Director Declaration

Released : 04 Dec 2003

Acal PLC
04 December 2003

Appointment of Mr Graham Williams as a
Non-Executive Director

On 1st December 2003 Acal plc announced the appointment of
Mr Graham Williams as a non-executive director.

Set out below is the information required to be disclosed pursuant to paragraph
16.4 of the Listing Rules:-

Mr Williams was a director of Hays plc until 30th April 2003.

Save as stated above Mr Williams has no other matters to disclose pursuant to
paragraph 16.4 of the Listing Rules.

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