REGISTERED NUMBER: 02582346 (England and Wales)

Strategic Report, Report of the Directors and

Financial Statements for the Year Ended 31 December 2015

for

HEADSTRONG (UK) LTD

Contents of the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2015

Company Information
FOR THE YEAR ENDED 31 DECEMBER 2015

DIRECTORS:	Ahmed Jamil Mazhari Sharon May Thomas Santosh Pushpangadan Kallattu
REGISTERED OFFICE:	C/O Butler & Co LLP Third Floor 126 - 134 Baker Street London W1U 6UE
REGISTERED NUMBER:	02582346 (England and Wales)
SENIOR STATUTORY AUDITOR:	Mukesh Desai
AUDITORS:	Butler & Co LLP Chartered Accountants & Statutory Auditor Third Floor 126-134 Baker Street London W1U 6UE

Strategic Report
FOR THE YEAR ENDED 31 DECEMBER 2015

The directors present their strategic report for the year ended 31 December 2015.

REVIEW OF BUSINESS
The Directors report that 2015 was a mixed financial year for Headstrong (UK) Ltd.

The company continued its principal activities of providing computer systems development services and the supply of information technology products throughout the period.

Management use a range of performance measures to monitor and manage the business. The performance measures are split into financial and non-financial key performance indicators. As shown in the company's profit and loss account, the revenue level for 2015 has increased from the previous year. Also there was an increase in net profit margin to 13.41% (2014 : 8.39%). The net asset position is increased by £1,877,596 at the year end (2015 - £6,528,453 and 2014 : £4,650,857).

We achieved this performance level by integrating Genpact & Headstrong's capabilities to meet our clients needs and create a differentiation for ourselves in the marketplace. We also emphasised on achieving operational efficiencies and cost control wherever possible and absorb all the other random variation affecting the business.

We are cautiously optimistic about the future. The clients are under continued pressure to reduce cost due to margin pressure and regulatory fines. It provides opportunity for more outsourcing but some of the strategic programs are being re considered. The clients are looking at vendor consolidation to reduce costs. The client's process to add new vendors is becoming more complex and time consuming. We have been able to bundle Genpact & Headstrong capabilities and positioned ourselves as a "One Stop Shop" to be in the shortlist. We are focusing on mining existing accounts better to meet current year revenues and working with our prospects to get to their preferred vendor list in future.

Capital Markets (Headstrong) and BFS (Banking Financial Services) are becoming even more integrated due to the fact that in Europe both now fall under one leadership. This will increase the cross- and up sell opportunities in both verticals for the near future.

PRINCIPAL RISKS AND UNCERTAINTIES
The company is a global consulting and technology services firm focusing on applications outsourcing, technology consulting and systems integration. The company applies its vertical industry domain knowledge, technical experience and methodologies in collaboration with its clients to provide solutions that address important business opportunities and needs.

The company has risks relating to the retention of employees, competition in the market, currency and credit risk. The board reviews and agrees policies for managing each of these risks and which are summarised below.

Foreign currency risk
The company is exposed to foreign currency risks arising from sales or purchases by businesses in currencies other than its functional currency. The company manages this risk by operating its business transaction from different currencies bank account. The company's transactions are mainly in sterling & US Dollars which exposes the company to foreign exchange rate fluctuation. The company does not hedge any currency exposures.

Interest rate risk
The company manages its interest rate risk by financing its operations through a mixture of retained profits, cash balances and balances with group undertakings.

Credit risk
The company manages its credit risk by thorough rigorous debt collection procedures.

Employee retention risk
This is managed by better role and profile alignment, ensuring good utilisation of employees, better & competitive pay and employee friendly HR policies.

ON BEHALF OF THE BOARD:

Ahmed Jamil Mazhar - Director

23 September 2016

HEADSTRONG (UK) LTD

Report of the Directors
FOR THE YEAR ENDED 31 DECEMBER 2015

The directors present their report with the financial statements of the company for the year ended 31 December 2015.

DIVIDENDS
No dividends will be distributed for the year ended 31 December 2015.

EVENTS SINCE THE END OF THE YEAR
Information relating to events since the end of the year is given in the notes to the financial statements.

DIRECTORS
Ahmed Jamil Mazhari has held office during the whole of the period from 1 January 2015 to the date of this report.

Other changes in directors holding office are as follows:

Alphonse Charles Valbrune - resigned 1 January 2015
Arvinder Singh - resigned 1 January 2015
David O'Shaughnessy - resigned 1 January 2015

Sharon May Thomas and Santosh Pushpangadan Kallattu were appointed as directors after 31 December 2015 but prior to the date of this report.

Orijit Das ceased to be a director after 31 December 2015 but prior to the date of this report.

STATEMENT OF DIRECTORS' RESPONSIBILITIES
The directors are responsible for preparing the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS
So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

AUDITORS
The auditors, Butler & Co LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD:

Ahmed Jamil Mazhari - Director

23 September 2016

Report of the Independent Auditors to the Members of Headstrong (UK) Ltd

We have audited the financial statements of Headstrong (UK) Ltd for the year ended 31 December 2015 on pages five to eighteen. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Statement of Directors' Responsibilities set out on page three, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Strategic Report and the Report of the Directors to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2015 and of its profit for the year then ended;.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Strategic Report and the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Mukesh Desai (Senior Statutory Auditor)
for and on behalf of Butler & Co LLP
Chartered Accountants
& Statutory Auditor
Third Floor
126-134 Baker Street
London
W1U 6UE

Date: 23.09.2016

HEADSTRONG (UK) LTD

Statement of Comprehensive Income

FOR THE YEAR ENDED 31 DECEMBER 2015

	Notes	2015 £	2014 £
TURNOVER	2	14,617,362	13,622,051
Cost of sales		10,060,845	10,729,483
GROSS PROFIT		4,556,517	2,892,568
Administrative expenses		2,679,241	1,750,096
OPERATING PROFIT	4	1,877,276	1,142,472
Interest receivable and similar income		320	-
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION		1,877,596	1,142,472
Tax on profit on ordinary activities	6	-	-
PROFIT FOR THE FINANCIAL YEAR		1,877,596	1,142,472
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		1,877,596	1,142,472

The notes form part of these financial statements

Balance Sheet
31 DECEMBER 2015

	Notes	2015 £	2015 £	2014 £	2014 £
FIXED ASSETS					
Tangible assets	7		182,005		12,696
CURRENT ASSETS					
Debtors	8	4,360,963		3,881,451	
Cash at bank		7,608,383		5,174,563	
		11,969,346		9,056,014	
CREDITORS					
Amounts falling due within one year	9	2,339,144		1,134,099	
NET CURRENT ASSETS			9,630,202		7,921,915
TOTAL ASSETS LESS CURRENT LIABILITIES			9,812,207		7,934,611
CREDITORS					
Amounts falling due after more than one year	10		3,283,754		3,283,754
NET ASSETS			6,528,453		4,650,857
CAPITAL AND RESERVES					
Called up share capital	12		104		104
Share premium	13		6,476,788		6,476,788
Retained earnings	13		51,561		(1,826,035)
SHAREHOLDERS' FUNDS			6,528,453		4,650,857

The financial statements were authorised for issue by the Board of Directors on 23 September 2016 and were signed on its behalf by:

Ahmed Jamil Mazhari - Director

The notes form part of these financial statements

Statement of Changes in Equity
FOR THE YEAR ENDED 31 DECEMBER 2015

	Called up share capital £	Retained earnings £	Share premium £	Total equity £
Balance at 1 January 2014	104	(2,968,507)	6,476,788	3,508,385
Changes in equity				
Total comprehensive income	-	1,142,472	-	1,142,472
Balance at 31 December 2014	104	(1,826,035)	6,476,788	4,650,857
Changes in equity				
Total comprehensive income	-	1,877,596	-	1,877,596
Balance at 31 December 2015	104	51,561	6,476,788	6,528,453

The notes form part of these financial statements

Notes to the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2015

1. **ACCOUNTING POLICIES**

Basis of preparing the financial statements
These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions
The company has taken advantage of the following disclosure exemption in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 7 Statement of Cash Flows.

Turnover
Turnover is the amount derived from ordinary activities representing the value of consultancy services rendered during the year, excluding Value Added Tax.

Revenue for software services is recognised on the basis of services rendered. For time and material contracts, revenue is recognised on actual time spent by resources on the project. For fixed price projects, revenue is recognised on the basis of percentage of work completed.
Revenue from the sale of information technology products is recognised when the significant risks and rewards of ownership of the products have been passed to the buyer, usually on delivery of the products.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvement to property	- 20%
Computers	- 33.33%
Fixtures & fittings	- 20%
Plant & Machinery	- 20%

Assets costing less than USD 5,000 are fully depreciated in the year of acquisition.

Deferred tax
Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Foreign currencies
Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to profit or loss in the period to which they relate.

Share based compensation
The employees of the Company have been granted restricted share units and performance units by Genpact Limited, the ultimate holding company.
The Company recognizes and measures compensation expense for all stock-based awards based on the grant date fair value. For option awards, grant date fair value is determined under the option-pricing model (Black-Scholes-Merton) and for awards other than option awards, grant date fair value is determined on the basis of fair market value of a Company's share on the date of grant of such awards. The Company recognizes compensation expense for stock based awards net of estimated forfeitures. Forfeitures are estimated at the time of grant and revised, if necessary, in subsequent periods if actual forfeitures differ from those estimates.

Pension costs and other post-retirement benefits
The company operates a Group Personal defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to the profit and loss account in the period to which they relate.

continued...

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2015

2. TURNOVER

The turnover and profit before taxation are attributable to the one principal activity of the company.

An analysis of turnover by geographical market is given below:

	2015	2014
	£	£
United Kingdom	13,035,375	12,509,439
North America	1,581,987	1,112,612
	14,617,362	13,622,051

3. STAFF COSTS

	2015	2014
	£	£
Wages and salaries	7,369,707	6,846,738
Social security costs	863,106	792,929
Other pension costs	35,392	55,093
	8,268,205	7,694,760

The average monthly number of employees during the year was as follows:

	2015	2014
Consulting	100	91
Sales and Support staff	13	10
	113	101

No emoluments were paid to the directors during the year.
Pension costs of £2331 was accrued at year end [2014: £5,660].

4. OPERATING PROFIT

The operating profit is stated after charging/(crediting):

	2015	2014
	£	£
Depreciation - owned assets	12,739	4,160
Loss on disposal of fixed assets	4,274	-
Foreign exchange differences	(205,933)	(205,399)
Directors' remuneration	-	-

continued...

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2015

5. **AUDITORS' REMUNERATION**

	2015	2014
	£	£
Fees payable to the company's auditors for the audit of the company's financial statements	20,000	20,000
Total audit fees	20,000	20,000
Other non- audit services	5,000	6,960
Total non-audit fees	5,000	6,960
Total fees payable	25,000	26,960

6. **TAXATION**

Analysis of the tax charge
No liability to UK corporation tax arose on ordinary activities for the year ended 31 December 2015 nor for the year ended 31 December 2014.

Reconciliation of total tax charge included in profit and loss
The tax assessed for the year is lower than the standard rate of corporation tax in the UK. The difference is explained below:

	2015	2014
	£	£
Profit on ordinary activities before tax	1,877,596	1,142,472
Profit on ordinary activities multiplied by the standard rate of corporation tax in the UK of 20.250% (2014 - 21.500%)	380,213	245,631
Effects of:		
Expenses not deductible for tax purposes	21,430	5,805
Income not taxable for tax purposes	(65)	-
Capital allowances in excess of depreciation	(35,895)	(1,190)
Utilisation of tax losses	(264,519)	(256,976)
Stock based compensation awards	(15,063)	8,656
Stock based compensation costs	(2,362)	(1,926)
Consortium relief	(83,739)	-
Total tax charge	-	-

An amount of £83,739 is payable by way of compensation for consortium relief claimed.

continued...

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2015

7. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 January 2015	115,495	8,897	74,157	42,703	241,252
Additions	-	70,535	132,683	-	203,218
Disposals	-	-	(70,141)	-	(70,141)
At 31 December 2015	115,495	79,432	136,699	42,703	374,329
DEPRECIATION					
At 1 January 2015	114,215	8,884	68,527	36,930	228,556
Charge for year	1,280	8,261	-	3,198	12,739
Eliminated on disposal	-	-	(48,971)	-	(48,971)
At 31 December 2015	115,495	17,145	19,556	40,128	192,324
NET BOOK VALUE					
At 31 December 2015	-	62,287	117,143	2,575	182,005
At 31 December 2014	1,280	13	5,630	5,773	12,696

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Trade debtors	1,986,543	1,689,919
Amounts owed by group undertakings	1,213,949	1,304,541
Other debtors	65,875	80,895
Prepayments and accrued income	1,094,596	806,096
	4,360,963	3,881,451

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 £
Trade creditors	53,559	204,376
Amounts owed to group undertakings	1,044,274	-
Tax	-	1
Social security and other taxes	19,121	17,538
Other creditors	763,850	529,014
Accruals and deferred income	458,340	383,170
	2,339,144	1,134,099

10. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2015 £	2014 £
Amounts owed to group undertakings	3,283,754	3,283,754

continued...

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2015

11. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2015	2014
	£	£
Within one year	146,200	93,128
Between one and five years	438,600	-
In more than five years	12,183	-
	596,983	93,128

Rentals paid under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

12. CALLED UP SHARE CAPITAL

Allotted, issued and fully paid:

Number:	Class:	Nominal value:	2015 £	2014 £
104	Ordinary	£1	104	104

13. RESERVES

	Retained earnings £	Share premium £	Totals £
At 1 January 2015	(1,826,035)	6,476,788	4,650,753
Profit for the year	1,877,596		1,877,596
At 31 December 2015	51,561	6,476,788	6,528,349

14. ULTIMATE PARENT COMPANY

Genpact Limited (incorporated in United States of America) is regarded by the directors as being the company's ultimate parent company.

The company's immediate parent undertaking is Headstrong Worldwide Limited registered in UK.

15. OTHER FINANCIAL COMMITMENTS

The company created a Rent Deposit Deed dated 13 October 2008, to secure £ 69,941 due or becoming due from the company to the lessor of the company premises.

16. RELATED PARTY DISCLOSURES

The company has taken advantage of the exemption granted by Financial Reporting Standard 102 not to disclose related party transactions with other members of Genpact Limited group of companies.

The smallest and largest group in which the results of the company are consolidated is that headed by the company's ultimate parent undertaking, Genpact Limited, a company incorporated in the United States of America. The consolidated financial statements of this company are available to the public and may be obtained from Canon's Court, 22 Victoria Street, Hamilton, HM EX,Bermuda.

continued...

17. **POST BALANCE SHEET EVENTS**

It is intended that the amounts owed to group undertakings of £3,283,754 [note 10] will be converted to share capital during 2016.

continued...

18. **SHARE BASED COMPENSATION**

The employees of the Company have been granted restricted share units and performance units by Genpact Limited, the ultimate holding company.

The Company recognises and measures compensation expense for all stock-based awards based on the grant date fair value. For option awards, grant date fair value is determined under the option-pricing model (Black-Scholes-Merton) and for awards other than option awards, grant date fair value is determined on the basis of fair market value of a Company's share on the date of grant of such awards. The Company recognises compensation expense for stock based awards net of estimated forfeitures. Forfeitures are estimated at the time of grant and revised, if necessary, in subsequent periods if actual forfeitures differ from those estimates.

Subsequent to the acquisition of Headstrong Corporation, Genpact Limited had granted stock based awards under the 2007 Omnibus Incentive Compensation Plan ("2007 Omnibus Plan") to the employees of the Company. The shares covered by the forfeited, expired, terminated or cancelled award under this Plan will be added to the number of shares otherwise available for grant under the 2007 Omnibus Plan.

The Company has entered into an agreement with Genpact Limited, whereby the Company will reimburse Genpact Limited for the share based compensation cost computed on the basis of grant date fair value method in respect of awards exercised by the employees of the Company. Accordingly, the Company has set up liability in respect of Employee Stock based Awards payable to Genpact Limited computed on the basis of grant date fair value method in respect of all stock awards vested as well as outstanding as on 31 December 2015.

(a) Restricted Share Units

During the year ended 31 December 2011 the Company granted restricted share units, or RSUs, under the 2007 Omnibus Plan. Each RSU represents the right to receive one common share. The fair value of each RSU is the market price of one common share of the Company on the date of grant. The RSUs granted to date have vesting schedules of four years and a contractual period of ten years. The compensation expense is recognized on a straight line over the vesting term.

Share based compensation reversal of USD 123,652 for the year ended 31 December 2015 and cost of USD 60,367 for the year ended 31 December 2014 in respect of RSUs has been booked in the Profit and Loss account.

The movement in RSUs outstanding during the year ended 31 December 2015 and 31 December 2014 is set out below:

	Shares arising out of RSU YE 31/12/2015	Weighted Average Fair Value YE 31/12/2015		Shares arising out of RSU YE 31/12/2014	Weighted Average Fair Value YE 31/12/2014	
		USD	GBP*		USD	GBP*
Outstanding at beginning of the year	818	13.49	8.66	1,635	13.48	9.14
				-	-	
Adjustment for special cash dividend	-	-	-	-	-	
Exercised during the year	(818)	13.49	9.09	(817)	13.48	8.65
Expired/Forfeited during the year				-	-	-
Outstanding at the end of the year	-	-	-	818	13.49	8.66
Exercisable at the end of the year	-	-	-	-	-	

* converted at year-end exchange rate

(b) Performance Units

The Company also makes stock awards in the form of Performance Units, or PUs, under the 2007 Omnibus Plan.

The Company has granted PUs, wherein each PU represents the right to receive common shares based on the Company's performance against specified targets. These PUs vest after a three-year period. The fair value of each PU is the market price of one common share of the Company on the date of grant, and assumes that performance targets will be achieved. The compensation expense is recognized on a straight line over the vesting term. Over the performance period, the number of shares that will be issued will be adjusted upward or downward based upon the probability of achievement of the performance targets. The ultimate number of shares issued and the related compensation cost recognized as expense will be based on a comparison of the final performance metrics to the specified targets.

continued...

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2015

Share based compensation cost for the year ending 31 December 2015 and 2014 in respect of PSUs amounted to USD 7,629 and USD 5,759 respectively has been booked in the Profit and Loss account.

A summary of PU activity during the year ended 31 December 2015 and 2014 is set out below:

	Shares arising out of PU YE 31/12/2015	Weighted Average Exercise Price YE 31/12/2015		Shares arising out of PU E31/12/2014	Weighted Average Exercise Price YE 31/12/2014	
		USD	GBP*		USD	GBP*
Outstanding at beginning of the year	-	-		-	-	
Granted during the year	1613	16.78	10.77	1,600	16.78	10.77
Adjustment for special cash dividend	-	-		-	-	
Vested during the year	-	-		-	-	
Forfeited during the year	-	-		-	-	
Addition due to achievement of higher than target performance goals (Note a)	-	-	-	13	16.78	10.77
Outstanding at the end of the year	1,613	16.78	11.31	1,613	16.78	10.77

* converted at year-end exchange rate

a) Represents additional shares awarded 0.8% of the target shares as a result of the achievement of higher-than-target performance for the PUs granted in April 2014.

Reconciliation of Equity
1 JANUARY 2014
(Date of Transition to FRS 102)

	Notes	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
FIXED ASSETS				
Tangible assets	7	10,461	-	10,461
CURRENT ASSETS				
Debtors	8	4,914,689	-	4,914,689
Cash at bank		3,516,783	-	3,516,783
		8,431,472	-	8,431,472
CREDITORS				
Amounts falling due within one year	9	(4,933,548)	-	(4,933,548)
NET CURRENT ASSETS		3,497,924	-	3,497,924
TOTAL ASSETS LESS CURRENT LIABILITIES		3,508,385	-	3,508,385
NET ASSETS		3,508,385	-	3,508,385
CAPITAL AND RESERVES				
Called up share capital	12	104	-	104
Share premium	13	6,476,788	-	6,476,788
Retained earnings	13	(2,968,507)	-	(2,968,507)
SHAREHOLDERS' FUNDS		3,508,385	-	3,508,385

The notes form part of these financial statements

continued...

Reconciliation of Equity - continued
31 DECEMBER 2014

	Notes	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
FIXED ASSETS				
Tangible assets	7	12,696	-	12,696
CURRENT ASSETS				
Debtors	8	3,881,451	-	3,881,451
Cash at bank		5,174,563	-	5,174,563
		9,056,014	-	9,056,014
CREDITORS				
Amounts falling due within one year	9	(1,134,099)	-	(1,134,099)
NET CURRENT ASSETS		7,921,915	-	7,921,915
TOTAL ASSETS LESS CURRENT LIABILITIES		7,934,611	-	7,934,611
CREDITORS				
Amounts falling due after more than one year		(3,283,754)	-	(3,283,754)
NET ASSETS		4,650,857	-	4,650,857
CAPITAL AND RESERVES				
Called up share capital	12	104	-	104
Share premium	13	6,476,788	-	6,476,788
Retained earnings	13	(1,826,035)	-	(1,826,035)
SHAREHOLDERS' FUNDS		4,650,857	-	4,650,857

Reconciliation of Profit
FOR THE YEAR ENDED 31 DECEMBER 2014

	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
TURNOVER	13,622,051	-	13,622,051
Cost of sales	(10,729,483)	-	(10,729,483)
GROSS PROFIT	2,892,568	-	2,892,568
Administrative expenses	(1,750,096)	-	(1,750,096)
OPERATING PROFIT	1,142,472	-	1,142,472
and			
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION	1,142,472	-	1,142,472
Tax on profit on ordinary activities	-	-	-
PROFIT FOR THE FINANCIAL YEAR	1,142,472	-	1,142,472

The notes form part of these financial statements