

07-11-96

Company No. 464950

THE COMPANIES ACT 1985 (AS AMENDED)

COMPANY LIMITED BY SHARES

RESOLUTIONS

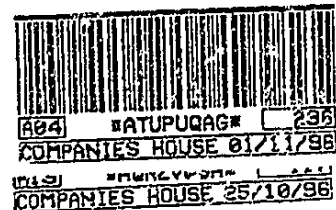
OF

GRAND METROPOLITAN HOLDINGS LIMITED

Passed 17th October, 1996

At an Extraordinary General Meeting of the above-named Company, duly convened and held at 8 Henrietta Place, London, W1M 9AG on 17th October, 1996 the following resolutions were passed, resolutions 2 and 4 to 10 as special resolutions and resolutions 1 and 3 as ordinary resolutions:

1. That the authorised share capital of the Company be increased from £9,705,000,000 to £12,060,000,000 by the creation of an additional 2,355,000,000 ordinary shares of £1 each.
2. That 850,000,000 ordinary shares of £1 each be reclassified as 850,000,000 'N' cumulative redeemable preference shares of £1 each (the "N' Preference Shares") having attached thereto the rights and being subject to the limitations and restrictions set out in paragraph 6 below, 800,000,000 ordinary shares of £1 each be reclassified as 800,000,000 'O' cumulative redeemable preference shares of £1 each (the "O' Preference Shares") having attached thereto the rights and being subject to the limitations and restrictions set out in paragraph 7 below, 10,000,000 ordinary shares of £1 each be reclassified as 10,000,000 'P' cumulative redeemable preference shares of £1 each (the "P' Preference Shares") having attached thereto the rights and being subject to the limitations and restrictions set out in paragraph 8 below and 695,000,000 ordinary shares of £1 each be reclassified as 695,000,000 'Q' cumulative redeemable preference shares of £1 each (the "Q' Preference Shares") having attached thereto the rights and being subject to the limitations and restrictions set out in paragraph 9 below.
3. That in addition and without prejudice to any and all previous authorities to allot relevant securities given to the Directors, the Directors be generally and unconditionally authorised pursuant to and in accordance with section 80 of the Companies Act 1985 to exercise all the powers of the Company to allot relevant securities (within the meaning of that section) up to an aggregate nominal amount of £2,355,000,000 and this authority shall expire on 17th October, 2001;
4. That the Articles of Association of the Company be amended by the insertion of the following paragraph to replace the first paragraph of Article 3A:-



"3A The present capital of the Company is divided into 2,204,000,001 ordinary shares of £1 each, 350,000,000 'A' cumulative redeemable preference shares of £1 each (the "A' Preference Shares"), 350,000,000 'B' cumulative redeemable preference shares of £1 each (the "B' Preference Shares"), 705,000,000 'C' cumulative redeemable preference shares of £1 each (the "C' Preference Shares"), 50,000,000 'D' cumulative redeemable preference shares of £1 each (the "D' Preference Shares"), 350,000,000 'E' cumulative redeemable preference shares of £1 each (the "E' Preference Shares"), 500,000,000 'F' cumulative redeemable preference shares of £1 each (the "F' Preference Shares"), 200,000,000 'G' cumulative redeemable preference shares of £1 each (the "G' Preference Shares"), 1,000,000,000 'H' cumulative redeemable preference shares of £1 each (the "H' Preference Shares"), 290,999,999 'I' cumulative redeemable preference shares of £1 each (the "I' Preference Shares"), 300,000,000 'J' cumulative redeemable preference shares of £1 each (the "J' Preference Shares"), 700,000,000 'K' cumulative redeemable preference shares of £1 each (the "K' Preference Shares"), 350,000,000 'L' cumulative redeemable preference shares of £1 each (the "L' Preference Shares"), 2,355,000,000 'M' cumulative redeemable preference shares of £1 each (the "M' Preference Shares"), 850,000,000 'N' cumulative redeemable preference shares of £1 each (the "N' Preference Shares"), 800,000,000 'O' cumulative redeemable preference shares of £1 each (the "O' Preference Shares"), 10,000,000 'P' cumulative redeemable preference shares of £1 each (the "P' Preference Shares") and 695,000,000 'Q' cumulative preference shares of £1 each (the "Q' Preference Shares"), the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares, the 'K' Preference Shares, the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares having attached thereto the rights and being subject to the limitations and restrictions set out below."

5. That Article 3L of the Company's Articles of Association be amended by the deletion of Article 3L(e) and the substitution therefor of the following:-

"(e) Redemption

(i) Subject to the Companies Act 1985 (as amended):

(A) the Company may redeem all or any of the 'L' Preference Shares on the giving of not less than two Business Days (as defined in Article 3L(a)(v)) notice in writing to the holder(s) of the 'L' Preference Shares to be redeemed, such notice to specify the number of 'L' Preference Shares

07-11-96

to be redeemed and the date on which such redemption is to take effect;

- (B) any holder of 'L' Preference Shares may require the Company to redeem all or any of the 'L' Preference Shares held by him by giving not less than thirty Business Days (as defined in Article 3L(a)(v)) notice in writing to the Company, such notice to specify the number of such holder's 'L' Preference Shares to be redeemed and the date on which such redemption is to take effect; and
  - (C) the Company shall redeem all the 'L' Preference Shares, if not redeemed pursuant to sub-paragraph (i) (A) or (B) above, on 30th September 1997 (the date on which the redemption of any 'L' Preference Shares is to take effect in accordance with either sub-paragraph (A) or (B) above or this sub-paragraph (C) being referred to in this Article 3L as the "Redemption Date").
- (ii) There shall be paid by 12 noon on the relevant Redemption Date on each 'L' Preference Share to be redeemed under sub-paragraph (i) above the amount paid up thereon, together with a sum equal to all arrears and accruals (if any) of the preferential dividend thereon irrespective of whether or not such dividend has been declared or earned or has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the relevant Redemption Date.
  - (iii) As from the relevant Redemption Date the preferential dividend shall cease to accrue on the 'L' Preference Shares to be redeemed on that date except in the case of any of such 'L' Preference Shares in respect of which, upon due presentation of the certificate relating thereto, payment of the redemption monies shall be refused, in which case the preferential dividend shall be deemed to have continued and shall accordingly continue to accrue at the Dividend Rate on the basis of a 365 day year from the relevant Redemption Date down to and including the actual date of payment of such redemption monies. No 'L' Preference Share shall be treated as having been redeemed until the monies and all arrears or deficiencies or accruals of the preferential dividend in respect thereof have been paid.
  - (iv) If any holder of any of the 'L' Preference Shares to be redeemed shall fail or refuse to deliver up on the relevant Redemption Date the certificate or certificates held by him in respect of such 'L' Preference Shares or shall fail or refuse to accept payment of the redemption monies payable in respect thereof, the redemption monies payable to such holder shall be set aside and paid into a

07-11-96

separate interest-bearing account with the Company's bankers (designated for the benefit of such holder) and such setting aside shall be deemed for all purposes hereof to be a payment to such holder and all the said holder's rights as a holder of the relevant 'P' Preference Shares shall cease and determine as from the date fixed for the redemption of such shares and the Company shall thereby be discharged from all obligations in respect thereof. The Company shall not be responsible for the safe custody of the monies so placed on deposit or for interest thereon except such interest as the said monies may earn while on deposit less any expenses incurred by the Company in connection therewith.

- (v) The receipt of the registered holder for the time being of any 'L' Preference Shares or in the case of joint registered holders the receipt of any of them for the monies payable on redemption thereof shall constitute an absolute discharge to the Company in respect thereof."

6. That the Articles of Association of the Company be amended by the insertion of the following as a new Article 3N after Article 3M:-

"3N The 'N' Preference Shares shall have the rights and be subject to the limitations and restrictions set out below and shall have such other rights and be subject to such other limitations and restrictions (not being inconsistent with the rights or limitations and restrictions set out in this Article 3N) as the Directors may determine prior to allotment:-

(a) Income

- (i) Out of profits available for distribution and resolved to be distributed, the holders of the 'N' Preference Shares shall be entitled, in priority to the transfer of any sum to reserves and to any payment of dividend to the holders of any other class of shares or stock (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'N' Preference Shares, and other than the 'N' Preference Shares, the 'M' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares, with which the 'N' Preference Shares shall rank *pari passu*), to be paid a cumulative preferential dividend, payable in Sterling, in respect of each Dividend Period at the Dividend Rate on the nominal value thereof, such dividend to be payable on the last day of the Dividend Period.

07-11-96

5

- (ii) Dividends payable on the 'N' Preference Shares shall accrue at the Dividend Rate on a daily basis and, in respect of any Dividend Period shorter than a year, will be calculated on the basis of a 365 day year and the actual number of days elapsed in such Dividend Period.
- (iii) Subject to Article 3N(a)(i), each dividend on the 'N' Preference Shares shall ipso facto and without any resolution of the Directors or of the Company in General Meeting become a debt due from and immediately payable by the Company to the holders of the 'N' Preference Shares registered in the books of the Company on the relevant Dividend Payment Date.
- (iv) As used in this Article 3N, except to the extent that the context requires otherwise:-

"Business Day" means a day (other than a Saturday or Sunday) on which commercial banks are generally open for business in London;

"Dividend Payment Date" means the 18th day of a calendar month and, in addition, 30th September, 1997 or such other date or dates as the Directors may from time to time determine; provided always that if a Dividend Payment Date would otherwise fall on a day which is not a Business Day, such Dividend Payment Date shall be the first following day which is a Business Day;

"Dividend Period" means the period commencing on the day immediately following one Dividend Payment Date and ending on the immediately following Dividend Payment Date, provided that the first Dividend Period shall commence on the Subscription Date;

"Dividend Rate" means £ 472592104 per cent per annum; and

"Subscription Date" means the date of subscription of the 'N' Preference Shares.

(b) Capital

- (i) On a return of capital on a winding up, the holders of the 'N' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference

07-11-96

6

Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'N' Preference Shares and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares with which the 'N' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'N' Preference Share equal to the nominal amount paid up on such 'N' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the date of the commencement of the winding up.

- (ii) On a return of capital (otherwise than on a winding up or on a redemption or purchase by the Company of any of its own shares of any class), the holders of the 'N' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'N' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares with which the 'N' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'N' Preference Share equal to the nominal amount paid up on such 'N' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to the date of the return of capital.

(c) Voting and General Meetings

The holders of the 'N' Preference Shares shall, by virtue of and in respect of their holdings of 'N' Preference Shares, have the right to receive notice of and attend every General Meeting of the Company but, without prejudice to the rights of the holders of the 'N' Preference Shares pursuant to Sections 125 to 129 of the Companies Act 1985 or Article 3N(f), shall not have the right to speak or vote at a General Meeting of the Company.

(d) Limitations

No 'N' Preference Share shall:-

07-11-96

7

- (i) confer any right to participate in the profits or assets of the Company other than as set out in paragraphs (a) and (b) above;
- (ii) confer any right to participate in any offer or invitation by way of rights or otherwise to subscribe for shares in the Company; or
- (iii) confer any right to receive any shares credited as paid up wholly or in part by way of a capitalisation of profits or reserves.

(e) Redemption

- (i) Subject to the Companies Act 1985 (as amended):

- (A) the Company may redeem all or any of the 'N' Preference Shares on the giving of not less than two Business Days (as defined in Article 3N(a)(v)) notice in writing to the holder(s) of the 'N' Preference Shares to be redeemed, such notice to specify the number of the 'N' Preference Shares to be redeemed and the date on which such redemption is to take effect;
- (B) any holder of 'N' Preference Shares may require the Company to redeem all or any of the 'N' Preference Shares by giving not less than thirty Business Days (as defined in Article 3N(a)(v)) notice in writing to the Company, such notice to specify the number of the 'N' Preference Shares to be redeemed and the date on which such redemption is to take effect; and
- (C) the Company shall redeem all the 'N' Preference Shares, if not redeemed pursuant to sub-paragraph (i)(A) or (B) above, on 29th October, 1999 (the date on which the redemption of any 'N' Preference Shares is to take effect in accordance with either sub-paragraph (A) or (B) above or this sub-paragraph (C) being referred to in this Article 3N as the "Redemption Date").

- (ii) There shall be paid by 12 noon on the relevant Redemption Date on each 'N' Preference Share to be redeemed under sub-paragraph (i) above the amount paid up thereon, together with a sum equal to all arrears and accruals (if any) of the preferential dividend thereon irrespective of whether or not such dividend has been declared or earned or has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the relevant Redemption Date.
- (iii) As from the relevant Redemption Date the preferential dividend shall cease to accrue on the 'N' Preference Shares to be redeemed

07-11-96

on that date except in the case of any of such 'N' Preference Shares in respect of which, upon due presentation of the certificate relating thereto, payment of the redemption monies shall be refused, in which case the preferential dividend shall be deemed to have continued and shall accordingly continue to accrue at the Dividend Rate on the basis of a 365 day year from the relevant Redemption Date down to and including the actual date of payment of such redemption monies. No 'N' Preference Share shall be treated as having been redeemed until the monies and all arrears or deficiencies or accruals of the preferential dividend in respect thereof have been paid.

- (iv) If any holder of any of the 'N' Preference Shares to be redeemed shall fail or refuse to deliver up on the relevant Redemption Date the certificate or certificates held by him in respect of such 'N' Preference Shares or shall fail or refuse to accept payment of the redemption monies payable in respect thereof, the redemption monies payable to such holder shall be set aside and paid into a separate interest-bearing account with the Company's bankers (designated for the benefit of such holder) and such setting aside shall be deemed for all purposes hereof to be a payment to such holder and all the said holder's rights as a holder of the relevant 'N' Preference Shares shall cease and determine as from the date fixed for the redemption of such shares and the Company shall thereby be discharged from all obligations in respect thereof. The Company shall not be responsible for the safe custody of the monies so placed on deposit or for interest thereon except such interest as the said monies may earn while on deposit less any expenses incurred by the Company in connection therewith.
- (v) The receipt of the registered holder for the time being of any 'N' Preference Shares or in the case of joint registered holders the receipt of any of them for the monies payable on redemption thereof shall constitute an absolute discharge to the Company in respect thereof.

(f) Further Issues and Variation of Rights

The special rights attached to the 'N' Preference Shares may be varied with the consent in writing of the holder or holders of all the 'N' Preference Shares but not otherwise.

If at any time there are 'N' Preference Shares in issue, no additional 'N' Preference Shares may be issued except pro rata to the then existing holders thereof or with the consent in writing of all such holders."

- 7. That the Articles of Association of the Company be amended by the insertion of the following as a new Article 30 immediately after Article 3N:-

"30 The 'O' Preference Shares shall have the rights and be subject to the limitations and restrictions set out below and shall have such other rights and be subject to such other limitations and restrictions (not being inconsistent with the rights or limitations and restrictions set out in this Article 30) as the Directors may determine prior to allotment:-

(a) Income

- (i) Out of profits available for distribution and resolved to be distributed, the holders of the 'O' Preference Shares shall be entitled, in priority to the transfer of any sum to reserves and to any payment of dividend to the holders of any other class of shares or stock (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'O' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares and, 'P' Preference Shares and the 'Q' Preference Shares with which the 'O' Preference Shares shall rank *pari passu*), to be paid a cumulative preferential dividend, payable in Sterling, in respect of each Dividend Period at the Dividend Rate on the nominal value thereof, such dividend to be payable on the last day of the Dividend Period.
- (ii) Dividends payable on the 'O' Preference Shares shall accrue at the Dividend Rate on a daily basis and, in respect of any Dividend Period shorter than a year, will be calculated on the basis of a 365 day year and the actual number of days elapsed in such Dividend Period.
- (iii) Subject to Article 30(a)(i), each dividend on the 'O' Preference Shares shall *ipso facto* and without any resolution of the Directors or of the Company in General Meeting become a debt due from and immediately payable by the Company to the holders of the 'O' Preference Shares registered in the books of the Company on the relevant Dividend Payment Date.
- (iv) As used in this Article 30, except to the extent that the context requires otherwise:-

"Business Day" means a day (other than a Saturday or Sunday) on which commercial banks are generally open for business in London;

07-11-96

10

"Dividend Payment Date" means the 18th day of a calendar month and, in addition, 30th September, 1999 or such other date or dates as the Directors may from time to time determine; provided always that if a Dividend Payment Date would otherwise fall on a day which is not a Business Day, such Dividend Payment Date shall be the first following day which is a Business Day;

"Dividend Period" means the period commencing on the day immediately following one Dividend Payment Date and ending on the immediately following Dividend Payment Date, provided that the first Dividend Period shall commence on the Subscription Date;

"Dividend Rate" means 5.922709135 per cent per annum; and

"Subscription Date" means the date of subscription of the 'O' Preference Shares.

(b) Capital

- (i) On a return of capital on a winding up, the holders of the 'O' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'O' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares, with which the 'O' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'O' Preference Share equal to the nominal amount paid up on such 'O' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the date of the commencement of the winding up.
- (ii) On a return of capital (otherwise than on a winding up or on a redemption or purchase by the Company of any of its own shares of any class), the holders of the 'O' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference

07-11-96

11

Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares which shares shall rank ahead of the 'O' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares, with which shares the 'O' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'O' Preference Share equal to the nominal amount paid up on such 'O' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to the date of the return of capital.

(c) Voting and General Meetings

The holders of the 'O' Preference Shares shall, by virtue of and in respect of their holdings of 'O' Preference Shares, have the right to receive notice of and attend every General Meeting of the Company but, without prejudice to the rights of the holders of the 'O' Preference Shares pursuant to Sections 125 to 129 of the Companies Act 1985 or Article 30(f), shall not have the right to speak or vote at a General Meeting of the Company.

(d) Limitations

No 'O' Preference Share shall:-

- (i) confer any right to participate in the profits or assets of the Company other than as set out in paragraphs (a) and (b) above;
- (ii) confer any right to participate in any offer or invitation by way of rights or otherwise to subscribe for shares in the Company; or
- (iii) confer any right to receive any shares credited as paid up wholly or in part by way of a capitalisation of profits or reserves.

(e) Redemption

(i) Subject to the Companies Act 1985 (as amended):

- (A) the Company may redeem all or any of the 'O' Preference Shares on the giving of not less than two Business Days (as defined in Article 30(a)(v)) notice in writing to the holder(s) of the 'O' Preference Shares to be redeemed, such notice to specify the number of 'O' Preference Shares to be redeemed and the date on which such redemption is to take effect;

07-11-96

12

- (B) any holder of 'O' Preference Shares may require the Company to redeem all or any of the 'O' Preference Shares by giving not less than thirty Business Days (as defined in Article 30(a)(v)) notice in writing to the Company, such notice to specify the number of the 'O' Preference Shares to be redeemed and the date on which such redemption is to take effect; and
  - (C) the Company shall redeem all the 'O' Preference Shares, if not redeemed pursuant to sub-paragraph (i)(A) or (B) above, on 29th October, 1999 (the date on which the redemption of any 'O' Preference Shares is to take effect in accordance with either sub-paragraph (A) or (B) above or this sub-paragraph (C) being referred to in this Article 30 as the "Redemption Date").
- (ii) There shall be paid by 12 noon on the relevant Redemption Date on each 'O' Preference Share to be redeemed under sub-paragraph (i) above the amount paid up thereon, together with a sum equal to all arrears and accruals (if any) of the preferential dividend thereon irrespective of whether or not such dividend has been declared or earned or has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the relevant Redemption Date.
  - (iii) As from the relevant Redemption Date the preferential dividend shall cease to accrue on the 'O' Preference Shares to be redeemed on that date except in the case of any of such 'O' Preference Shares in respect of which, upon due presentation of the certificate relating thereto, payment of the redemption monies shall be refused, in which case the preferential dividend shall be deemed to have continued and shall accordingly continue to accrue at the Dividend Rate on the basis of a 365 day year from the relevant Redemption Date down to and including the actual date of payment of such redemption monies. No 'O' Preference Share shall be treated as having been redeemed until the monies and all arrears or deficiencies or accruals of the preferential dividend in respect thereof have been paid.
  - (iv) If any holder of any of the 'O' Preference Shares to be redeemed shall fail or refuse to deliver up on the relevant Redemption Date the certificate or certificates held by him in respect of such 'O' Preference Shares at the Redemption Date or shall fail or refuse to accept payment of the redemption monies payable in respect thereof, the redemption monies payable to such holder shall be set aside and paid into a separate interest-bearing account with the Company's bankers (designated for the benefit of such holder) and such setting aside shall be deemed for all purposes

07-11-96

13

hereof to be a payment to such holder and all the said holder's rights as a holder of the relevant 'O' Preference Shares shall cease and determine as from the date fixed for the redemption of such shares and the Company shall thereby be discharged from all obligations in respect thereof. The Company shall not be responsible for the safe custody of the monies so placed on deposit or for interest thereon except such interest as the said monies may earn while on deposit less any expenses incurred by the Company in connection therewith.

- (v) The receipt of the registered holder for the time being of any 'O' Preference Shares or in the case of joint registered holders the receipt of any of them for the monies payable on redemption thereof shall constitute an absolute discharge to the Company in respect thereof.

(f) Further Issues and Variation of Rights

The special rights attached to the 'O' Preference Shares may be varied with the consent in writing of the holder or holders of all the 'O' Preference Shares but not otherwise.

If at any time there are 'O' Preference Shares in issue, no additional 'O' Preference Shares may be issued except pro rata to the then existing holders thereof or with the consent in writing of all such holders."

8. That the Articles of Association of the Company be amended by the insertion of the following as a new Article 3P after Article 3O:-

"3P The 'P' Preference Shares shall have the rights and be subject to the limitations and restrictions set out below and shall have such other rights and be subject to such other limitations and restrictions (not being inconsistent with the rights or limitations and restrictions set out in this Article 3P) as the Directors may determine prior to allotment:-

(a) Income

- (i) Out of profits available for distribution and resolved to be distributed, the holders of the 'P' Preference Shares shall be entitled, in priority to the transfer of any sum to reserves and to any payment of dividend to the holders of any other class of shares or stock (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'P' Preference Shares, and other than the 'L' Preference Shares, the

07-11-96

14

'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'Q' Preference Shares, with which the 'P' Preference Shares shall rank *pari passu*), to be paid a cumulative preferential dividend, payable in Sterling, in respect of each Dividend Period at the Dividend Rate on the nominal value thereof, such dividend to be payable on the last day of the Dividend Period.

- (ii) If any Dividend Payment Date is not a Business Day, then payment of the dividend otherwise payable on such Dividend Payment Date will be made on the preceding Business Day.
- (iii) Dividends payable on the 'P' Preference Shares shall accrue at the Dividend Rate on a daily basis and, in respect of any Dividend Period shorter than a year, will be calculated on the basis of a 365 day year and the actual number of days elapsed in such Dividend Period.
- (iv) Each dividend on the 'P' Preference Shares shall *ipso facto* and without any resolution of the Directors or of the Company in General Meeting become a debt due from and immediately payable by the Company to the holders of the 'P' Preference Shares registered in the books of the Company on the relevant Dividend Payment Date.
- (v) As used in this Article 3B, except to the extent that the context requires otherwise:-

"Business Day" means a day (other than a Saturday or Sunday) on which commercial banks are generally open for business in London;

"Dividend Payment Date" means the last day of a Dividend Period;

"Dividend Period" means the period beginning on the Subscription Date and ending on 31st March, 1997 and thereafter each period of six calendar months;

"Dividend Rate" means 5.5 per cent per annum; and

"Subscription Date" means the date of subscription of the 'P' Preference Shares.

(b) Capital

- (i) On a return of capital on a winding up, the holders of the 'P' Preference Shares shall be entitled, in priority to any payment to

07-11-96

15

the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'P' Preference Shares and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'Q' Preference Shares with which the 'P' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'P' Preference Share equal to the nominal amount paid up on such 'P' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the date of the commencement of the winding up.

- (ii) On a return of capital (otherwise than on a winding up or on a redemption or purchase by the Company of any of its own shares of any class), the holders of the 'P' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'P' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'Q' Preference Shares with which the 'P' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'P' Preference Share equal to the nominal amount paid up on such 'P' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to the date of the return of capital.

(c) Voting and General Meetings

The holders of the 'P' Preference Shares shall, by virtue of and in respect of their holdings of 'P' Preference Shares, have the right to receive notice of and attend every General Meeting of the Company but, without prejudice to the rights of the holders of the 'P' Preference Shares pursuant to Sections 125 to 129 of the Companies Act 1985 or Article 3P(f), shall not have the right to speak or vote at a General Meeting of the Company.

07-11-96

16

(d) Limitations

No 'P' Preference Share shall:-

- (i) confer any right to participate in the profits or assets of the Company other than as set out in paragraphs (a) and (b) above;
- (ii) confer any right to participate in any offer or invitation by way of rights or otherwise to subscribe for shares in the Company; or
- (iii) confer any right to receive any shares credited as paid up wholly or in part by way of a capitalisation of profits or reserves.

(e) Redemption

(i) Subject to the Companies Act 1985 (as amended):

(A) the Company may redeem all or any of the 'P' Preference Shares on the giving of not less than two Business Days (as defined in Article 3P(a)(v)) notice in writing to the holder(s) of the 'P' Preference Shares to be redeemed, such notice to specify the number of 'P' Preference Shares to be redeemed and the date on which such redemption is to take effect;

(B) any holder of 'P' Preference Shares may require the Company to redeem all or any of the 'P' Preference Shares held by him by giving not less than thirty Business Days (as defined in Article 3P(a)(v)) notice in writing to the Company, such notice to specify the number of such holder's 'P' Preference Shares to be redeemed and the date on which such redemption is to take effect; and

(C) the Company shall redeem all the 'P' Preference Shares, if not redeemed pursuant to sub-paragraph (i)(A) or (B) above, on 29th October, 1999 (the date on which the redemption of any 'P' Preference Shares is to take effect in accordance with either sub-paragraph (A) or (B) above or this sub-paragraph (C) being referred to in this Article 3P as the "Redemption Date").

(ii) There shall be paid by 12 noon on the relevant Redemption Date on each 'P' Preference Share to be redeemed under sub-paragraph (i) above the amount paid up thereon, together with a sum equal to all arrears and accruals (if any) of the preferential dividend thereon irrespective of whether or not such dividend has been declared or earned or has become due and payable, to

07-11-96

17

be calculated at the Dividend Rate on the basis of a 365 day year up to and including the relevant Redemption Date.

- (iii) As from the relevant Redemption Date the preferential dividend shall cease to accrue on the 'P' Preference Shares to be redeemed on that date except in the case of any of such 'P' Preference Shares in respect of which, upon due presentation of the certificate relating thereto, payment of the redemption monies shall be refused, in which case the preferential dividend shall be deemed to have continued and shall accordingly continue to accrue at the Dividend Rate on the basis of a 365 day year from the relevant Redemption Date down to and including the actual date of payment of such redemption monies. No 'P' Preference Share shall be treated as having been redeemed until the monies and all arrears or deficiencies or accruals of the preferential dividend in respect thereof have been paid.
- (iv) If any holder of any of the 'P' Preference Shares to be redeemed shall fail or refuse to deliver up on the relevant Redemption Date the certificate or certificates held by him in respect of such 'P' Preference Shares or shall fail or refuse to accept payment of the redemption monies payable in respect thereof, the redemption monies payable to such holder shall be set aside and paid into a separate interest-bearing account with the Company's bankers (designated for the benefit of such holder) and such setting aside shall be deemed for all purposes hereof to be a payment to such holder and all the said holder's rights as a holder of the relevant 'P' Preference Shares shall cease and determine as from the date fixed for the redemption of such shares and the Company shall thereby be discharged from all obligations in respect thereof. The Company shall not be responsible for the safe custody of the monies so placed on deposit or for interest thereon except such interest as the said monies may earn while on deposit less any expenses incurred by the Company in connection therewith.
- (v) The receipt of the registered holder for the time being of any 'P' Preference Shares or in the case of joint registered holders the receipt of any of them for the monies payable on redemption thereof shall constitute an absolute discharge to the Company in respect thereof.

(F) Further Issues and Variation of Rights

The special rights attached to the 'P' Preference Shares may be varied with the consent in writing of the holder or holders of all the 'P' Preference Shares but not otherwise.

07-11-96

If at any time there are 'P' Preference Shares in issue, no additional 'P' Preference Shares may be issued except pro rata to the then existing holders thereof or with the consent in writing of all such holders."

9. That the Articles of Association of the Company be amended by the insertion of the following as a new Article 3Q after Article 3P:-

"3Q The 'Q' Preference Shares shall have the rights and be subject to the limitations and restrictions set out below and shall have such other rights and be subject to such other limitations and restrictions (not being inconsistent with the rights or limitations and restrictions set out in this Article 3Q) as the Directors may determine prior to allotment:-

(a) Income

- (i) Out of profits available for distribution and resolved to be distributed, the holders of the 'Q' Preference Shares shall be entitled, in priority to the transfer of any sum to reserves and to any payment of dividend to the holders of any other class of shares or stock (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'Q' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'P' Preference Shares, with which the 'Q' Preference Shares shall rank *pari passu*), to be paid a cumulative preferential dividend, payable in Sterling, in respect of each Dividend Period at the Dividend Rate on the nominal value thereof, such dividend to be payable on the last day of the Dividend Period.
- (ii) If any Dividend Payment Date is not a Business Day, then payment of the dividend otherwise payable on such Dividend Payment Date will be made on the preceding Business Day.
- (iii) Dividends payable on the 'Q' Preference Shares shall accrue at the Dividend Rate on a daily basis and, in respect of any Dividend Period shorter than a year, will be calculated on the basis of a 365 day year and the actual number of days elapsed in such Dividend Period.
- (iv) Each dividend on the 'Q' Preference Shares shall *ipso facto* and without any resolution of the Directors or of the Company in General Meeting become a debt due from and immediately payable by the Company to the holders of the 'Q' Preference

07-11-96

19

Shares registered in the books of the Company on the relevant Dividend Payment Date.

- (v) As used in this Article 3Q, except to the extent that the context requires otherwise:-

"Business Day" means a day (other than a Saturday or Sunday) on which commercial banks are generally open for business in London;

"Dividend Payment Date" means the last day of a Dividend Period;

"Dividend Period" means the period beginning on the Subscription Date and ending on 31st March, 1997 and thereafter each period of six calendar months;

"Dividend Rate" means 4.75 per cent per annum; and

"Subscription Date" means the date of subscription of the 'Q' Preference Shares.

(b) Capital

- (i) On a return of capital on a winding up, the holders of the 'Q' Preference Shares shall be entitled, in priority to any payment to the holders of any other class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'Q' Preference Shares and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'P' Preference Shares with which the 'Q' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'Q' Preference Share equal to the nominal amount paid up on such 'Q' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the date of the commencement of the winding up.
- (ii) On a return of capital (otherwise than on a winding up or on a redemption or purchase by the Company of any of its own shares of any class), the holders of the 'Q' Preference Shares shall be entitled, in priority to any payment to the holders of any other

07-11-96

20

class of shares (other than the holders of the 'A' Preference Shares, the 'B' Preference Shares, the 'C' Preference Shares, the 'D' Preference Shares, the 'E' Preference Shares, the 'F' Preference Shares, the 'G' Preference Shares, the 'H' Preference Shares, the 'I' Preference Shares, the 'J' Preference Shares and the 'K' Preference Shares, which shares shall rank ahead of the 'Q' Preference Shares, and other than the 'L' Preference Shares, the 'M' Preference Shares, the 'N' Preference Shares, the 'O' Preference Shares and the 'P' Preference Shares with which the 'Q' Preference Shares shall rank *pari passu*), to receive an amount in respect of each 'Q' Preference Share equal to the nominal amount paid up on such 'Q' Preference Share together with all arrears and accruals (if any) of the dividend payable thereon, whether or not such dividend has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to the date of the return of capital.

(c) Voting and General Meetings

The holders of the 'Q' Preference Shares shall, by virtue of and in respect of their holdings of 'Q' Preference Shares, have the right to receive notice of and attend every General Meeting of the Company but, without prejudice to the rights of the holders of the 'Q' Preference Shares pursuant to Sections 125 to 129 of the Companies Act 1985 or Article 3Q(D), shall not have the right to speak or vote at a General Meeting of the Company.

(d) Limitations

No 'Q' Preference Share shall:-

- (i) confer any right to participate in the profits or assets of the Company other than as set out in paragraphs (a) and (b) above;
- (ii) confer any right to participate in any offer or invitation by way of rights or otherwise to subscribe for shares in the Company; or
- (iii) confer any right to receive any shares credited as paid up wholly or in part by way of a capitalisation of profits or reserves.

(e) Redemption

(i) Subject to the Companies Act 1985 (as amended):

- (A) the Company may redeem all or any of the 'Q' Preference Shares on the giving of not less than two Business Days (as defined in Article 3Q(a)(v)) notice in writing to the holder(s) of the 'Q' Preference Shares to be redeemed,

07-11-96

such notice to specify the number of 'Q' Preference Shares to be redeemed and the date on which such redemption is to take effect;

- (B) any holder of 'Q' Preference Shares may require the Company to redeem all or any of the 'P' Preference Shares held by him by giving not less than thirty Business Days (as defined in Article 3Q(a)(v)) notice in writing to the Company, such notice to specify the number of such holder's 'Q' Preference Shares to be redeemed and the date on which such redemption is to take effect; and
  - (C) the Company shall redeem all the 'Q' Preference Shares, if not redeemed pursuant to sub-paragraph (I)(A) or (B) above, on 30th September, 1997 (the date on which the redemption of any 'Q' Preference Shares is to take effect in accordance with either sub-paragraph (A) or (B) above or this sub-paragraph (C) being referred to in this Article 3Q as the "Redemption Date").
- (ii) There shall be paid by 12 noon on the relevant Redemption Date on each 'Q' Preference Share to be redeemed under sub-paragraph (I) above the amount paid up thereon, together with a sum equal to all arrears and accruals (if any) of the preferential dividend thereon irrespective of whether or not such dividend has been declared or earned or has become due and payable, to be calculated at the Dividend Rate on the basis of a 365 day year up to and including the relevant Redemption Date.
  - (iii) As from the relevant Redemption Date the preferential dividend shall cease to accrue on the 'Q' Preference Shares to be redeemed on that date except in the case of any of such 'Q' Preference Shares in respect of which, upon due presentation of the certificate relating thereto, payment of the redemption monies shall be refused, in which case the preferential dividend shall be deemed to have continued and shall accordingly continue to accrue at the Dividend Rate on the basis of a 365 day year from the relevant Redemption Date down to and including the actual date of payment of such redemption monies. No 'Q' Preference Share shall be treated as having been redeemed until the monies and all arrears or deficiencies or accruals of the preferential dividend in respect thereof have been paid.
  - (iv) If any holder of any of the 'Q' Preference Shares to be redeemed shall fail or refuse to deliver up on the relevant Redemption Date the certificate or certificates held by him in respect of such 'Q' Preference Shares or shall fail or refuse to accept payment of the redemption monies payable in respect thereof, the redemption

07-11-96

monies payable to such holder shall be set aside and paid into a separate interest-bearing account with the Company's bankers (designated for the benefit of such holder) and such setting aside shall be deemed for all purposes hereof to be a payment to such holder and all the said holder's rights as a holder of the relevant 'Q' Preference Shares shall cease and determine as from the date fixed for the redemption of such shares and the Company shall thereby be discharged from all obligations in respect thereof. The Company shall not be responsible for the safe custody of the monies so placed on deposit or for interest thereon except such interest as the said monies may earn while on deposit less any expenses incurred by the Company in connection therewith.

- (v) The receipt of the registered holder for the time being of any 'Q' Preference Shares or in the case of joint registered holders the receipt of any of them for the monies payable on redemption thereof shall constitute an absolute discharge to the Company in respect thereof.

(f) Further Issues and Variation of Rights

The special rights attached to the 'Q' Preference Shares may be varied with the consent in writing of the holder or holders of all the 'Q' Preference Shares but not otherwise.

If at any time there are 'Q' Preference Shares in issue, no additional 'Q' Preference Shares may be issued except pro rata to the then existing holders thereof or with the consent in writing of all such holders."

10. That the Articles of Association of the Company be amended as follows:-

- (i) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares" after the words "the 'M' Preference Shares," in the eleventh line of Article 3L(a)(i);
- (ii) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares," after the words "the 'M' Preference Shares" in the ninth and tenth lines of Article 3L(b)(i);
- (iii) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares," after the words "the 'M' Preference Shares" in the eleventh line of Article 3L(b)(ii);
- (iv) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference

07-11-96

23

Shares," after the words "the 'L' Preference Shares," in the eleventh line of Article 3M(a)(i);

- (v) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares and the 'Q' Preference Shares," after the words "the 'L' Preference Shares" in the ninth and tenth lines of Article 3M(b)(i); and
- (vi) by the insertion of the words "the 'N' Preference Shares, the 'O' Preference Shares, the 'P' Preference Shares after and the 'Q' Preference Shares" the words "the 'L' Preference Shares" in the eleventh line of Article 3M(b)(ii).



ROGER MYDDELTON

Chairman