

## Directors Emoluments

Directors' emoluments for the year to 31 December 2008 (29 December 2007) were:

Date of appointment/ (resignation)	Salary/fees		Benefits		Bonus		Transitional incentive plan		Compensation for loss of office		Total		
	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
<b>Chairman</b>													
W Thomson	162	151	-	-	-	-	-	-	-	-	-	162	151
<b>Executive Directors</b>													
P Dollman	08/08/2002	311	294	14	13	-	127	-	-	-	-	325	434
C Smyth	20/03/2007	290	211	51	39	-	110	-	-	-	-	341	360
E Watson	20/03/2007	308	237	51	42	96	97	171	-	-	-	626	376
P Macdonald	(20/03/2007)	-	108	-	4	-	33	-	-	-	447	-	592
<b>Non-Executive Directors</b>													
D Jenkinson		34	33	-	-	-	-	-	-	-	-	34	33
I Harrison		34	33	-	-	-	-	-	-	-	-	34	33
D Coltman		52	51	-	-	-	-	-	-	-	-	52	51
O Morley		34	33	-	-	-	-	-	-	-	-	34	33
I Napier	16/09/2008	10	-	-	-	-	-	-	-	-	-	10	-
I Robertson		38	37	-	-	-	-	-	-	-	-	38	37
		1,273	1,188	116	98	96	367	171	-	-	447	1,656	2,100

### Notes

- (a) For executive directors, this is the date of their service contract, and for non-executive directors, the date of appointment or latest date of re-election to the Board.  
 (b) Provision of pension benefits under the Group's approved pension arrangements is restricted as a consequence of the Finance Act 1989 (the 'earnings cap').