

RESULTS ANNOUNCEMENTS AND DIVIDEND PAYMENT DETAILS FOR 2012

Results	Close Period	Announcement date	Ex-dividend date	Record date	Last date for DRIP elections	Payable
Q4 2011 (Final)	1 Jan – 7 Feb	Tuesday 7 February	Wednesday 15 February	Friday 17 February	Tuesday 20 March	Thursday 12 April
Q1 2012	1 Apr - 25 Apr	Wednesday 25 April	Wednesday 9 May	Friday 11 May	Thursday 14 June	Thursday 5 July
Q2 2012	1 July – 25 July	Wednesday 25 July	Wednesday 8 August	Friday 10 August	Thursday 13 September	Thursday 4 October
Q3 2012	1 Oct – 31 Oct	Wednesday 31 October	Wednesday 14 November	Friday 16 November	Monday 10 December	Thursday 3 January 2013
Q4 2012	TBC	TBC	TBC	TBC	TBC	TBC

Key to Timeframes

Dividends to be paid in April (after 5th), July, October and January.

In accordance with LSE/UK Listing Authority guidelines:

Ex-dividend date - Wednesday at least 4 business days after the Announcement Date (N.B. May Day Bank Holiday typically falls into this period for the Q1 dividend).

Record date - 2 days after Ex-dividend date

Last date for DRIP elections - 3 weeks in advance of payment date = 15 working days before. (N.B. Easter Bank Holidays typically fall into this period for the Q4 dividend and Christmas Bank Holidays for the Q3 dividend).

NB - Check that payment dates are not public holidays in UK or US.

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