

Results of voting at Annual General Meeting, 23rd April 2004

All of the resolutions put to the Annual General Meeting were passed.

The proxy votes (as verified by Lloyds TSB Registrars) were cast as follows:-

<u>Resolution</u>	<u>For</u>	<u>Discretionary</u>	<u>Against</u>	<u>Abstention</u>
1. Receive the Report & Accounts	73,211,887	196,298	26,223	3,224,530
2. Declare a dividend	76,455,615	199,360	187	3,776
3. (i) Re-elect Sir Stanley Clarke	71,455,623	197,623	936,960	4,068,732
(ii) Re-elect Anthony Glossop	73,016,432	198,323	221,440	3,222,743
(iii) Re-elect Christopher Roshier	72,095,910	213,639	1,126,846	3,222,543
(iv) Re-elect Richard Froggatt	76,427,836	199,034	27,715	4,353
(v) Re-elect Tim Haywood	76,424,235	203,721	26,629	4,353
4. Re-appoint Ernst & Young as Auditors	76,405,462	213,211	36,489	3,776
5. Approve remuneration committee report	75,520,710	230,827	54,374	853,027
6. Approve increase in non-executive directors' fees	75,722,095	225,048	28,819	682,976
7. Approve deferred bonus scheme for Executive Directors	74,595,554	238,319	1,662,289	162,776
8. Authority to issue shares with pre-emption rights	76,379,256	241,139	34,767	3,776
9. Authority to issue shares for cash	76,375,819	241,139	38,204	3,776
10. Authority to repurchase shares	76,369,491	264,573	21,098	3,776