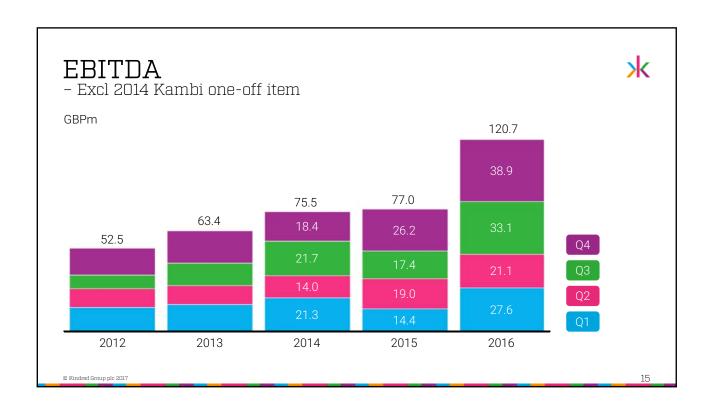
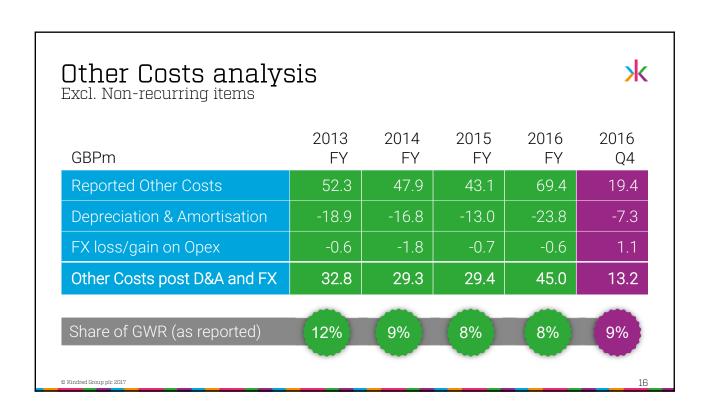
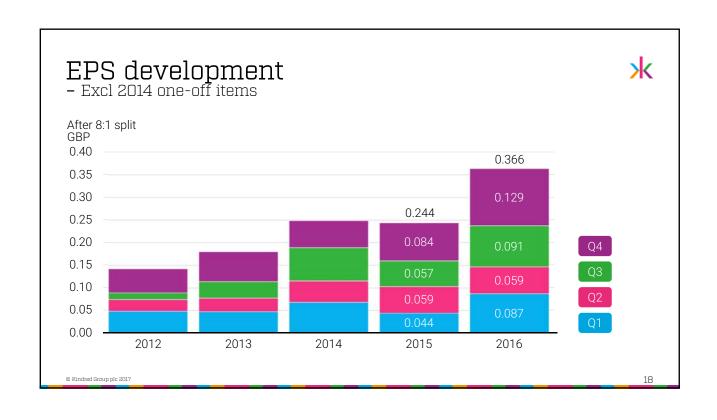


Geographic balance - Key Report Highlights Q4 2016		ж
	GWR as reported in GBP	GWR in constant currency
Nordics	+40%	+17%
Western Europe	+40%	+19%
CES Europe	+17%	-2%
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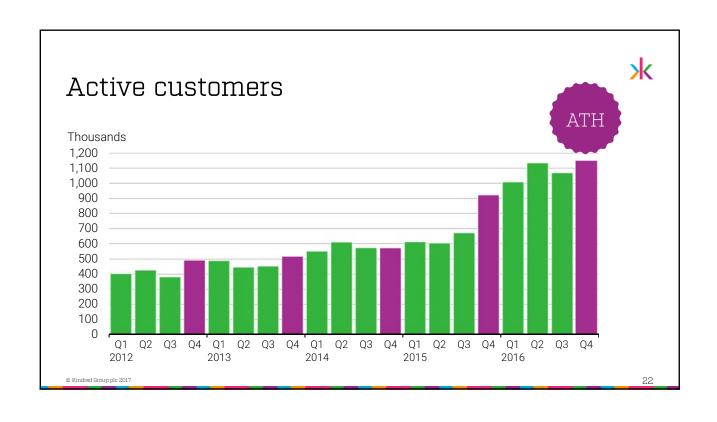
Relocation in 2017 People in London, Gibraltar and Malta to move to new offices with latest office design and technology Will improve efficiency, effectiveness, collaboration and scalability within the business Superior employee experience to support recruitment & retention of staff Reduction of impact on the environment

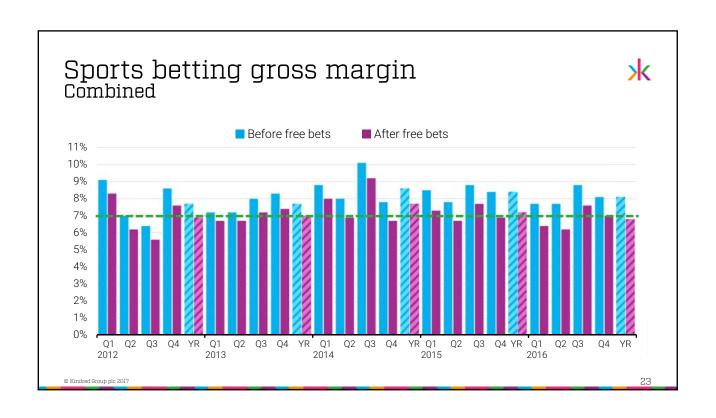


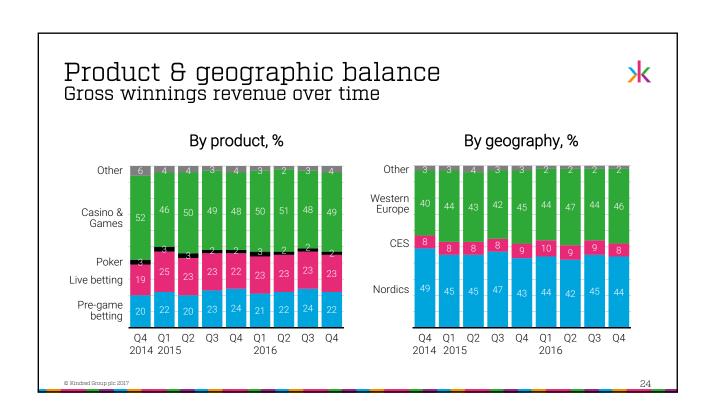


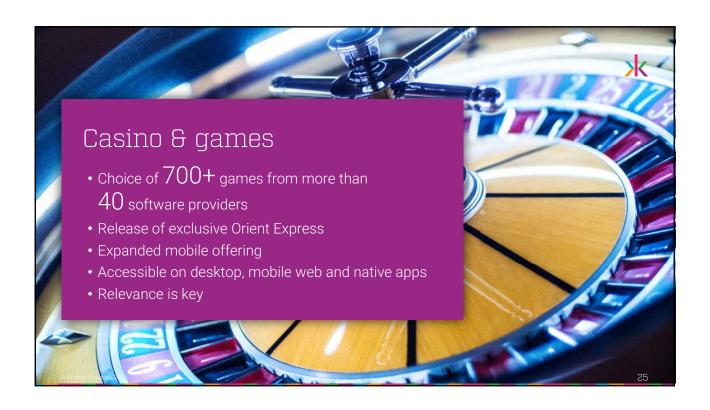


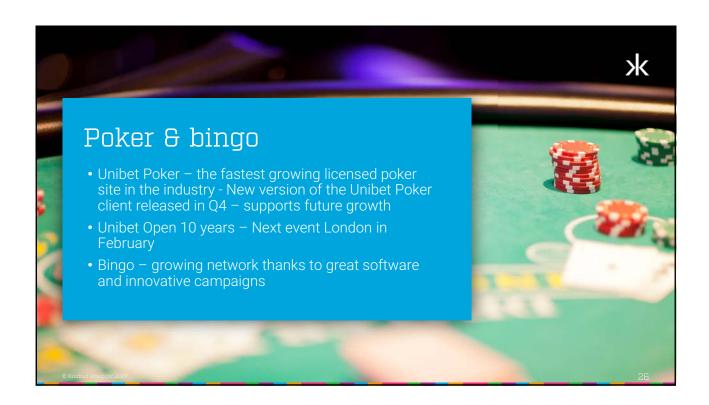






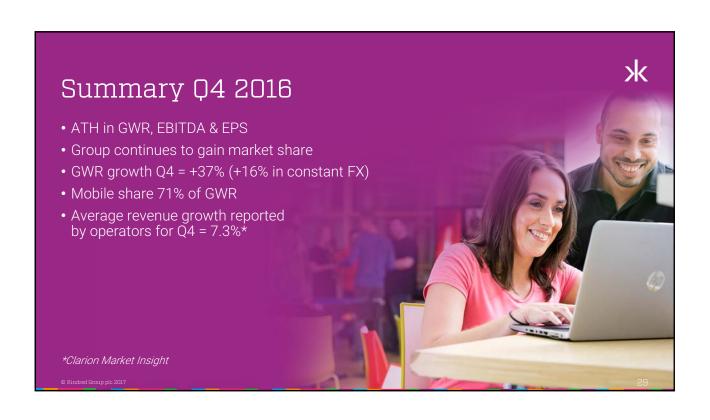


















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