

Summary of Director's Employment Contracts

The three directors listed below were appointed to the board of the Company on 1 March 2005, details of their remuneration from this date up to the end of the financial year on 31 March 2005 are included in the Annual Report and Accounts, which will be posted to shareholders in early July 2005. Details of the employment contracts of directors not listed below have previously been disclosed in the Company's Prospectus and current remuneration levels will be contained in the said Annual Report and Accounts. There are no directors' employment contracts which provide for payment of compensation in the event of termination of the contracts, in excess of payments made to directors in respect of their relevant notice periods.

Nigel Garrett

Sales and Marketing Director, has a letter of appointment dated 2 February 2005.

The following remuneration levels took effect from 1 April 2005:

- Basic salary - £87,500 per annum
- Car allowance - £7,200 per annum
- Share options of up to 100,000 shares per annum under the Executive Scheme
- Commission scheme based upon the gross margin contribution achieved
- Achievement bonus of up to £10,000
- The contract is terminable on one month's notice by the Company or Nigel Garrett.

Ian Mills

Development Director, has a letter of appointment dated 21 January 2005.

The following remuneration levels took effect from 1 April 2005:

- Basic salary - £95,000
- Car allowance - £7,200
- Share options of up to 100,000 shares per annum under the Executive Scheme
- Achievement bonus of up to £20,000
- The contract is terminable on one month's notice by the Company or Ian Mills.

Bonuses awarded to each of the directors above are calculated by reference to two criteria, the first is based on the operating profit level achieved by the Company and the second on the judgment of the Chief Executive as to whether specific job objectives have been achieved. The bonuses, benefits in kind and share options of the directors above are awarded in the manner set out in the Annual Report and Accounts.