

## Cross-reference to Form 20-F

Certain of the information in this document that is referenced in the following table is included in the Company's Annual Report on Form 20-F for 2008 (the "2008 Form 20-F") filed with the SEC. No other information in this document is included in the 2008 Form 20-F or incorporated by reference into any filings by the Company under the Securities Act. The 2008 Form 20-F has not been approved or disapproved by the SEC nor has the SEC passed judgement upon the adequacy or accuracy of the 2008 Form 20-F.

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\* For the purposes of the Form 20-F, sections of the Remuneration Committee report that are marked 'audited' are not required to be audited in accordance with PCAOB standards and are not considered audited in the Form 20-F.

\*\* Filed separately with the SEC as an exhibit to the Form 20-F. For the purposes of the Form 20-F, the auditors' report on page 62 of this annual report is not considered to be filed with the SEC.