26	13,179	68	No
Stephen R Scott	C	1,285,750	€ 148,688.92	€ 126,793.92	189,332	1,096,418	€ 21,895.00	245	125,416	600	No
Steven Hart	C	857,500	€ 99,164.46	€ 99,164.46	0	857,500	€ 0.00	191	98,095	465	No
Susann Nilsson	C	858,000	€ 99,222.32	€ 25,358.78	638,716	219,284	€ 73,863.53	49	25,083	120	No
Tim Barnes	C	348,868	€ 40,344.45	€ 27,860.00	107,956	240,912	€ 12,484.45	54	27,538	142	No
Warner Rosenboom	C	857,000	€ 99,106.67	€ -	857,000	0	€ 99,106.67	0	0	-	No
Martin Huishof	C	857,000	€ 99,106.67	€ -	857,000	0	€ 99,106.67	0	0	-	No
Willem van Wijk	C	3,856,750	€ 446,008.94	€ 169,058.56	2,394,859	1,461,891	€ 276,950.38	326	167,146	840	No
Total			€ 33,062,627.91	€ 9,492,042.57	78,111,479	60,483,552	€ 23,570,585.73	18,335	9,393,072	42,690	

Part 3

The Trustee Vendor

Name and Address	Number and Class of Shares	Entitlement to Consideration	Rollover	Number of shares sold for cash	Number of shares sold for shares	Cash amount	Number of pref ords	Number of pref shares	Number of 'A' Ordinary Shares
ALcontrol Trustee Company Limited	14,151,250 C Shares	€1,636,503	7,555.91	14,085,912	65,338	1,628,947.37	0	0	4,000

SCHEDULE 2

Schedule of Costs

E&Y -	400,000 Euro
URS -	56,852 Euro
Roland Berger	101,285 Euro
Downer	51,000 Euro
Sundry ALcontrol	24,000 Euro
Clifford Chance LLP (in respect of costs of acting for outgoing senior debt provider)	40,558 Euro

EXECUTED as a DEED by)
G Baalhuis in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

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R Brokx in the presence of)

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Witness occupation.....

EXECUTED as a DEED by)
I Robinson in the presence of)

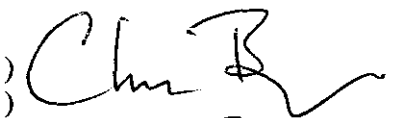

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Hans van der Wart in the presence of)

Witness signature.....
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EXECUTED as a DEED by)
C Boyes in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

JONQUIL BOYES
REGISTERED NURSE

EXECUTED as a DEED by)
Jonas Almstrom in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

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G Baalhuis in the presence of)

Witness signature.....
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R Brokx in the presence of)

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I Robinson in the presence of)

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Hans van der Wart in the presence of)

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C Boyes in the presence of)

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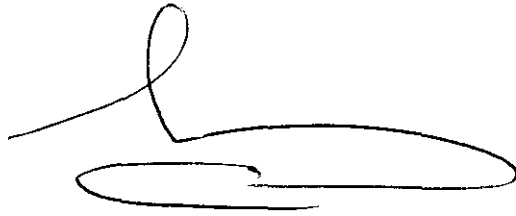
Chris R.
JML Boyes
JML BOYES
REGISTERED NURSE

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Jonas Almstrom in the presence of)

Witness signature.....
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Alun Hall in the presence of)

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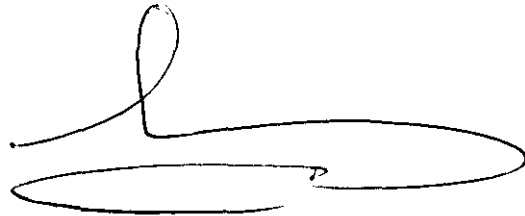
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Jean Rias in the presence of)

Witness signature.....ZAMi.....
Witness name.....
Witness
Witness occupation.....



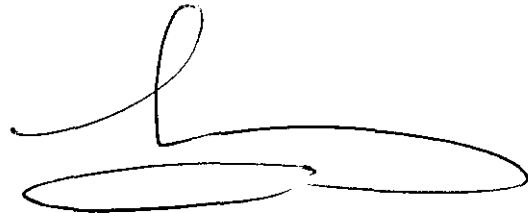
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Adrian Johnson in the presence of)

Witness signature.....ZAMi.....
Witness name.....
Witness
Witness occupation.....



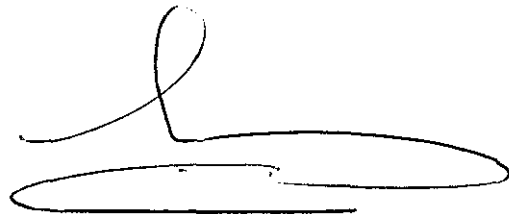
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Agneta Tollin in the presence of)

Witness signature.....ZAMi.....
Witness name.....
Witness
Witness occupation.....



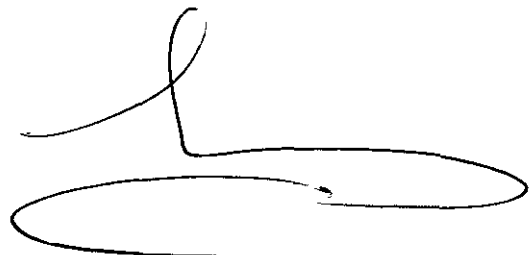
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Amanda Barnes in the presence of)

Witness signature.....ZAMi.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Andrew Hockin in the presence of)

Witness signature.....ZAMi.....
Witness name.....
Witness



Witness occupation.....

EXECUTED as a DEED by)
Arne Holmberg in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness
Witness occupation.....



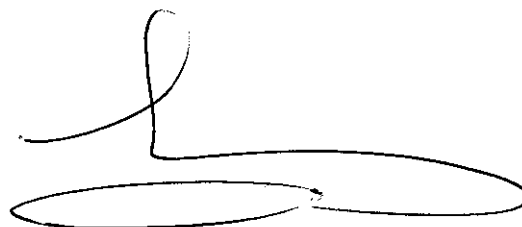
EXECUTED as a DEED by)
Bas van Driel in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Bengt Friberg in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness
Witness occupation.....



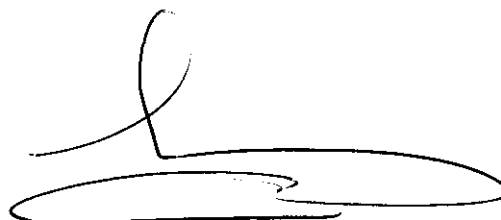
EXECUTED as a DEED by)
Bo Wigilius in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness
Witness occupation.....



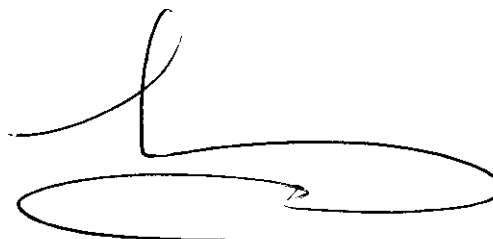
EXECUTED as a DEED by)
Bryony Barnes in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Brigitte Barnes in the presence of)

Witness signature.....*Z. Amin*.....
Witness name.....
Witness



Witness occupation.....

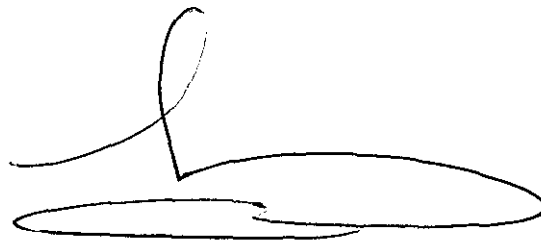
EXECUTED as a DEED by)
Cecilia Ahlqvist in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

Witness

Witness occupation.....



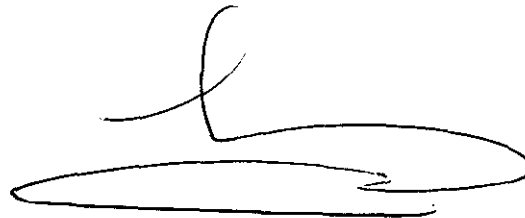
EXECUTED as a DEED by)
Chris Hills in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

Witness

Witness occupation.....



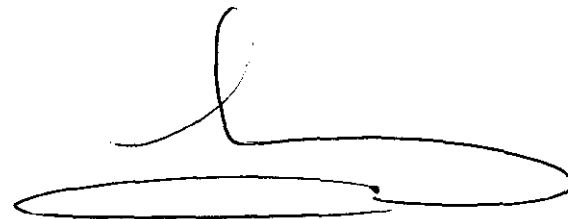
EXECUTED as a DEED by)
Christelle Raffin in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

Witness

Witness occupation.....



EXECUTED as a DEED by)
Kristina Carlgren Larsson in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

Witness

Witness occupation.....



EXECUTED as a DEED by)
Corina van der Toorn in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

Witness

Witness occupation.....



EXECUTED as a DEED by)
Eric Dingemanse in the presence of)

Witness signature..... *[Signature]*.....

Witness name.....

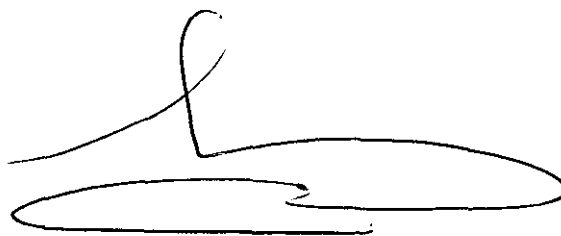
Witness

Witness occupation.....



EXECUTED as a DEED by)
Francis Oerlemans in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



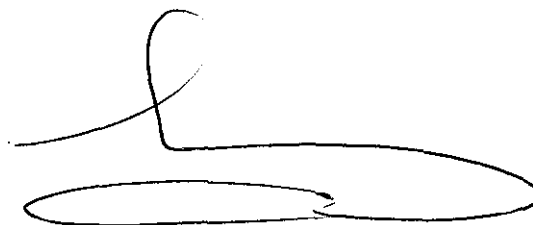
EXECUTED as a DEED by)
Hazel A Lloyd in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Huub van Dijk in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



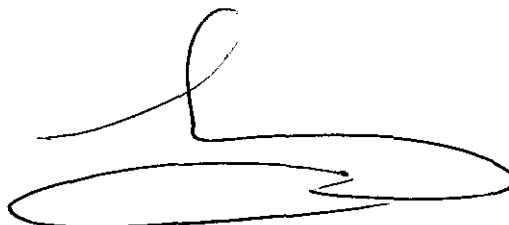
EXECUTED as a DEED by)
J Nihot in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



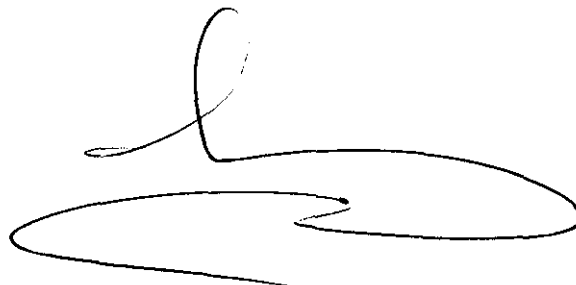
EXECUTED as a DEED by)
Jaap Willem Hutter in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



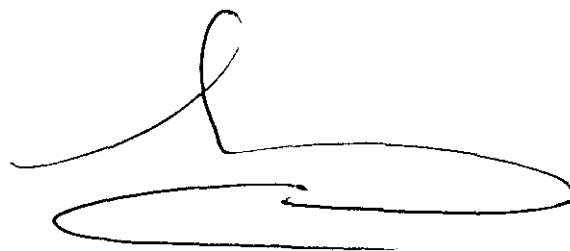
EXECUTED as a DEED by)
James W Farrell-Jones in the presence)
of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



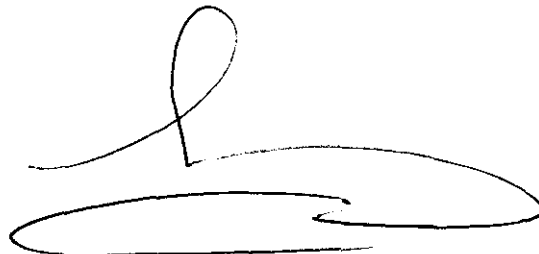
EXECUTED as a DEED by)
Jan Wilgers in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



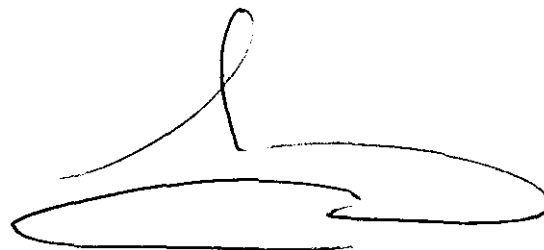
EXECUTED as a DEED by)
Jane White in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



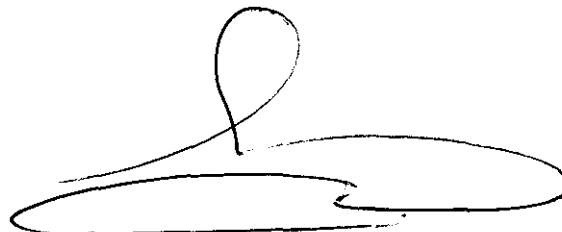
EXECUTED as a DEED by)
Janet E Jones in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



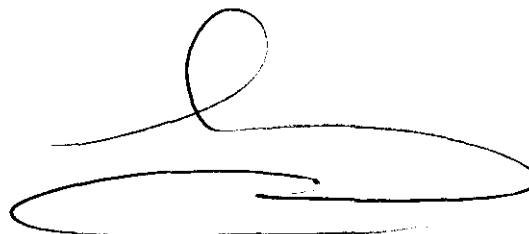
EXECUTED as a DEED by)
Jean-Yves Denis in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



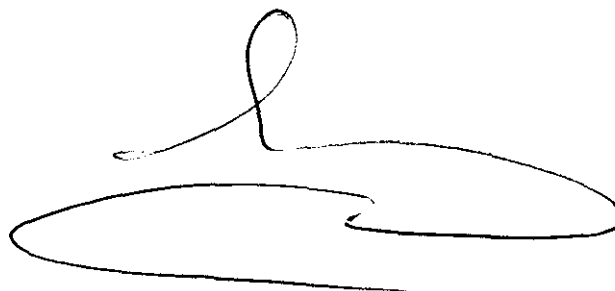
EXECUTED as a DEED by)
John Barnes in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
John Prpic in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



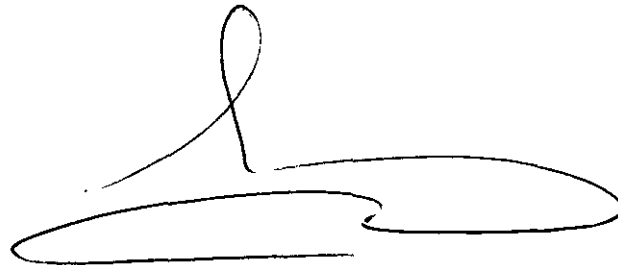
EXECUTED as a DEED by)
Jorgen van den Ende in the presence)
of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



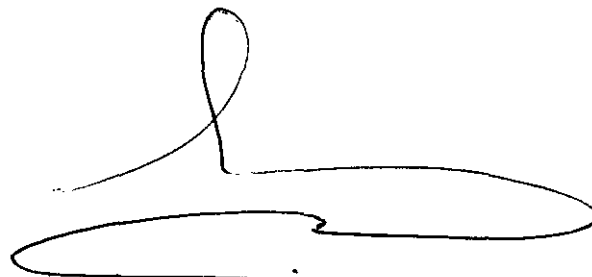
EXECUTED as a DEED by)
Josje Koolen in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
K Clive Thompson in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



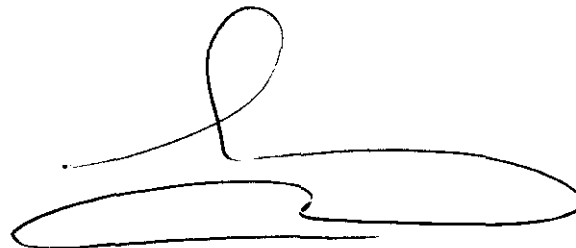
EXECUTED as a DEED by)
Karine Guibert in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Kristofer Warman in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



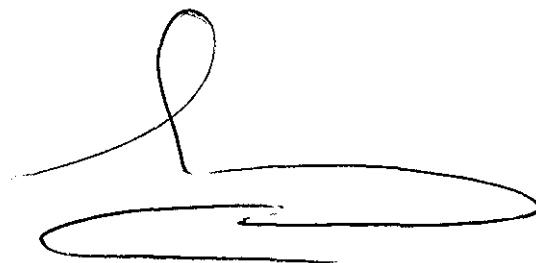
EXECUTED as a DEED by)
Lara Barnes in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



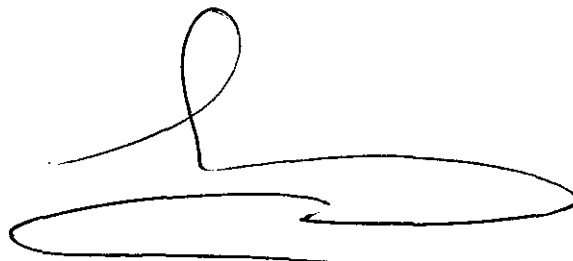
EXECUTED as a DEED by)
Lee C Carter in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Leif Westerberg in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....




EXECUTED as a DEED by)
Linda Neville-Jackson in the presence)
of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



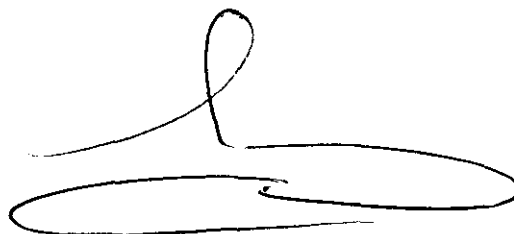
EXECUTED as a DEED by)
Linda van der Velden in the presence)
of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
M Braam in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



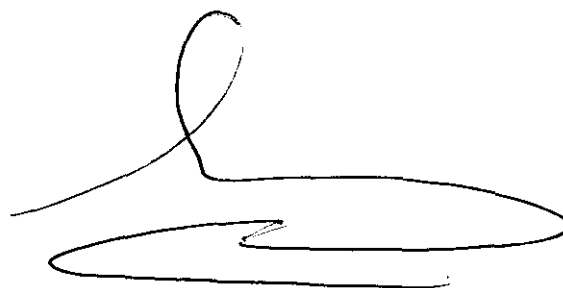
EXECUTED as a DEED by)
Marie Oloffson in the presence of)

Witness signature.....*Z.A.M.*.....
Witness name.....
Witness
Witness occupation.....



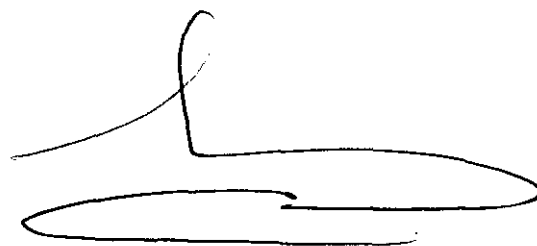
EXECUTED as a DEED by)
Marie-Claude Dejouhanet in the)
presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Martine John in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



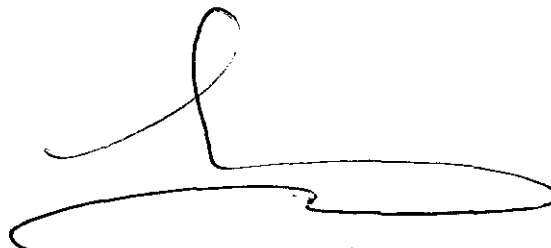
EXECUTED as a DEED by)
Mark Bladdek in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



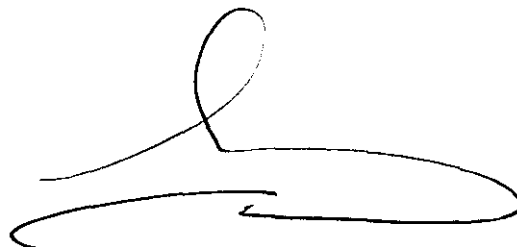
EXECUTED as a DEED by)
Martin Ham in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Mats Lindgren in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



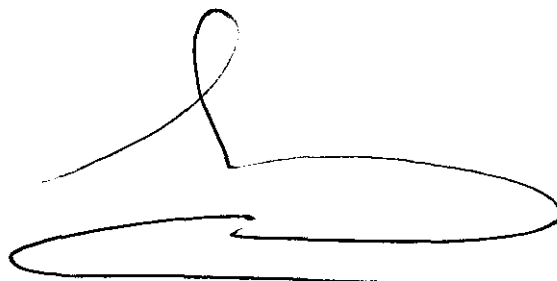
EXECUTED as a DEED by)
Matthew G Masters in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



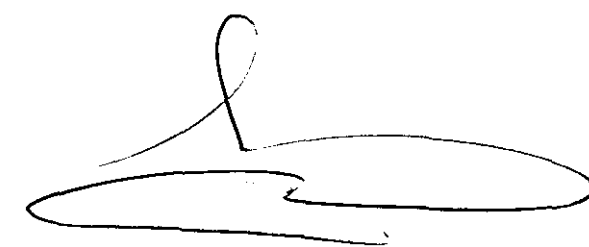
EXECUTED as a DEED by)
Matthew Timms in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



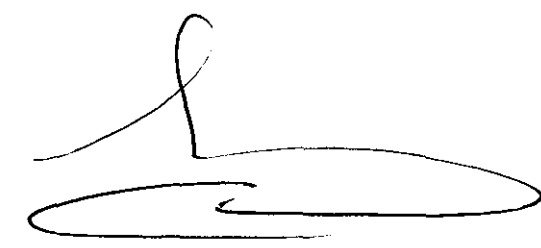
EXECUTED as a DEED by)
Matthieu Groenewegen in the presence)
of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



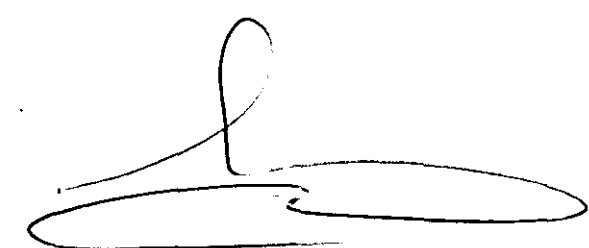
EXECUTED as a DEED by)
Michael C McCorkell in the presence)
of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



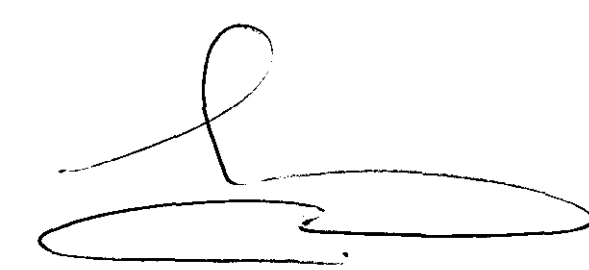
EXECUTED as a DEED by)
Monica Hannerz in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



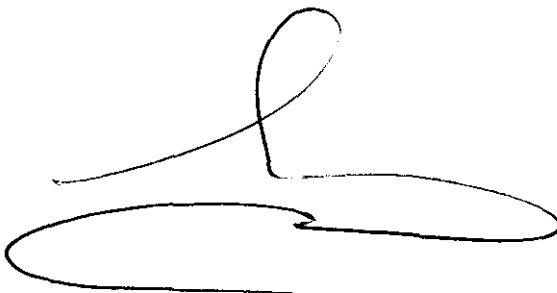
EXECUTED as a DEED by)
Monique Versteijnen in the presence)
of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



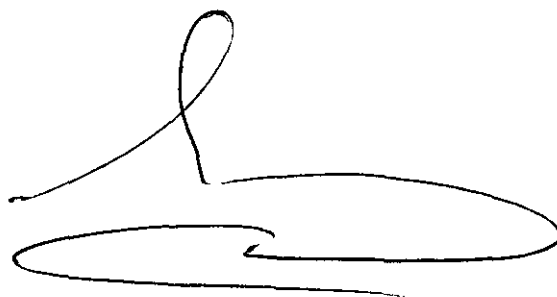
EXECUTED as a DEED by)
Petter Wänerlind in the presence of)

Witness signature.....*ZAM*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Rene van Duin in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Rob Leenders in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....



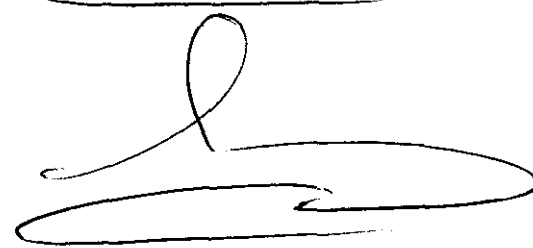
EXECUTED as a DEED by)
Roger Boren in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....



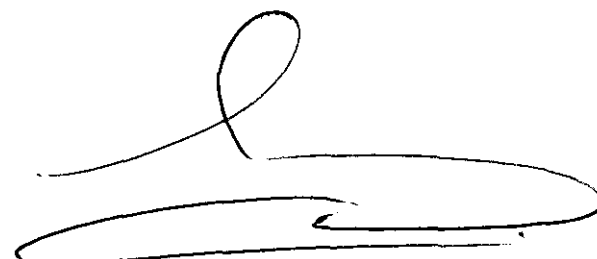
EXECUTED as a DEED by)
Rose-Marie Deny in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....



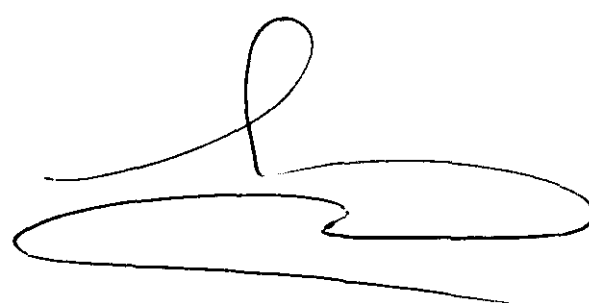
EXECUTED as a DEED by)
Royne Hansson in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....




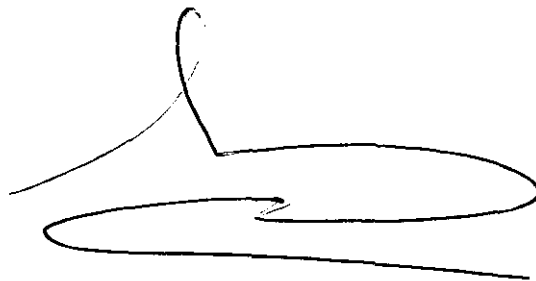
EXECUTED as a DEED by)
Ruud den Haan in the presence of)

Witness signature.....*JAM*.....
Witness name.....
Witness
Witness occupation.....

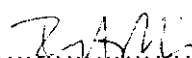


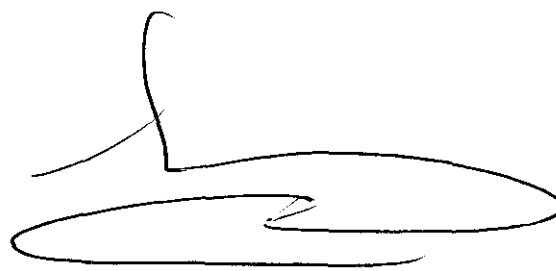
EXECUTED as a DEED by)
Sam Tidball in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

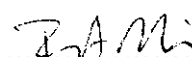


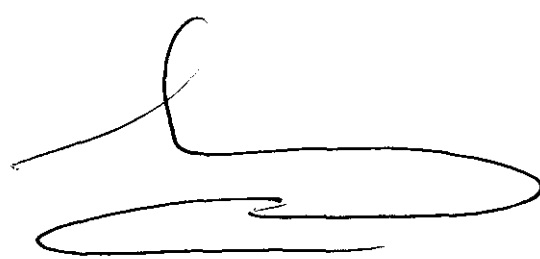
EXECUTED as a DEED by)
Sarah Masters in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....




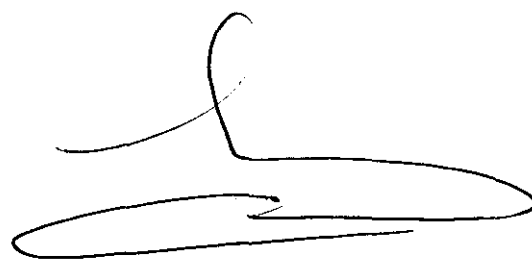
EXECUTED as a DEED by)
Stephen M Harris in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....




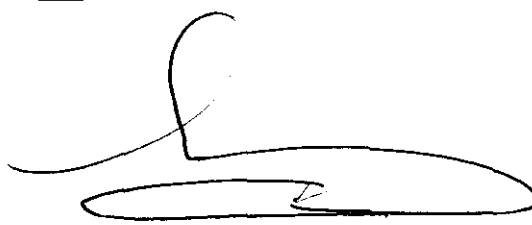
EXECUTED as a DEED by)
Stephen Barnes in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

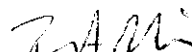


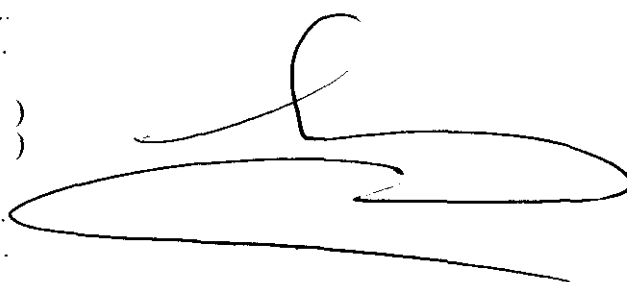
EXECUTED as a DEED by)
Stephen R Scott in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Steven Hart in the presence of)

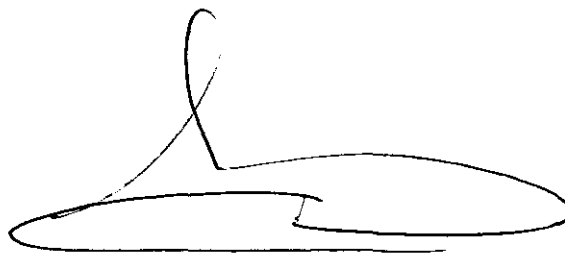
Witness signature.....
Witness name.....
Witness
Witness occupation.....



အဓိကအားဖြင့် အောက်ဖော်ပြပါအတိုင်း ဖြစ်ပေါ်နေပါသည်။

EXECUTED as a DEED by)
Susann Nilsson in the presence of)

Witness signature.....*[Signature]*.....
Witness name.....
Witness
Witness occupation.....



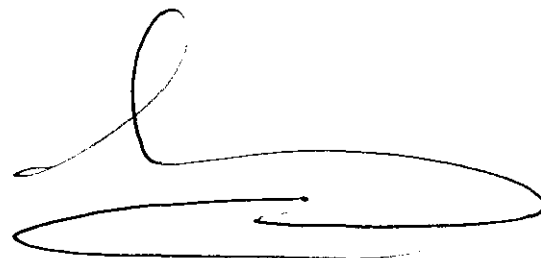
EXECUTED as a DEED by)
Tim Barnes in the presence of)

Witness signature.....*[Signature]*.....
Witness name.....
Witness
Witness occupation.....



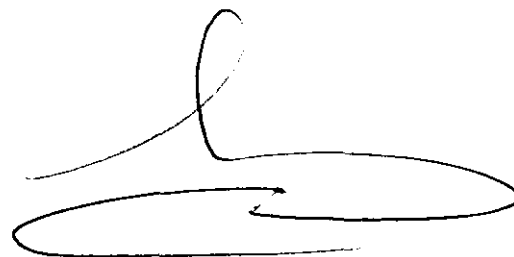
EXECUTED as a DEED by)
Warner Rosenboom in the presence of)

Witness signature.....*[Signature]*.....
Witness name.....
Witness
Witness occupation.....



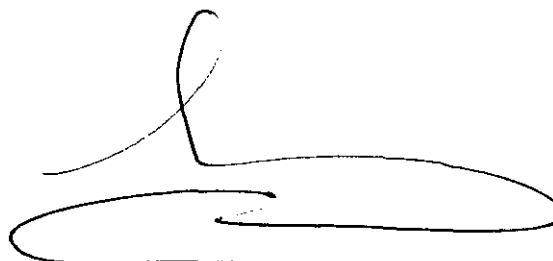
EXECUTED as a DEED by)
Martin Hulshof in the presence of)

Witness signature.....*[Signature]*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
Willem van Wijk in the presence of)

Witness signature.....*[Signature]*.....
Witness name.....
Witness
Witness occupation.....



EXECUTED as a DEED by)
GARTMORE NO.1 GENERAL)
PARTNER SCOTTISH LIMITED)
PARTNERSHIP acting by its general)
partner, GARTMORE NO.1)
GENERAL PARTNER LIMITED)
signing by its attorney Colin Stirling)

EXECUTED as a DEED by)
Susann Nilsson in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

EXECUTED as a DEED by)
Tim Barnes in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

EXECUTED as a DEED by)
Warner Rosenboom in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

EXECUTED as a DEED by)
Martin Hulshof in the presence of)

Witness signature.....
Witness name.....
Witness
Witness occupation.....

EXECUTED as a DEED by)
Willem van Wijk in the presence of)

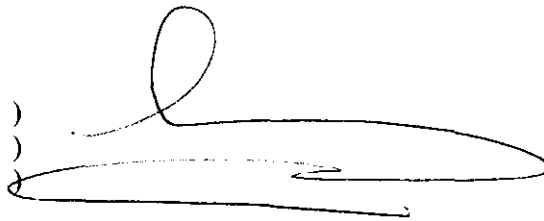
Witness signature.....
Witness name.....
Witness
Witness occupation.....

EXECUTED as a DEED by)
GARTMORE NO.1 GENERAL)
PARTNER SCOTTISH LIMITED)
PARTNERSHIP acting by its general)
partner, **GARTMORE NO.1**)
GENERAL PARTNER LIMITED)
signing by its attorney **Colin Stirling**)

Colin Stirling

EXECUTED as a DEED by
ALCONTROL TRUSTEE
COMPANY LIMITED acting by

)
)
)



Director

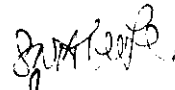

Director/Secretary

J. C. Robinson

EXECUTED as a DEED by)
ALCONTROL HOLDINGS (UK) LIMITED acting by)

Director

Director/Secretary

EXECUTED as a DEED by)
BRIDGEPOINT CAPITAL)
(NOMINEES) LIMITED)
acting by its attorney Alan Lewis)

EXECUTED as a DEED by)
ALCONTROL TRUSTEE)
COMPANY LIMITED acting by)

Director

Director/Secretary

EXECUTED as a DEED by)
ALCONTROL HOLDINGS (UK) LIMITED acting by)

Director

Director/Secretary

EXECUTED as a DEED by)
BRIDGEPOINT CAPITAL)
(NOMINEES) LIMITED)
acting by its attorney ~~Alan Lewis~~)

Colin Stirling

62 Stirling