

Appendix 1

Distribution of Warrants between categories of Participants

Category	Participants	of which potential future participants	Maximum warrants per category	Maximum warrants per participant	Maximum potential shares per category
Executive Management	9	1	706 000	31 000-150 000	706 000
Regional directors	5	0	245 000	49 000	245 000
Other senior management	5	1	227 000	31 000 - 49 000	227 000
Total	19	0	1 178 000		1 178 000