
THE COMPANIES ACT 1985 AND 1989

PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

OF

THE DECISION SHOP LIMITED
(Company Number 615225)



(Adopted by Special Resolution dated 8th March 2002)

1. INTRODUCTORY

- 1.1 The Regulations contained or incorporated in Table A in the Schedule to The Companies (Tables A to F) Regulations 1985 as amended by The Companies (Tables A to F) Amendment Regulations 1985 (hereinafter called "Table A") shall apply to the Company, save insofar as they are varied or excluded by or are inconsistent with the following Articles.
- 1.2 In Regulation 1 of Table A, the words "and in Articles of Association adopting the same" shall be inserted after the word "regulations" in the last paragraph of that Regulation and the sentence "Any reference to any statutory provision shall be deemed to include a reference to each and every statutory amendment, modification, re-enactment and extension thereof for the time being in force" shall be inserted at the end of that Regulation.
- 1.3 Regulations 8, 9, 10, 11, 40, 73 to 77 (inclusive), 80, 90, 94 to 98 (inclusive) and 118 of Table A shall not apply to the Company.
- 1.4 In these Articles the following words and expressions shall bear the following meanings
- a) "the Controlling Shareholder" means the registered holder for the time being of more than one half in nominal value of the issued ordinary share capital of the Company and includes (for the avoidance of doubt) any member holding all of the issued ordinary share capital of the Company and the expression "the Nominee" means any person holding shares in the Company as nominee or otherwise on trust, for the Controlling Shareholder.
 - (b) "A share(s)" means Ordinary 'A' Shares of 1p each in the capital of the Company.

- (c) "B share(s)" means Ordinary 'B' Shares of 1p each in the capital of the Company.
- (d) "Deferred share(s)" means Deferred shares of £1 each in the capital of the Company.

2. **SHARES**

- 2.1 The A shares, the B shares and the Deferred shares shall confer on the holders thereof the follow special rights, namely:

As regards voting

Only the A shares shall entitle a holder thereof to receive notice of or to attend and to vote at meetings of the Company. The holders of the B shares and the holders of the Deferred Shares shall have no right as such to receive notice of or to attend or vote at any general meeting of the Company.

As regards income

The profits of the Company available for dividend and resolved to be distributed in respect of each financial year or other period of the Company shall be applied in payment of dividends to the holders of the A shares but so that the gross amount so paid in respect of each financial year or other period shall not exceed £100,000,000 and the balance (if any) of such profits shall be distributed by way of dividend to the holders of all the Ordinary shares but so that such balance shall be divided between the holders of the A shares and the holders of the B shares so that the dividend in respect of each A share shall be twenty times the amount of dividend in respect of each B share save that in a financial year or other period when the profits available for dividend (as certified by the Auditors of the Company whose decision shall be final and binding) exceed £20,000,000 the holders of the Deferred shares shall be paid a fixed non-cumulative dividend at the rate of 5% per annum; and

As regards surplus assets

On a return of capital on a winding up or otherwise the surplus assets of the Company remaining after payment of its liabilities shall be applied first in repayment to the holders of the A shares and the holders of the B shares of the amount paid up on such shares and the balance of such assets shall be distributed among the holders of the A shares rateably according to the amount paid up on such shares, but so that when a total of £2,000,000 has been distributed in respect of each A Share the holders of the Deferred shares shall be repaid the amounts paid up on such shares.

- 2.2 No share or beneficial interest in a share shall be issued or allotted to any person other than the Controlling Shareholder or some other person

expressly approved by the Controlling Shareholder in writing, but subject to that all the unissued shares for the time being in the capital of the Company shall be at the disposal of the Directors who may allot, grant options over or otherwise dispose of them to such persons, at such times and on such terms and conditions as they think proper, subject to Section 80 of the Act and provided that no share shall be issued at a discount.

- 2.3 The provisions of Sections 89(1) and 90(1) to (6) of the Act shall not apply to the Company.

3. **TRANSFER OF SHARES**

- 3.1 The Directors may, in their absolute discretion and without giving any reason, refuse to register the transfer of any share in the capital of the Company, whether fully or partly paid save that the Directors shall be obliged to register any transfer of shares made to or by, or with the express written consent of the Controlling Shareholder, or made pursuant to Article 3.2. In its application to the Company Regulation 24 of Table A shall be modified by the deletion of the first sentence.
- 3.2 The Controlling Shareholder may at any time by notice given to the Nominee at the registered address of the Nominee shown in the Register of Members of the Company require the Nominee to transfer all or any shares registered in his name to the Controlling Shareholder or any other person specified in the notice for no consideration. If the Nominee shall fail, within 48 hours after service of the notice, to transfer the shares in question, the Directors may authorise any person to execute on behalf of and as attorney for the Nominee any necessary instrument of transfer and shall cause the name of the transferee to be entered in the Register as the holder of the shares in question. After the name of the transferee has been entered in the Register in purported exercise of these powers, the validity of the proceedings shall not be questioned by any person.

4. **TRANSFERS BY WAY OF SECURITY**

- 4.1 Notwithstanding anything else contained in these Articles the Company and the Directors shall be bound to register a transfer of any share in the Company and may not suspend registration of such shares where such transfer:-
- (i) is to the bank or institution to which such shares have been charged by way of security, whether as agent for a group of banks or institutions or otherwise, or to any nominee or any transferee of such a bank or institution (a "Secured Institution"); or
 - (ii) is delivered to the Company for registration by a Secured Institution or its nominee in order to perfect its security over the shares; or

- (iii) is executed by a Secured Institution or its nominee pursuant to the power of sale or other power under such security.

Notwithstanding anything to the contrary contained in the these Articles, no transferor of any shares in the Company or proposed transferor of such shares to a Secured Institution or its nominee and no Secured Institution or its nominee shall be required to offer the shares which are or are to be the subject of any transfer aforesaid to the shareholders for the time being of the Company or any of them, and no such shareholder shall have right under these articles or otherwise howsoever to require such shares to be transferred to them, whether for consideration or not.

- 4.2 Any lien on shares which the Company has shall not apply in respect of any shares which have been charged by way of security to a bank or financial institution or a subsidiary of a bank or financial institution.

5. **GENERAL MEETINGS**

- 5.1 No business shall be transacted at any general meeting unless a quorum of members is present at the time when the meeting proceeds to business. One member holding more than one half in nominal value of the issued ordinary share capital of the Company for the time being and present in person or by proxy or representative shall constitute a quorum and shall be deemed for this purpose to constitute a valid meeting but, save in such a case two members present in person or by proxy or representative shall be a quorum.

6. **DIRECTORS**

- 6.1 In its application to the Company, Regulation 64 of Table A shall be modified by the deletion of the word "two" and the substitution of the word "one".
- 6.2 The Controlling Shareholder shall have the right at any time and from time to time to appoint one or more persons to be a Director or Directors of the Company. Any such appointment shall be effected by notice in writing to the Company by the Controlling Shareholder and the Controlling Shareholder may in like manner at any time and from time to time remove from office any Director (whether or not appointed by him or it pursuant to this Article).
- 6.3 In its application to the Company, Regulation 65 of Table A shall be modified by the deletion of the words "approved by resolution of the Directors and".
- 6.4 In its application to the Company, Regulation 78 of Table A shall be modified by the deletion of the words "... and may also determine the rotation in which any additional Directors are to retire".

- 6.5 In its application to the Company, Regulation 79 of Table A shall be modified by the deletion of the second and third sentences.
- 6.6 In its application to the Company, Regulation 84 of Table A shall be modified by the deletion of the third and final sentences.
- 6.7 In its application to the Company, Regulation 81 of Table A shall be modified by the deletion of paragraph (e) and the substitution of the following paragraph:-
- “(e) he is removed from office under the provisions of Article 6.2 of the Company’s Articles of Association.”

7. PROCEEDINGS OF DIRECTORS

- 7.1 The continuing Directors or a sole continuing Director may act notwithstanding any vacancies in their number. A sole Director shall have authority to exercise all powers and discretions vested in the Directors and, in its application to the Company, Regulation 89 of Table A shall be modified accordingly.
- 7.2 A Director may vote at a meeting of the Directors, and form part of a quorum present at that meeting, in relation to any matter in which he has, directly or indirectly, an interest or duty which conflicts or which may conflict with the interests of the Company, provided that he has previously disclosed the nature of such duty or interest to the Directors. The provisions of Regulation 86 of Table A shall be taken to apply equally to any disclosure to be made under the provisions of this Article.

8. EXECUTION OF DOCUMENTS

- 8.1 In its application to the Company, Regulation 101 of Table A shall be modified by the addition of the following sentence:-
- “Any instrument expressed to be executed by the Company and signed by two Directors or one Director and the Secretary by the authority of the Directors or of a committee authorised by the Directors shall (to extent permitted by the Act) have effect as if executed by affixing the seal.”

9. INDEMNITY

- 9.1 Subject to section 310 of the Act:-
- (a) every Director or other officer of the Company shall be entitled to be indemnified out of the assets of the Company against all losses or liabilities which he may sustain or incur in or about the execution of the duties of his office or otherwise in relation to his office, including any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgment is given

in his favour or in which he is acquitted or in connection with any application under Section 144 or 727 of the Act in which relief is granted to him by the Court, and no Director or other officer shall be liable for any loss, damage or misfortune which may happen to or be incurred by the Company in the execution of the duties of his office or otherwise in relation to his office;

- (b) the Company may purchase and maintain insurance for any such Director or other officer against any liability which by virtue of any rule of law would otherwise attach to him in respect of any negligence, default, breach of duty or breach of trust of which he may be guilty in relation to the Company.

10. **TELEPHONE BOARD MEETINGS**

- 10.1 Any Director who participates in the proceedings of a meeting by means of a communication device (including a telephone) which allows all the other Directors present at such meeting (whether in person or by alternate or by means of such type of communication device) to hear at all times such Director and such Director to hear at all times all other Directors present at such meeting (whether in person or by alternate or by means of such type of communication device) shall be deemed to be present at such meeting and shall be counted when reckoning a quorum.