

for the record

27883

Please complete in typescript, or in bold black capitals. CHWP000

**Company Number** 

Company name in full

88	(2)
Return of Allotment	of Shares

Company name in full	Hemscott plc			
Shares allotted (including bo	nus shares):			
Date or period during which shares were allotted (If shares were allotted on one date enter that date in the "from" box)	From  Day Month Year  1 6 1 2 2 0 0 5	To  Day Month Year		
Class of shares (ordinary or preference etc)	ordinary			
Number allotted	3000			
Nominal value of each share	£0.05			
Amount (if any) paid or due on ear share (including any share premium)	ch 3,000			
List the names and addresses of t	he allottees and the number of shares allo	tted to each overleaf		
If the allotted shares are fully	y or partly paid up otherwise than ir	n cash please state:		
% that each share is to be treated as paid up	100% paid			
Consideration for which the shares were allotted	Allotted shares consist of shares issu	ued pursuant to one employee's share		
(This information must be supported by the duly stamped contract or by the duly		options. Employee/optionholder has paid exercise price in relation to		
stamped particulars on Form 88(3) if the contract is not in writing)		shares. Optionholder's award letter is enclosed.		
	When you have completed and	d signed the form send it to		



Form revised 10/03

the Registrar of Companies at:

DX 33050 Cardiff

Companies House, Crown Way, Cardiff CF14 3UZ For companies registered in England and Wales

Companies House, 37 Castle Terrace, Edinburgh EH1 2EB DX 235 Edinburgh or LP - 4 Edinburgh 2 For companies registered in Scotland

# Names and addresses of the allottees (List joint share allotments consecutively)

Shareholder details	Shares and share	class allotte
Name Pershing Keen Nominees Limited	Class of shares allotted	Number allotted
Address Participant ID 601, Member Account BFCLT, Capstan House, One Clove	ordinary	3,000
Crescent, East India Dock, London		
UK Postcode E 1 4 2 B H		
Name	Class of shares allotted	Number allotted
Address		
		L
UK Postcode		L
Name	Class of shares allotted	Number allotted
Address	-	
	_	<u> </u>
UK Postcode		
Name	Class of shares	Number
Address	allotted	allotted
Address		ı
		1
UK Postcode		L
Name	Class of shares allotted	Number allotted
Address	-	
		<u></u>
UK Postcode	_ L	<u> </u>
Please enter the number of continuation sheets (if any) attached to this	form	
Signed Da	ate 16 Decen	be 200
A director / secretary / admiristrator / administrative receiver / receiver manager / receiver	<del>siv</del> er Please	delete as appropri

You do not have to give any contact information in the box opposite but if you do, it will help Companies House to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

N Sarker, Hemscott, 2	rker, Hemscott, 2nd Floor, Finsbury Tower		
103 - 105 Bunhill Row, London EC1Y 8TY			
	Tel 020 7847 1712		
DX number	DX exchange		

Private & Confidential



Mr. lain Thomson 18 Mulchelney Road Morden Surrey SM4 6HU

1 September 2004

Dear lain,

# Share Options and change to notice period

I am writing to you concerning a proposal to exchange the options you currently hold under the Company's July 2001 share option scheme (your "Existing Options") and the grant of new share options and a proposed change to your notice period. These option awards and changes are taking place as a result of the Company's acquisition of CoreData, Inc.

#### **Current Position for Options**

The current position in relation to your Existing Options over 3,000 Shares with an exercise price of 26.5p per share is as set out in my letter to you on 29 September 2003, i.e. that they become exercisable:

- 1/3rd on the Company's achievement of a performance target based on EBITDA (Earnings Before Interest Tax, Depreciation and Amortisation);
- 1/3rd on the Company's achievement of a performance target based on EPS (Earnings Per Share); and
- 1/3rd on the second anniversary of the date of grant which falls on 29 September 2005.

Although the Partial Offer for Hemscott by Centerpoint Data, LLC and the acquisition of CoreData, Inc by Hemscott do not have any automatic effect on your Existing Options, some changes are nevertheless proposed to your Existing Options as follows:

#### **Proposed Position for Existing Options**

In light of the acquisition and the Partial Offer, the Remuneration Committee has decided that holders of Existing Options should have the opportunity to be able to amend the terms of their Existing Options

so that <u>all</u> those Options become exercisable on the announcement of the Company's preliminary results for the year ending 31 December 2004, which should be made in March or April 2005.

Under the proposals, the numbers of shares under option, the dates on which they lapse and the exercise price of an option will remain the same, as will their tax treatment. For technical reasons, however, the replacement awards will be made under a new share option plan being put in place (where they will technically be known as Exchanged Options). The terms of Exchanged Options are the same as your Existing Options, other than for leavers who can now keep all Exchanged Options, unless they are summarily dismissed by the Company for gross misconduct:

- If you leave before these options become exercisable, they will not lapse and you will still be able to exercise those options in the six month period after the preliminary results for the year ending 31 December 2004 are announced; and
- If your options have become exercisable and you then leave, you will only be able to exercise your options in the 6 month period after leaving. At the end of that period, they will lapse.

If you leave for gross misconduct, you will lose all your options.

Whether or not you wish to take up this offer to amend the terms of your Existing Options is an investment decision for you, which the Company cannot advise on. If you do not take up the offer, you will keep your Existing Options, but the Remuneration Committee does not intend to make any further grants of awards to you.

## **Incentive Options**

Additional options are also being granted to you.

Number of Shares	Exercise Price per Share	Normal Lapse Date
15,000 ("Tranche A")	50p	23 August 2014
15,000 ("Tranche B")	57.5p	23 August 2014
15,000 ("Tranche C")	66.1p	23 August 2014
15,000 ("Tranche D")	76.0p	23 August 2014

The Vesting Conditions for Tranche A are that the Option will become exercisable across 80% of the Shares in that tranche on 23 August 2005 and across 20% on 23 August 2006, or that a Takeover Event (as defined by Rule 8 of the new Share Option Rules) occurs.

The Vesting Conditions for Tranche B are that the Option will become exercisable across 60% of the tranche on the 23 August 2006 and across 40% on 23 August 2007, or that a Takeover Event occurs. The Vesting Conditions for Tranches C and D are the occurrence of a Takeover Event.

If you leave, you may keep your Vested Options for six months after you leave, but your Unvested Options will lapse. Leavers dismissed for gross misconduct will lose all their options.

### Change of notice period

Your current notice period is six weeks. It is proposed, with your agreement, as a part of a general review of notice periods, to increase this to three months with effect from the date of this letter.

Please sign, date and return an enclosed copy of this letter to me to agree that you:

- (a) accept the above Incentive Options subject to the terms of the Plan;
- (b) also cancel the options granted to you on 29 September 2003 and accept the Exchanged options as described above and subject to the terms of the Plan and
- (c) change your notice period from six weeks to three months.

You should address any questions you may have on share options to Nick Sarker or, on the change of notice period, to Sarah Richards.

Yours sincerely

Rosalyn Wilton

Chief Executive Officer

I agree to the above changes, option cancellations and grants.

le Wut

lain Thomson

Date

housar 9-11-04