

PRIVATE & CONFIDENTIAL



THE COMPANIES ACT 2006

PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of CONCEPT SPECIAL RISKS LTD
(CRN: 00952756)

(Adopted by a special resolution passed on 5th January 2023)

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(Adopted by a special resolution passed on 5th January 2023)

1 Definitions and Interpretation

1.1 The definitions set out in this Article 1.1 apply in these articles.

"2006 Act"	means the Companies Act 2006 (as amended from time to time).
"A Ordinary Shares"	means the A ordinary shares of £1.00 each in the Company from time to time.
"A Ordinary Shareholders"	means the Holders of the A Ordinary Shares from time to time.
"A Shareholder Consent"	means the prior consent of the Holders of a majority of the A Ordinary Shares in issue from time to time.
"Acting in Concert"	has the meaning given by the City Code on Takeovers and Mergers as in force and construed on the Adoption Date.
"Adoption Date"	means the date of adoption of these articles.
"Allocated Person"	has the meaning given in Article 37.4 .
"Alternate"	has the meaning given in Article 25.1.
"Appointor"	has the meaning given in Article 25.1.

"Authorisation"	has the meaning given in Article 16.2.
"Authorised Person"	means: <ul style="list-style-type: none"> (a) any Director; (b) the company secretary (if any); or (c) any person authorised by the Directors for the purpose of signing documents to which the common seal is applied.
"B Ordinary Shares"	means the B ordinary shares of £1.00 each in the Company from time to time.
"B Ordinary Shareholders"	means the Holders of the B Ordinary Shares from time to time.
"Bad Leaver"	a Leaver who ceases to be an Employee or consultant as a consequence of that person's dismissal as an Employee or consultant for cause, where "cause" shall mean the lawful termination of that person's contract of employment or consultancy without notice or payment in lieu of notice as a consequence of that person's gross misconduct pursuant to the terms of that person's contract of employment or consultancy agreement or who has failed in all material respects to fulfil any material obligation to the Company or materially breached any material agreement with the company which in either case has continued for a period of 30 Business Days after written notice thereof.
"Business Day"	means a day excluding Saturdays, Sundays and public holidays in England when the banks in London are open for business.
"Capitalised Sum"	has the meaning given in Article 50.1.2.
"Chairman"	means the chairman of the Company from time to time.

"Chairman of the Meeting"	means the person chairing the relevant general meeting in accordance with Article 52.
"Close Date"	has the meaning given in Article 38.2.2.
"Committed Shareholder"	has the meaning given in Article 39.1.
"Company"	Concept Special Risks Limited (company number 00952756).
"Completion"	means completion of the sale of the relevant Sale Shares in accordance with these articles.
"Conflict"	has the meaning given in Article 16.1.
"Conflicted Director"	has the meaning given in Article 16.1.
"Connected Person"	a person connected with another within the meaning of section 1122 of the Corporation Tax Act 2010.
"Controlling Interest"	an interest (within the meaning of Schedule 1 to the 2006 Act) in more than 50% of the Equity Shares.
"Controlling Shares"	has the meaning given in Article 39.1.
"Director"	means a director of the Company, including any person occupying the position of director, by whatever name called.
"Distribution Amount"	means the amount available for distribution in accordance with the provisions of Article 0.
"Distribution Recipient"	means in relation to a Share in respect of which a dividend or other sum is payable: <ul style="list-style-type: none"> (a) the Holder of that Share; (b) if that Share has two or more joint Holders, whichever of them is named first in the register of members; or

- (c) if the Holder is no longer entitled to that Share by reason of death or bankruptcy, or otherwise by operation of law, the Transmittor.

"Dragged Shareholders"	has the meaning given in Article 38.1.
"Dragged Shares"	has the meaning given in Article 38.1.
"Drag Notice"	has the meaning given in Article 38.2.
"Drag Option"	has the meaning given in Article 38.1.
"Drag Price"	has the meaning given in Article 38.2.3.
"Electronic Form"	has the meaning given in section 1168 of the 2006 Act.
"Eligible Directors"	means in relation to any matter, the Directors who would have been entitled to vote on, and whose votes would have been counted in respect of, that matter had it been proposed as a resolution at a Directors' meeting.
"Employee"	means a director and/or employee of any Group Company.
"Employee Trust"	means a trust approved by the A Shareholders (such consent to be granted at the sole absolute discretion of the A Shareholders) established to hold Shares for the benefit of Employees.
"Equity Securities"	has the meaning given in section 560(1) of the 2006 Act.
"Equity Shareholders"	means the Holders of the Equity Shares from time to time.
"Equity Shares"	means the Shares of any class in the capital of the Company.
"Expert"	means a firm of chartered accountants (acting as an expert and not as an arbitrator) nominated by the parties concerned or, in the event of disagreement as to the nomination for a period of seven days, nominated on the application of any of the parties concerned by the

President for the time being of the Institute of Chartered Accountants in England and Wales. The parties concerned shall co-operate in relation to the nomination and subsequent appointment of the firm of chartered accountants and shall not unreasonably withhold their consent to the nomination or subsequent appointment, or the terms of engagement for the appointment, of the firm of chartered accountants. In the event that after nomination there is disagreement between the parties concerned as to the terms of engagement of the nominated firm of chartered accountants for a period of seven days, the Company is unconditionally and irrevocably authorised to appoint any person as agent of those parties to sign the latest version of those terms of engagement on behalf of those parties, who shall then be bound by those terms of engagement.

"Fair Price"

In the case of a transfer of B Ordinary Shares pursuant to Article 37 the proportionate price per share calculated by reference to the product of (A) Six (6) times the Company's EBITA for the twelve (12)-month period ending on the most recent quarter of the Company, as determined by the Company's financial accountant, which determination shall be final; and (B) eighty percent (80%), which percentage is intended to reflect the minority and/or lack of marketability discount with respect to the Shares.

"Fully Paid"

in relation to a Share, that the nominal value and any premium to be paid to the Company in respect of that Share have been Paid to the Company.

"Good Leaver"

means:

- (a) a Leaver who is not a Bad Leaver; or
- (b) a Leaver who becomes a Leaver as a result of ceasing to be an Employee but the Directors (with A

Shareholder Consent) resolve that he is to be treated as a Good Leaver in circumstances where that Leaver would otherwise be a Bad Leaver; and

(c) for the avoidance of doubt a Good Leaver shall include (but not be limited to) a Leaver who becomes a Leaver as a result of his:

(i) death;

(ii) bankruptcy;

(iii) wrongful dismissal;

(iv) permanent disability or permanent incapacity through ill health;

(v) redundancy; or

(vi) retirement.

"Group"

the Company and any direct or indirect Subsidiary from time to time of the Company.

"Group Company"

The Company or any company which is a subsidiary from time to time of the Company.

"Hard Copy Form"

has the meaning given in section 1168 of the 2006 Act.

"Holder"

in relation to a Share, the person whose name is entered in the register of members as the holder of that Share from time to time.

"Interested Shareholders"

has the meaning given in Article 39.1.

"Issue Date"

in relation to any Share the date upon which it is issued or in the case of a Share transferred in accordance with the provisions of Article 11.3 the date upon which it is transferred or in the case of a Share acquired pursuant to

the exercise of an option granted by the Company the date on which the option was granted.

"Leaver"

means:

- (a) any B Shareholder who:
 - (i) dies;
 - (ii) has a bankruptcy order made against him;
 - (iii) otherwise ceases to be an Employee and does not remain as a consultant of the Company or any Group Company after such cessation; or
 - (iv) otherwise ceases to be a consultant of the Company or any Group Company.
- (b) any Shareholder who transfers or purports to transfer any Shares other than in accordance with the provisions of these articles;
- (c) any person who is a Transmittree of any Shareholder.

"Leaver's Shares"

means all of the Shares held by a Leaver, or to which that Leaver is entitled, on the Leaving Date and any Shares acquired by that Leaver after the Leaving Date.

"Leaving Date"

in relation to any Leaver, the date on which he becomes a Leaver (which, in the case of any Leaver who becomes a Leaver by virtue of any person ceasing to be an Employee or consultant of the Company or any Group Company, shall be the Termination Date in relation to that former Employee or consultant).

"Non-Cash Consideration"

has the meaning given in Article 38.2.2.

"Majority Decision"

means a majority decision taken at a Directors' meeting.

"Offer"

has the meaning given in Article 28.2.

"Offer Notice"	has the meaning given in Article 28.2.
"Offer Period"	has the meaning given in Article 28.2.4.
"Offered Securities"	has the meaning given in Article 28.2.1.
"Ordinary Resolution"	has the meaning given in section 282 of the 2006 Act.
"Paid"	means paid or credited as paid.
"Participate"	has the meaning given in Article 11.1 and "Participating" shall be construed accordingly.
"Persons Entitled"	has the meaning given in Article 51.1.2.
"Proposed Controller"	has the meaning given in Article 39.1.
"Proxy Notice"	has the meaning given in Article 58.1.
"Proxy Notification Address"	has the meaning given in Article 59.1.
"Qualifying Person"	means: <ul style="list-style-type: none"> (a) an individual who is a Shareholder; or (b) a person appointed as proxy of a Shareholder in relation to the relevant general meeting.
"Relevant Director"	any director or former director of any Group Company.
"Relevant Loss"	means any loss or liability which has been or may be incurred by a Relevant Director in connection with his duties or powers in relation to any Group Company or any pension fund or employees' share scheme of any Group Company.
"Relevant Proportions"	in relation to the relevant Shareholders, in proportion (as nearly as possible without involving fractions) to the nominal value of the Shares held by them respectively at the date of the Offer Notice.

"Relevant Shares"	has the meaning given in Article 38.1.
"Sale Notice"	has the meaning given in Article 37.5.
"Sale Price"	the price per Share at which the relevant Sale Shares are offered to the relevant Succession Employee or Employee Trust pursuant to Article 36 or to an Offeree pursuant to Article 37 .
"Sale Shares"	has the meaning given in Article 37.1.
"Shareholder"	means a person who is the Holder of a Share in the Company.
"Shareholder Agreement"	the agreement dated on or around the date of adoption of these Articles of Association and made between (1) the Company and (2) the Shareholders.
"Shareholder Authorisation"	has the meaning given in Article 16.4.
"Shareholder Consent"	the giving of prior written consent by all of the Holders of the Equity Shares from time to time.
"Shareholder Majority"	the Holders of greater than 50% of the Equity Shares from time to time.
"Shares"	means shares in the capital of the Company from time to time.
"Share Sale"	means the completion of any sale of any interest in any Share (whether in one transaction or a series of related transactions) resulting in the transferee (either alone or together with its Connected Persons) holding a Controlling Interest.
"Special Resolution"	has the meaning given in section 283 of the 2006 Act.
"Subsidiary"	means any company which is a subsidiary of the Company from time to time.

"Succession Employee"	an employee of the Company who the B Shareholders have identified as a potential successor and whose identity as such has been approved the A Shareholder (such approval not to be unreasonably withheld or delayed).
"Succession Price"	In the case of a transfer of B Ordinary Shares pursuant to article 36 the price per Succession Share agreed between the relevant B Shareholder and the Company (with A Shareholder Consent such consent not to be unreasonably withheld or delayed) within 10 days after the Company has been notified of the proposed Succession Transfer or, failing such agreement, the price per Succession Share determined by the Expert pursuant to Article 36.2.
"Tag Notice"	has the meaning given in Article 39.2.
"Tag Offer"	has the meaning given in Article 39.1.
"Tag Price"	has the meaning given in Article 39.2.1.
"Termination Date"	means: <ul style="list-style-type: none"> (a) where employment ceases by virtue of notice given by the employer to the Employee concerned, the date on which that notice expires; (b) where a contract of employment is terminated by notice given by the employer and a payment is made in lieu of notice, the date on which that notice was given or, if later, the date the Employee concerned ceases to be an Employee; (c) where the Employee concerned is a director and an employee of any Group Company, the date on which that Employee's contract of employment with that Group Company is terminated;

- (d) where the Employee concerned is a director (but not an employee) of any Group Company, the date on which the contract for the provision of that Employee's services (whether entered into directly with him or with a third party) with that Group Company is terminated;
- (e) in the case of a consultant of the Company or any Group Company the date upon which his consultancy agreement with the Company or any Group Company is terminated in accordance with its terms.
- (f) in any other case, the date on which the contract of employment or the Employee concerned is terminated.

"Third Party Purchaser"

means any person who is not a Shareholder or a Connected Person of a Shareholder.

"Transaction"

has the meaning given in Article 17.1.

"Transaction Director"

has the meaning given in Article 17.1.

"Transfer Form"

means an instrument of transfer of Shares in any usual form or in any other form approved by the Directors, or in the case of a purchase of own shares by the Company an agreement to effect the same, which in each case is executed by or on behalf of the transferor.

"Transfer Notice"

means a notice stating that the relevant Leaver wishes to sell Shares.

"Transmittee"

means a person entitled to a Share by reason of the death or bankruptcy of a Shareholder or otherwise by operation of law.

"Unanimous Decision"

has the meaning given in Article 9.1.

"Uncommitted Shareholders" has the meaning given in Article 39.1.

"Uncommitted Shares" has the meaning given in Article 39.1.

"Writing" means the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in Electronic Form or otherwise.

1.2 The rules of interpretation set out in Articles 1.3 to 1.9 (inclusive) apply in these articles.

1.3 A reference to:

1.3.1 a "person" includes a natural person, corporate or unincorporated body whether or not having a separate legal personality and any legal personal representatives, trustees in bankruptcy and successors of a person.

1.3.2 "bankruptcy" includes individual insolvency proceedings in a jurisdiction other than England and Wales or Northern Ireland which have an effect similar to that of bankruptcy;

1.3.3 a "document" includes, unless otherwise specified, any document sent or supplied in Electronic Form; and

1.3.4 a "company" shall include any company, corporation or other body corporate, however incorporated or established and in whichever jurisdiction.

1.4 Unless the context otherwise requires:

1.4.1 words denoting the singular shall include the plural and vice versa;

1.4.2 words denoting a gender shall include all genders unless the context otherwise requires; and

1.4.3 references to (or to any specified provision of) these articles or any other document shall be construed as references to these articles, that provision or that document as in force and as amended from time to time.

1.5 Unless stated to the contrary, a reference to:

1.5.1 a statute, statutory provision or subordinate legislation includes a reference to it as modified, replaced, amended extended or re-enacted from time to time (before or after the Adoption Date) and any prior or subsequent legislation made under it but this Article 1.5 shall not operate so as to impose on any person any greater obligation than would otherwise apply.

1.5.2 to a statute of statutory provisions includes all subordinate legislation made from time to time under that statute of statutory provision

1.6 Unless the context otherwise requires, words or expressions used in these articles shall have the same meaning as in the 2006 Act.

1.7 The terms "including", "include", "in particular" or any similar expression, shall not limit the sense or application of any words preceding those terms.

1.8 A reference to an "Article" is to an article of these articles.

1.9 A reference to a "transfer of Shares" or any similar expression shall include a sale or transfer of any interest in any Shares (whether legal, beneficial or otherwise) and any charge, mortgage or other encumbrance granted over any Shares.

2 Model articles shall not apply

Neither the model articles for private companies limited by shares prescribed pursuant to the 2006 Act, nor any other articles of association (whether prescribed pursuant to the 2006 Act or set out in any other statute, statutory instrument or other subordinate legislation concerning companies) shall apply to the Company.

3 Liability of Shareholders

The liability of the Shareholders is limited to the amount, if any, unpaid on the Shares held by them from time to time.

4 Directors' general authority

Subject to the other provisions of these articles, the Directors are responsible for the management of the Company's business, for which purpose they may exercise all the powers of the Company.

5 Shareholders' reserve power

- 5.1 The Shareholders may, by Special Resolution, direct the Directors to take, or refrain from taking, specified action.
- 5.2 No Special Resolution passed pursuant to Article 5.1 invalidates anything which the Directors have done before the passing of that resolution.

6 Directors may delegate

- 6.1 Subject to the other provisions of these articles, the Directors may delegate any of the powers which are conferred on them under these articles:
 - 6.1.1 to such person or committee;
 - 6.1.2 by such means (including by power of attorney);
 - 6.1.3 to such an extent;
 - 6.1.4 in relation to such matters or territories; and
 - 6.1.5 on such terms and/or conditions;as they think fit.
- 6.2 If the Directors so specify, any delegation pursuant to Article 6.1 may authorise further delegation of the Directors' powers by any person to whom they are delegated.
- 6.3 The Directors may at any time revoke any delegation made pursuant to Article 6.1 in whole or part, or alter its terms and/or conditions.

7 Committees of Directors

- 7.1 Committees to which the Directors delegate any of their powers must follow procedures which are based (as far as they are applicable) on those provisions of these articles which govern the taking of decisions by Directors.
- 7.2 The Directors may make rules of procedure for all or any committees, which shall prevail over rules derived from these articles if they are not consistent with them.

8 Directors to take decisions collectively

8.1 The general rule about decision-making by Directors is that any decision of the Directors must be either a Majority Decision or a Unanimous Decision.

8.2 If at any time the Company only has one Director, the general rule in this Article does not apply and that Director may (until such time as he ceases to be the only Director) take decisions without regard to any of the provisions of these articles relating to Directors' decision-making.

9 Unanimous Decisions

9.1 A decision of the Directors is a unanimous decision (a "**Unanimous Decision**"):

9.1.1 if all Eligible Directors indicate to each other by any means that they share a common view on a matter; and

9.1.2 had the matter in question been proposed as a resolution at a Directors' meeting, the Eligible Directors would have formed a quorum at that meeting.

9.2 A Unanimous Decision may take the form of a resolution in Writing (where each Eligible Director has signed one or more copies of it or to which each Eligible Director has otherwise indicated agreement in Writing).

10 Calling a Directors' meeting

10.1 Any Director may call a Directors' meeting by giving notice of that meeting to the Directors or by authorising the company secretary (if any) to give such notice.

10.2 Notice of any Directors' meeting must indicate:

10.2.1 its proposed date and time;

10.2.2 where it is to take place; and

10.2.3 if it is anticipated that the Directors participating in that meeting will not be in the same place, how it is proposed that they should communicate with each other during that meeting.

10.3 Notice of a Directors' meeting must be given to each Director but need not be in writing.

- 10.4 Notice of a Directors' meeting need not be given to any Director who waives his entitlement to notice of that meeting by giving notice to that effect to the Company either before or not more than seven days after the date on which that meeting is held. Where such notice is given after the relevant meeting has been held, that does not affect the validity of that meeting or of any business conducted at it.

11 Participation in Directors' meetings

- 11.1 Subject to the other provisions of these articles, Directors participate in a Directors' meeting, or part of a Directors' meeting, when they can each communicate to the others any information or opinions they have on any particular item of the business of that meeting (and for these purposes it is irrelevant where any Director is or how they communicate with each other).
- 11.2 If all the Directors participating in a Directors' meeting are not in the same place, they may decide that the meeting is to be treated as taking place wherever any of them is.
- 11.3 Subject to this Article, if a question arises at a Directors' meeting or a meeting of a committee of Directors as to the right of any Director to vote or count in the quorum at that meeting (or part of that meeting), the question may, before the conclusion of that meeting, be referred to the Chairman whose ruling in relation to any Director (other than the Chairman) is to be final and conclusive.
- 11.4 If a question arises at a Directors' meeting or a meeting of a committee of Directors as to the right of the Chairman to vote or count in the quorum at that meeting (or part of that meeting), that question is to be decided by a decision of the Directors Participating at that meeting (provided that in relation to that question, the Chairman is not entitled to vote or count in the quorum).

12 Quorum for Directors' meetings

- 12.1 At a Directors' meeting, unless a quorum is participating, no proposal is to be voted on, except a proposal to adjourn the meeting or call another meeting. If a meeting is to be adjourned, it shall be adjourned to the same day in the next week at the same time and place (or to such other day and at such other time and place as the Directors may agree in Writing).
- 12.2 The quorum for Directors' meetings is two unless:
- 12.2.1 there is only one Director (in which case the provisions of Article 8.2 shall apply); or

12.2.2 the purpose of the meeting (or part of the meeting) is to consider the giving of an Authorisation and, by virtue of the provisions of Article 16.2, there is only one Director whose vote would be counted and who would be counted in the quorum at that meeting (or part of that meeting), in which case that Director alone shall constitute a quorum at that meeting (or part of that meeting); or

12.2.3 the meeting is an adjourned meeting and a quorum is not participating within 30 minutes from the time appointed for that adjourned meeting, in which case the Director or Directors participating shall constitute a quorum].

13 Voting at Directors' meetings

Subject to the other provisions of these articles, each Director participating in a Directors' meeting has one vote on each proposed resolution.

14 Chairing of Directors' meetings

14.1 The Directors may appoint a Director to be the Chairman.

14.2 The Directors may terminate the Chairman's appointment at any time.

14.3 If the Chairman is not participating in a Directors' meeting within 10 minutes of the time at which it was to start, the participating Directors must appoint one of themselves to chair it.

15 Chairman's casting vote

15.1 Subject to Article 15.2, if at any Directors' meeting the numbers of votes for and against a proposal are equal, the Chairman (or other Director chairing the meeting) has a casting vote.

15.2 The Chairman (or other Director chairing the meeting) shall not have a casting vote if, in accordance with these articles, he is not entitled to vote (or his vote would not be counted) or count in the quorum at the relevant meeting (or part of that meeting).

16 Situational conflicts of interest

16.1 Subject to the other provisions of these articles, the Directors may, in accordance with (but subject to) the provisions of section 175 of the 2006 Act and this Article, authorise any matter which would, if not authorised, result in a Director (the "**Conflicted Director**") being in breach of his duty under section 175 of the 2006 Act to avoid a situation in which he has, or could have, a direct or indirect interest that conflicts, or possibly may conflict, with the interests of the Company (a "**Conflict**").

- 16.2 An authorisation given under this Article (an "**Authorisation**") (and any subsequent variation or termination of that Authorisation) will be effective if it is approved by the Directors.
- 16.3 The Directors may at any time:
- 16.3.1 make any Authorisation subject to such terms and conditions as they think fit; and
 - 16.3.2 vary or terminate any Authorisation (provided that this will not affect anything done by the relevant Conflicted Director or the Company in accordance with that Authorisation before any such variation or termination).
- 16.4 The Shareholders may also authorise a Conflict by Ordinary Resolution (a "**Shareholder Authorisation**") and may at any time, by Ordinary Resolution:
- 16.4.1 make any Shareholder Authorisation subject to such terms and conditions as they think fit; and
 - 16.4.2 vary or terminate any Shareholder Authorisation (provided that this will not affect anything done by the relevant Conflicted Director or the Company in accordance with that Shareholder Authorisation before any such variation or termination).
- 16.5 If the Conflicted Director received an Authorisation or Shareholder Authorisation in respect of a Conflict then (unless that Authorisation or Shareholder Authorisation provides otherwise) the Conflicted Director:
- 16.5.1 may vote at any future Directors' meeting (or meeting of a committee of the Directors) on any resolution in respect of that Conflict (and if he does vote his vote shall be counted) and he shall be taken into account in determining whether a quorum is Participating at that meeting;
 - 16.5.2 may absent himself from the whole or any part of any Directors' meeting (or meeting of a committee of the Directors) at which anything relating to that Conflict may be discussed;
 - 16.5.3 shall not be required to disclose to the Company (or use for its benefit) any confidential information he obtains otherwise than in his capacity as a Director, as a result of that Conflict where to do so would be a breach of any duty of confidence owed by him to a third party; and

16.5.4 shall not be liable to account to the Company for any benefit he or any of his Connected Persons derive as a result of that Conflict.]

17 Transactional conflicts of interest

17.1 If a Director (the "**Conflicted Director**") is in any way directly or indirectly interested in a proposed or existing transaction or arrangement with the Company (the "**Transaction**") he must declare the nature and extent of that interest to the other Directors in accordance with the provisions of the 2006 Act.

17.2 Subject to the provisions of the 2006 Act, this Article and the terms of any relevant Authorisation or Shareholder Authorisation, the Transaction Director:

17.2.1 may be a party to, or otherwise be interested in, the Transaction;

17.2.2 may vote at any Directors' meeting (or meeting of a committee of the Directors) on any resolution in respect of the Transaction (and if he does vote his vote shall be counted) and he shall be taken into account in determining whether a quorum is Participating in that meeting; and

17.2.3 shall not be liable to account to the Company for any benefit he or any of his Connected Persons derive as a result of the Transaction and the Transaction shall not be liable to be avoided on the ground of his interest.

18 Records of decisions to be kept

18.1 The Directors must ensure that the Company keeps a record, in Writing, for at least 10 years from the date of the decision recorded, of every Unanimous Decision and Majority Decision.

18.2 Where decisions of the directors are taken by electronic means such decision shall be recorded by the directors in permanent form, so that they may be read with the naked eye.

19 Directors' discretion to make further rules

Subject to the other provisions of these articles, the Directors may make any rule they think fit about how they take decisions and about how such rules are to be recorded or communicated to Directors.

20 Number of Directors

Unless otherwise determined by ordinary resolution, the number of Directors (other than alternative directors) shall not be subject to any maximum but shall not be less than two.

21 Methods of appointing Directors

21.1 Any person who is willing to act as a Director and is permitted by law to do so, may be appointed to be a Director:

21.1.1 by Ordinary Resolution; or

21.1.2 by a decision of the Directors.

21.2 In any case where, as a result of death or bankruptcy, the Company has no Shareholders and no Directors, the Transmittree(s) of the last Shareholder to have died or have a bankruptcy order made against him (as the case may be) have the right, by notice in Writing to the Company, to appoint a natural person who is permitted and willing to act, to be a Director.

21.3 For the purposes of this Article, where two or more Shareholders die in circumstances rendering it uncertain who was the last to die, a younger Shareholder is deemed to have survived an older Shareholder.

22 Termination of Director's appointment

A person ceases to be a Director as soon as:

22.1 he ceases to be a Director by virtue of any provision of the Act or is prohibited from being a Director by law;

22.2 a bankruptcy order is made against him;

22.3 a composition is made with his creditors generally in satisfaction of his debts;

22.4 a registered medical practitioner who is treating him gives an opinion in Writing to the Company stating that he has become incapable of acting as a Director for any medical reason and may remain so for more than three months; or

22.5 notification is received by the Company from him that he is resigning from office and that resignation has taken effect in accordance with its terms.

23 Directors' remuneration

23.1 Any Director may undertake any services for the Company that the Directors decide.

23.2 A Director is entitled to such remuneration as the Directors determine:

23.2.1 for his services to the Company as a Director; and

23.2.2 for any other service which he undertakes for the Company.

23.3 Subject to the other provisions of these articles, a Director's remuneration may:

23.3.1 take any form; and

23.3.2 include any arrangements in connection with the payment of a pension, allowance or gratuity, or any death, sickness or disability benefits, to or in respect of that Director.

23.4 Unless the Directors decide otherwise, each Director's remuneration accrues from day to day.

23.5 Unless the Directors decide otherwise, no Director is accountable to the Company for any remuneration which he receives as a director, other officer or employee of any other Group Company or of any other company in which the Company is interested.

24 Directors' expenses

The Company may pay any reasonable expenses which any Director (or any Alternate) properly incurs in connection with his attendance at:

24.1 Directors' meetings or meetings of committees of Directors;

24.2 general meetings; or

24.3 separate meetings of the Holders of any class of Shares or of the holders of any debentures of the Company;

or otherwise in connection with the exercise of his powers and the discharge of his responsibilities in relation to the Company.

25 Appointment and removal of Alternate Directors

25.1 Any Director (the "**Appointor**") may appoint as an alternate director (an "**Alternate**") any other Director, or any other person approved by resolution of the Directors, to:

25.1.1 exercise the Appointor's powers; and

25.1.2 carry out the Appointor's responsibilities;

in relation to the taking of decisions by the Directors in the absence of the Appointor.

25.2 Any appointment or removal of an Alternate must be effected by notice in writing to the Company signed by the Appointor or in any other manner approved by the Directors.

25.3 The notice must:

25.3.1 identify the proposed Alternate; and

25.3.2 in the case of a notice of appointment, contain a statement signed by the proposed Alternate that he is willing to act as the Alternate of the Appointor.

25.4 A person may act as the Alternate of more than one Director.

26 Rights and responsibilities of Alternates

26.1 An Alternate has the same rights, in relation to any Directors' meeting or Unanimous Decision, as his Appointor.

26.2 Except as otherwise provided by these articles, an Alternate:

26.2.1 is deemed for all purposes to be a Director;

26.2.2 is liable for his own acts and omissions;

26.2.3 is subject to the same restrictions as his Appointor; and

26.2.4 is not deemed to be an agent of or for his Appointor

and in particular, (without limitation) each alternate director shall be entitled to receive notice of all meetings of the directors and of all meetings of committees of directors of which his appointer is a member.

26.3 Subject to the other provisions of these articles, a person who is an Alternate but is not otherwise a Director:

26.3.1 shall be counted in the quorum at any Directors' meeting in which he is Participating (but only if his Appointor would be counted in the quorum and is not participating);

26.3.2 may vote at any Directors' meeting in which he is Participating (but only if his Appointor would be eligible to vote and is not participating); and

26.3.3 may participate in taking any Unanimous Decision (but only if his Appointor is an Eligible Director for the purposes of that Unanimous Decision and does not himself participate in taking that Unanimous Decision).

26.4 No Alternate may be counted as more than one Director for determining whether a quorum is participating at any Directors' meeting.

26.5 A Director who is also an Alternate has an additional vote on behalf of each of his Appointors who:

26.5.1 is not participating in the relevant Directors' meeting; and

26.5.2 would have been entitled to vote if that Appointor was participating in it.

26.6 An Alternate may be paid reasonable expenses and may be indemnified by the company to the same extent as his appointer is not entitled to receive any remuneration from the Company for serving as an Alternate except such part of his Appointor's remuneration as his Appointor may direct by notice in writing made to the Company.

27 Company secretary

The Directors may appoint any person who is willing to act a company secretary for such term and at such remuneration and upon such conditions as they may think fit and from time to time remove such person and, if the Directors so decide, appoint a replacement, in each case by a decision of the Directors.

28 Pre-emption rights on allotment

28.1 Except with Shareholder Consent, all Equity Securities which the Directors propose to allot after the Adoption Date shall first be offered to the Shareholders in accordance with the provisions of this Article.

- 28.2 Any offer of Equity Securities pursuant to this Article (an "**Offer**") shall be made by notice in writing (an "**Offer Notice**") to the Shareholders at that time. The Offer Notice shall specify:
- 28.2.1 the aggregate number of Equity Securities offered (the "**Offered Securities**");
 - 28.2.2 the terms of and price per Offered Security;
 - 28.2.3 that each Shareholder is entitled to apply for all or any of the Offered Securities; and
 - 28.2.4 the period (the "**Offer Period**") (which shall be at least 14 days from the date of the Offer Notice) within which each Shareholder must deliver his application for Offered Securities to the Company.
- 28.3 After the expiration of the Offer Period:
- 28.3.1 if the total number of Offered Securities applied for is equal to or less than the total number of Offered Securities, each Shareholder shall be allotted the number of Offered Securities he applied for; or
 - 28.3.2 if the total number of Offered Securities applied for exceeds the total number of Offered Securities:
 - (a) the Company shall allot the Offered Securities, in the Relevant Proportions, to the Shareholders who have applied for them (but without allotting to any Shareholder more Offered Securities than he applied for); and
 - (b) any remaining Offered Securities shall be allotted, in the Relevant Proportions, to those Shareholders whose applications for Offered Securities have not yet been satisfied in full (but without allotting to any Shareholder more Offered Securities than he applied for) and any remaining Offered Securities shall be apportioned by re-applying the provisions of this Article 28.3.2(b); and
 - 28.3.3 any Offered Securities not allotted or not capable of being allotted as specified above except by way of fractions, shall be under the control of the Directors, who may allot, grant options over or otherwise dispose of them to such persons, on such terms, and in such manner as they think fit, provided that those Offered Securities shall not be disposed of on terms which are more favourable than the terms on which they were offered to the Shareholders.

28.4 The requirements of sections 561 and 562 of the 2006 Act shall not apply to any allotment of Equity Securities by the Company.

29 All Shares to be fully paid up

29.1 Subject to the provisions of this Article, no Share is to be issued for less than the aggregate of its nominal value and any premium to be paid to the Company in consideration for its issue pursuant to its terms.

29.2 Article 29.1 does not apply to the Shares taken on the formation of the Company by the subscribers to the Company's memorandum.

30 Powers to issue different classes of Shares

Subject to the other provisions of these articles, but without prejudice to the rights attached to any existing Shares, the Company may:

30.1 issue Shares with such rights or restrictions as may be determined by Ordinary Resolution; and

30.2 issue Shares that are to be redeemed or are liable to be redeemed at the option of the Company or the Holder.

30.3 The Directors may determine the terms, condition and manner of the redemption of such shares.

31 Company not bound by less than absolute interests

Except as required by law, no person is to be recognised by the Company as holding any Shares on any trust and, except as otherwise required by law or these articles, the Company is not in any way to be bound by, or obliged to recognise, any interest in any Shares other than the Holder's absolute ownership of them and all the rights attaching to them.

32 Share certificates

32.1 The Company must issue each Shareholder, free of charge, with one or more certificates in respect of the Shares which that Shareholder holds.

32.2 Every certificate must specify:

32.2.1 in respect of how many Shares, of what class, it is issued;

32.2.2 the nominal value of those Shares;

32.2.3 that the Shares are Fully Paid; and

32.2.4 any distinguishing numbers assigned to them.

32.3 No certificate may be issued in respect of Shares of more than one class.

32.4 If more than one person holds a Share, only one certificate may be issued in respect of it.

32.5 Certificates must:

32.5.1 have affixed to them the Company's common seal; or

32.5.2 be otherwise executed in accordance with the 2006 Act.

32.6 Certificates must be issued within two months of transfer or allotment.

33 Replacement share certificates

33.1 If a certificate issued in respect of a Shareholder's Shares is:

33.1.1 damaged or defaced; or

33.1.2 said to be lost, stolen or destroyed;

that Shareholder is entitled to be issued with a replacement certificate in respect of the same Shares.

33.2 A Shareholder exercising the right to be issued with a replacement certificate pursuant to Article 33.1:

33.2.1 may at the same time exercise the right to be issued with a single certificate or separate certificates;

33.2.2 must return the certificate which is to be replaced to the Company if it is damaged or defaced; and

33.2.3 must comply with such conditions as to evidence, indemnity and the payment of a reasonable fee as the Directors decide.

34 Share transfers: general

- 34.1 The Directors shall only refuse to register a transfer of Shares if they are specifically required or authorised to do so by these articles. If the Directors do refuse to register a transfer of Shares, they must, as soon as practicable and in any event within two months after the date on which the relevant Transfer Form was lodged with the Company, return that Transfer Form to the transferee with the notice of refusal unless they suspect that the proposed transfer may be fraudulent.
- 34.2 The Directors shall refuse to register any transfer of Shares made in contravention of the provisions of these articles.
- 34.3 Any transfer of Shares made or purported to be made in contravention of the provisions of these articles shall be of no effect.
- 34.4 Except for a transfer pursuant to Articles 35 to 39 (inclusive), no Shares may be transferred without Shareholder Consent.
- 34.5 Shares shall be transferred by means of a Transfer Form.
- 34.6 No fee may be charged for registering any Transfer Form or other document relating to or affecting the title to any Shares.
- 34.7 The Company may retain any Transfer Form which is registered.
- 34.8 The transferor remains the Holder of a Share until the transferee's name is entered in the register of members as Holder of it.

35 Permitted transfers

35.1 Transfers to the Company

Any Shareholder may at any time transfer any Shares to the Company in accordance with the 2006 Act and these articles.

35.2 Transfers with Shareholder Consent

Notwithstanding any other provisions of these articles, any transfer of Shares made with Shareholder Consent may be made without restriction.

35.3 Transfers pursuant to Article 38

Notwithstanding any other provision of these articles, any transfer of Shares made in accordance with Article 38 shall be registered by the Directors (subject only to stamping).

36 Succession Transfer

36.1 A B Shareholder may at any time transfer any Shares held by him ('**Succession Shares**') to a Succession Employee or to an Employee Trust (a '**Succession Transfer**').

36.2 The Sale Price for a Succession Transfer shall be the Succession Price multiplied by the number of Succession Shares. If the Succession Price is to be determined by an Expert:

36.2.1 the Company shall immediately instruct the Expert to determine the Succession Price on the basis which, in the Expert's opinion, represents a fair price for each Succession Share at the proposed date of the Succession Transfer as between a willing seller and a willing buyer and, in making that determination, the Expert shall ignore the fact that the Succession Shares represent (if that is the case) a minority or majority interest in the share capital of the Company and can be subject to the compulsory transfer requirements contained in these Articles);

36.2.2 the Expert shall certify the Succession Price as soon as possible after being instructed by the Company and in so certifying, the Expert shall be deemed to be acting as expert and not as arbitrator and the Arbitration Act 1996 shall not apply;

36.2.3 the certificate of the Expert shall, in the absence of manifest error, be final and binding; and

36.2.4 the Company shall procure that any certificate required pursuant to this Article is obtained as soon as possible and the cost of obtaining that certificate shall be borne equally by the Company and the seller unless the Expert directs otherwise.

37 Mandatory transfers in respect of Leavers

37.1 In the case of a B Shareholder who becomes a Leaver within the period commencing on the relevant Leaving Date and expiring at midnight on the date falling six calendar months after that Leaving Date, the Company may serve a notice (the "**Mandatory Notice**") on the relevant Leaver notifying him that he is, with immediate effect, deemed to have served on the Company one or more Transfer Notices in respect of such number and class of his Leaver's Shares as is specified in the Mandatory Notice (the "**Sale Shares**").

37.2 The Sale Price in respect of each Sale Share shall be:

37.2.1 in the case of a Good Leaver, the Fair Price multiplied by 50%;

37.2.2 in the case of a Bad Leaver, the Fair Price multiplied by 25%; and

37.2.3 In the case of a Leaver who is a Leaver due to his death, the Fair Price.

37.3 The Company may, within 30 days of the date of the Mandatory Notice offer at the Sale Price such number of the Sale Shares to the Company or an Employee Trust or the holder of a majority of the A Ordinary Shares at the date of the Mandatory Notice (each an "**Offeree**"). If an Offeree applies (and the decision to make such application shall be at the sole and absolute discretion of the Offeree) for any of those Sale Shares within six months after the date of the offer by the Company pursuant to this Article 37, the Company shall within fourteen days after receipt of that application, allocate to that Offeree the number of Sale Shares applied for. If all of the Sale Shares are so allocated, the remaining provisions of this Articles 37 shall apply. If none or some only of the Sale Shares are so allocated, the Leaver shall not be obliged to transfer any of his Shares pursuant to this Article 37.

37.4 Allocations of Sale Shares made by the Company pursuant to this Article 37 shall constitute the acceptance by any Offeree (each an "**Allocated Person**") of the offer to sell those Sale Shares on the terms offered to them (provided that no person shall be obliged to take more than the maximum number of Sale Shares that he has indicated to the Company he or it is willing to purchase).

37.5 The Company shall immediately on allocating any Sale Shares, give notice in Writing (each a "**Sale Notice**") to the Leaver and to each Allocated Person of the number of Sale Shares allocated to that Allocated Person and the aggregate price payable for them. Completion shall take place within sixty days after the date of the Sale Notices. On Completion:

37.5.1 each Allocated Person (other than the Company) shall pay the purchase price in respect of the relevant Sale Shares:

(a) to the Leaver; or

(b) if the Leaver is not present at Completion, to the Company to be held on trust (without interest) for the Leaver (and the receipt of the Company for the purchase price shall be a good discharge to that Allocated Person (who shall not be bound to see to the application of it));

37.5.2 if the Company is an Allocated Person, it shall subject to compliance with the 2006 Act:

- (a) pay the purchase price for the relevant Sale Shares to the Leaver; or
- (b) if the Leaver is not present at Completion, hold the purchase price for the relevant Sale Shares on trust (without interest) for the Leaver; and

37.5.3 the Leaver shall transfer the relevant Sale Shares to the relevant Allocated Person and deliver the relevant share certificates.

37.6 If the Leaver defaults in transferring any Sale Shares to an Allocated Person pursuant to Article 37.5, the Company is unconditionally and irrevocably authorised to appoint any person as agent of the Leaver to execute a Transfer Form for those Sale Shares in the name, and on behalf, of the Leaver (and to do such other things as are necessary to transfer the relevant Sale Shares pursuant to this Article 37) and, when that Transfer Form has been duly stamped:

37.6.1 where the Allocated Person is not the Company, the Company shall cause the name of that Allocated Person to become the Holder of those Sale Shares; and

37.6.2 where the Allocated Person is the Company, the Company shall cause those Sale Shares to be cancelled in accordance with the 2006 Act;

and after that the validity of the proceedings shall not be questioned by any person.

37.7 Any money held on trust by the Company for the Leaver in respect of any Sale Shares shall only be released to the Leaver on production of the relevant share certificates (or an appropriate indemnity for any lost share certificates) for the Sale Shares that have been transferred to Allocated Persons.

37.8 If not all of the Sale Shares are sold under the provisions of this Articles 37, the Company shall (immediately on the exhaustion of those provisions) notify the Leaver who shall not be entitled to sell or otherwise transfer any of the remaining Sale Shares other than in accordance with the provisions of these Articles.

37.9 In the event that a Shareholder has commenced a Succession Transfer in accordance with article 36.1 but becomes a Leaver after the date of that commencement that Shareholder shall not be deemed to be a Leaver and the provisions of article 36 shall take precedence over the provisions of this article 37 in relation that that Shareholder and his Shares.

38 Drag along

- 38.1 If the Shareholder Majority want to transfer all their Shares (the "**Relevant Shares**") on arm's length terms and in good faith to a Third Party Purchaser, they shall have the option (the "**Drag Option**") to require the other Shareholders (the "**Dragged Shareholders**") to transfer all their Shares (the "**Dragged Shares**") to the Third Party Purchaser with full title guarantee in accordance with this Article 38.
- 38.2 To exercise the Drag Option the Shareholder Majority shall give an irrevocable notice in Writing (the "**Drag Notice**") to the Dragged Shareholders. The Drag Notice shall specify:
- 38.2.1 that the Dragged Shareholders are required to transfer their Dragged Shares to the Third Party Purchaser;
- 38.2.2 the price of any non-cash consideration (the "**Non-Cash Consideration**") proposed to be paid for the entire issued share capital of the company and having regard to the substance of the transaction as a whole, can reasonably be regarded as an addition to the price paid or payable for the Relevant Shares (or any of them) (the "**Drag Price**");
- 38.2.3 the name of the Third Party Purchaser; and
- 38.2.4 the proposed date for completion of the transfer of the Relevant Shares and the Dragged Shares (which shall be at least seven days after the date of the Drag Notice).
- 38.3 The Drag Price shall be allocated amongst the Holders of Equity Shares in proportion (as nearly as possible) to the number of Equity Shares held by them respectively. Any dispute about the calculation of the Drag Price shall immediately be referred to an Expert (whose decision shall, in the absence of manifest error, be final and binding) and pending its determination neither the Relevant Shares nor the Dragged Shares shall be transferred to the Third Party Purchaser.
- 38.4 Unless the Shareholder Majority and the Dragged Shareholders agree otherwise, the transfer of the Relevant Shares and the Dragged Shares (including payment of the consideration) shall take place on the same day.
- 38.5 The Company is unconditionally and irrevocably authorised to appoint any person as agent of each Dragged Shareholder to execute the required Transfer Forms for the Dragged Shares

in the name and on behalf of that Dragged Shareholder and to do such other things as are necessary to transfer the Dragged Shares pursuant to this Article 38.

- 38.6 The provisions of this Article 38 shall prevail over any contrary provisions of these article. Any Transfer Notice or deemed Transfer Notice served in respect of any Shares shall automatically be revoked by the service of a Drag Notice.

39 Tag along

- 39.1 Subject to Articles 35 and 38, a Shareholder (the "**Committed Shareholder**") may not transfer any Shares (the "**Controlling Shares**") to any person (the "**Proposed Controller**") if it would result in the Proposed Controller (together with his Connected Persons and any persons Acting in Concert with him (together the "**Interested Shareholders**")) obtaining or increasing a Controlling Interest unless before that transfer is made, the Proposed Controller has made a bona fide offer (the "**Tag Offer**") to the Shareholders (other than the Proposed Controller, the Committed Shareholder and the Interested Shareholders) (the "**Uncommitted Shareholders**") in accordance with this Article 39 to purchase all their Shares (including any Shares which may be allotted to any of them pursuant to the exercise or conversion of options or rights to subscribe for or securities convertible into Shares, in existence at the date of the Tag Notice) (the "**Uncommitted Shares**").
- 39.2 The Tag Offer shall be made by notice in writing (the "**Tag Notice**") and shall specify:
- 39.2.1 the price the Uncommitted Shareholders will receive for each Uncommitted Share (the "**Tag Price**") and details of how that price has been calculated; and
- 39.2.2 the date by which each Uncommitted Shareholder must accept the Tag Offer (which shall be at least 21 days after the date of the Tag Notice) (the "**Close Date**").
- 39.3 Any Uncommitted Shareholder who has not accepted the Tag Offer by the Close Date shall be deemed to have rejected the Tag Offer.
- 39.4 The Tag Price shall be the price paid or payable by the Proposed Controller (or any Interested Shareholder) for any Share (including the cash equivalent of any non-cash consideration paid or payable which, having regard to the substance of the transaction as a whole, can reasonably be regarded as an addition to the price paid or payable for that Share) in connection with the proposed transaction pursuant to which the Proposed Controller becomes a Controller and shall be allocated amongst the Holders of Equity Shares in proportion (as nearly as possible) to the number of Equity Shares held by them respectively.

Any dispute about the calculation of the Tag Price shall be immediately referred to an Expert (whose decision shall, in the absence of manifest error, be final and binding) and pending its determination the Controlling Shares shall not be transferred to the Proposed Controller.

39.5 Each accepted Tag Offer shall be completed and the consideration in respect of it paid (except insofar as failure to complete is due to the fault of the relevant Uncommitted Shareholder) before any of the Controlling Shares are transferred to the Proposed Controller.

39.6 For the purpose of Article 39.1 (and for the avoidance of doubt) the expression "transfer" shall include the renunciation of a renounceable letter of allotment.

40 Compliance with transfer provisions

40.1 For the purpose of ensuring compliance with the provisions of Articles 35 to 39 (inclusive), the Directors may require any Leaver or Shareholder to procure (to the extent he is able) that:

40.1.1 he;

40.1.2 any proposed transferee of any Shares; or

40.1.3 such other person as is reasonably believed to have information and/or evidence relevant to that purpose;

provides to the Directors any information and/or evidence relevant to that purpose and until that information and/or evidence is provided, the Directors shall refuse to register any relevant transfer of Shares.

40.2 Each Shareholder unconditionally and irrevocably authorises the Company to appoint any person as his agent to give effect to the provisions of these articles.

41 Transmission of Shares

41.1 If title to a Share passes to a Transmittée, the Company may only recognise that Transmittée as having any title to that Share.

41.2 Subject to the other provisions of these articles and pending any transfer of Shares to another person, a Transmittée has the same rights as the Holder had but, except as provided by Article ■■■■, a Transmittée does not have the right to attend or vote at a general meeting or agree to a proposed written resolution, in respect of any Shares to which he is entitled by

reason of the Holder's death or bankruptcy or otherwise, unless that Transmittée becomes the Holder of those Shares.

42 Exercise of Transmittees' rights

42.1 A Transmittée who in accordance with Article 37.2.8 chooses:

42.1.1 to become the Holder of any Shares to which he has become entitled, must notify the Company in Writing of that choice; and

42.1.2 to have a Share transferred to another person, must execute a Transfer Form in respect of it.

42.2 Any transfer made or executed under this Article 42 is to be treated as if it were made or executed by the person from whom the Transmittée has derived rights in respect of the relevant Share and as if the event which gave rise to the transmission had not occurred.

43 Transmittées bound by prior notices

If a notice is given to a Shareholder in respect of any Shares and a Transmittée is entitled to those Shares, that Transmittée is bound by the notice if it was given to that Shareholder before that Transmittée's name has been entered in the register of members as Holder of those Shares.

44 Purchase of own shares

Subject to the 2006 Act but without prejudice to any other provisions of these Articles, the Company may purchase its own shares out of capital up to any amount in a financial year. Share rights (income).

45 Payment of dividends and other distributions

45.1 The Company may declare and pay separate dividends over separate classes of Shares save that where a dividend is declared over a class of Shares the dividend declared over that class of Shares shall be applied pro rata to all Holders of Shares of that class of Shares.

45.2 Where a dividend or other sum which is a distribution is payable in respect of a Share, it must be paid by one or more of the following means:

45.3 transfer to a bank or building society account specified by the relevant Distribution Recipient either in writing or as the Directors may otherwise decide;

- 45.4 sending a cheque made payable to the relevant Distribution Recipient by post to him at his registered address (if he is a Holder of the Share), or (in any other case) to an address specified by him either in writing or as the Directors may otherwise decide;
- 45.5 sending a cheque made payable to such person by post to such person at such address as the relevant Distribution Recipient has specified either in writing or as the Directors may otherwise decide; or
- 45.6 any other means of payment as the Directors agree with the relevant Distribution Recipient either in writing or by such other means as the Directors decide.

46 No interest on distributions

- 46.1 The Company may not pay interest on any dividend or other sum payable in respect of a Share unless otherwise provided by:
 - 46.2 the terms on which that Share was issued; or
 - 46.3 the provisions of another agreement between the Holder of that Share and the Company.

47 Unclaimed distributions

- 47.1 All dividends or other sums which are:
 - 47.1.1 payable in respect of Shares; and
 - 47.1.2 unclaimed after having been declared or become payable;may be invested or otherwise made use of by the Directors for the benefit of the Company until claimed.
- 47.2 The payment of any unclaimed dividend or other sum into a separate account does not make the Company a trustee in respect of it.
- 47.3 If:
 - 47.3.1 12 years have passed from the date on which a dividend or other sum became due for payment; and
 - 47.3.2 the relevant Distribution Recipient has not claimed it;

that Distribution Recipient is no longer entitled to that dividend or other sum and it ceases to remain owing by the Company.

48 Non-cash distributions

48.1 Subject to the terms of issue of the Share in question, the Company may, by Ordinary Resolution on the recommendation of the Directors, decide to pay all or part of a dividend or other distribution payable in respect of that Share by transferring non-cash assets of equivalent value (including shares or other securities in any company).

48.2 For the purposes of paying a non-cash distribution, the Directors may make whatever arrangements they think fit, including, where any difficulty arises regarding the distribution:

48.2.1 fixing the value of any assets;

48.2.2 paying cash to any Distribution Recipient on the basis of that value in order to adjust the rights of recipients; and

48.2.3 vesting any assets in trustees.

49 Waiver of distributions

Any Distribution Recipient may waive his entitlement to a dividend or other distribution payable in respect of any Share by giving the Company notice in writing to that effect, but if:

49.1 that Share has more than one Holder; or

49.2 more than one person is entitled to that Share (whether by reason of the death or bankruptcy of one or more joint Holders or otherwise);

the notice is not effective unless it is expressed to be given and signed, by all the Holders or persons otherwise entitled to that Share.

50 Authority to capitalise and appropriation of Capitalised Sums

50.1 Subject to the other provisions of these articles, the Directors may, if they are so authorised by an Ordinary Resolution:

50.1.1 decide to capitalise any profits of the Company (whether or not they are available for distribution) which are not required for paying a preferential dividend, or any

sum standing to the credit of the Company's share premium account or capital redemption reserve; and

50.1.2 appropriate any sum which they decide to capitalise in accordance with this Article (a "**Capitalised Sum**") to the persons who would have been entitled to it if it were distributed by way of dividend (the "**Persons Entitled**") and in the same proportions.

50.2 Capitalised Sums must be applied:

50.2.1 on behalf of the Persons Entitled; and

50.2.2 in the same proportions as a dividend would have been distributed to them.

50.3 Any Capitalised Sum may be applied in paying up new Shares of a nominal amount equal to the Capitalised Sum which are then allotted credited as Fully Paid to the Persons Entitled.

50.4 A Capitalised Sum which was appropriated from profits available for distribution may be applied in paying up new debentures of the Company which are then allotted credited as Fully Paid to the Persons Entitled.

50.5 Subject to the other provisions of these articles, the Directors may:

50.5.1 apply Capitalised Sums in accordance with Articles 50.3 and 50.4 partly in one way and partly in another;

50.5.2 make such arrangements as they think fit to deal with Shares or debentures becoming distributable in fractions under this Article (including the issuing of fractional certificates or the making of cash payments); and

50.5.3 authorise any person to enter into an agreement with the Company on behalf of all the Persons Entitled which is binding on them in respect of the allotment of Shares and debentures to them under this Article.

51 **Shareholder Consent**

A Shareholder Consent required or permitted to be given under these articles shall be given by those Shareholders entitled to exercise such rights.

52 **Extent of Shareholder Consent**

Any consent in Writing or approval given by the Shareholder Majority to a matter or event in respect of which Shareholder Consent is required shall, unless that consent or approval

expressly states otherwise, be deemed to be a Shareholder Consent for the purpose of these articles.

53 Share capital

The share capital of the Company is comprised of A Ordinary Shares and B Ordinary Shares.

54 Attendance and speaking at general meetings

54.1 A person is able to exercise the right to speak at a general meeting when he is in a position to communicate to all those attending the meeting, during the meeting, any information or opinions which he has on the business of the meeting.

54.2 A person is able to exercise the right to vote at a general meeting when:

54.2.1 he is able to vote, during the meeting, on resolutions put to the vote at the meeting;
and

54.2.2 his vote can be taken into account in determining whether or not such resolutions are passed at the same time as the votes of all the other persons attending the meeting.

54.3 The Directors may make whatever arrangements they consider appropriate to enable those attending a general meeting to exercise their rights to speak or vote at it.

54.4 In determining attendance at a general meeting, it is immaterial whether any two or more persons attending it are in the same place as each other.

54.5 Two or more persons who are not in the same place as each other attend a general meeting if their circumstances are such that if they have (or were to have) rights to speak and vote at that meeting, they are (or would be) able to exercise them.

55 Quorum for general meetings

55.1 No business other than the appointment of the Chairman of the Meeting is to be transacted at a general meeting if the persons attending it do not constitute a quorum.

55.2 If the Company has only one Shareholder, one Qualifying Person in attendance at a general meeting is a quorum.

- 55.3 If the Company has more than one Shareholder, two Qualifying Persons in attendance at a general meeting are a quorum, unless each is a Qualifying Person only because he is appointed as proxy of a Shareholder in relation to that meeting and they are proxies of the same Shareholder. However, if a general meeting is adjourned pursuant to Article 54.1 and at the adjourned meeting a quorum is not present within 30 minutes from the time appointed for it, the Qualifying Person or Qualifying Persons present shall constitute a quorum.

56 Chairing general meetings

- 56.1 If the Directors have appointed a Chairman, the Chairman shall chair general meetings if present and willing to do so.

- 56.2 If the Directors have not appointed a Chairman or if the Chairman is unwilling to chair the relevant general meeting or is not present within 10 minutes of the time at which the relevant general meeting was due to start:

56.2.1 the Directors present; or

56.2.2 if no Directors are present, the Shareholders present at the meeting,

must appoint a Director or Shareholder to chair that meeting and that appointment must be the first business of that meeting.

57 Attendance and speaking by Directors and non-Shareholders at general meetings

- 57.1 Directors may attend and speak at general meetings whether or not they are Shareholders.

- 57.2 The Chairman of the Meeting may permit other persons who are not:

57.2.1 Shareholders; or

57.2.2 otherwise entitled to exercise the rights of Shareholders in relation to general meetings,

to attend and speak at any general meeting.

58 Adjournment of general meetings

- 58.1 If the persons attending a general meeting within 30 minutes of the time at which the meeting was due to start do not constitute a quorum or if during a general meeting a quorum ceases to be present, the Chairman of the Meeting must adjourn it.

58.2 The Chairman of the Meeting may adjourn a general meeting at which a quorum is present if:

58.2.1 that meeting consents to an adjournment; or

58.2.2 it appears to him that an adjournment is necessary to protect the safety of any person attending that meeting or ensure that the business of that meeting is conducted in an orderly manner.

58.3 The Chairman of the Meeting must adjourn a general meeting if directed to do so by that meeting.

58.4 When adjourning a general meeting, the Chairman of the Meeting must:

58.4.1 either specify the time and place to which it is adjourned or state that it is to continue at a time and place to be fixed by the Directors; and

58.4.2 have regard to any directions as to the time and place of any adjournment which have been given by that meeting.

58.5 If the continuation of an adjourned meeting is to take place more than 14 days after it was adjourned, the Company must give at least seven clear days' notice of it (that is, excluding the day of the adjourned meeting and the day on which the notice is given):

58.5.1 to the same persons to whom notice of the Company's general meetings is required to be given; and

58.5.2 containing the same information which such notice is required to contain.

58.6 No business may be transacted at an adjourned general meeting which could not properly have been transacted at the relevant general meeting if the adjournment had not taken place.

59 **Voting at general meetings: general**

59.1 resolution put to the vote of a general meeting must be decided on a show of hands unless a poll is duly demanded in accordance with these articles.

59.2 On a vote on a resolution on a show of hands at a general meeting every Shareholder (whether present in person or by one or more proxies) has one vote.

59.3 On a vote on:

59.3.1 a resolution on a poll taken at a general meeting; or

59.3.2 a written resolution,

every Shareholder has one vote in respect of each Share held by him.

60 Errors and disputes

60.1 No objection may be raised to the qualification of any person voting at a general meeting except at that meeting or adjourned meeting at which the vote objected to is tendered and every vote not disallowed at that meeting is valid.

60.2 Any objection pursuant to Article 56.1 must be referred to the Chairman of the Meeting, whose decision is final.

61 Poll votes

61.1 A poll on a resolution may be demanded:

61.1.1 in advance of the general meeting where it is to be put to the vote; or

61.1.2 at a general meeting, either before a show of hands on that resolution or immediately after the result of a show of hands on that resolution is declared.

61.2 A poll may be demanded by:

61.2.1 the Chairman of the Meeting;

61.2.2 the Directors;

61.2.3 two or more persons having the right to vote on the relevant resolution; or

61.2.4 a person or persons representing not less than one tenth of the total voting rights of all the Shareholders having the right to vote on the relevant resolution.

61.3 A demand for a poll may be withdrawn if:

61.3.1 the poll has not yet been taken; and

61.3.2 the Chairman of the Meeting consents to the withdrawal.

61.4 Polls must be taken immediately and in such manner as the Chairman of the Meeting directs.

62 **Content of Proxy Notices**

62.1 Proxies may only validly be appointed by a notice in Writing (a "**Proxy Notice**") which:

62.1.1 states the name and address of the Shareholder appointing the proxy;

62.1.2 identifies the person appointed to be the proxy and the general meeting in relation to which he is appointed;

62.1.3 is signed by or on behalf of the Shareholder appointing the proxy, or is authenticated in such manner as the Directors may determine; and

62.1.4 is delivered to the Company in accordance with these articles and any instructions contained in the notice of the general meeting to which the Proxy Notice relates.

62.2 The Company may require Proxy Notices to be delivered in a particular form and may specify different forms for different purposes.

62.3 Proxy Notices may specify how the proxy appointed under them is to vote (or that the proxy is to abstain from voting) on one or more resolutions.

62.4 Unless a Proxy Notice indicates otherwise, it must be treated as:

62.4.1 allowing the person appointed under it as a proxy discretion as to how to vote on any ancillary or procedural resolutions put to the relevant general meeting; and

62.4.2 appointing that person as a proxy in relation to any adjournment of the general meeting to which it relates as well as that general meeting itself.

63 **Delivery of Proxy Notices**

63.1 Any notice of a general meeting must specify the address or addresses (the "**Proxy Notification Address**") at which the Company or its agents will receive Proxy Notices relating to that meeting, or any adjournment of it, delivered in Hard Copy Form or Electronic Form.

63.2 Subject to this Article, a Proxy Notice must be delivered to the Proxy Notification Address not less than 24 hours before the general meeting or adjourned meeting to which it relates.

63.3 In the case of a poll taken more than 48 hours after it is demanded, a Proxy Notice must be delivered to the Proxy Notification Address not less than 24 hours before the time appointed for the taking of the poll.

63.4 In the case of a poll not taken during the meeting but taken not more than 48 hours after it was demanded, the Proxy Notice must be delivered:

63.4.1 in accordance with this Article; or

63.4.2 at the meeting at which the poll was demanded to the Chairman, company secretary or any Director.

63.5 A person who is entitled to attend, speak or vote (either on a show of hands or on a poll) at a general meeting remains so entitled in respect of that meeting or any adjournment of it even though a valid Proxy Notice has been delivered to the Company by or on behalf of that person.

63.6 An appointment under a Proxy Notice may be revoked by delivering to the Company a notice in writing given by or on behalf of the person by whom, or on whose behalf, the Proxy Notice was given to the Proxy Notification Address.

63.7 A notice revoking a proxy appointment only takes effect if it is delivered before the start of the general meeting or adjourned general meeting to which it relates.

63.8 If a Proxy Notice is not executed by the person appointing the proxy, it must be accompanied by evidence in writing of the authority of the person who executed it to execute it on the person appointing the proxy's behalf.

64 Amendments to resolutions

64.1 An Ordinary Resolution to be proposed at a general meeting may be amended by Ordinary Resolution if:

64.1.1 notice of the proposed amendment is given to the Company in writing by a person entitled to vote at the general meeting at which it is to be proposed not less than 48 hours before that meeting is to take place (or such later time as the Chairman of the Meeting may determine); and

64.1.2 the proposed amendment does not, in the reasonable opinion of the Chairman of the Meeting, materially alter the scope of the resolution.

64.2 A Special Resolution to be proposed at a general meeting may be amended by Ordinary Resolution if:

64.2.1 the Chairman of the Meeting proposes the amendment at the general meeting at which the resolution is to be proposed; and

64.2.2 the amendment does not go beyond what is necessary to correct a grammatical or other non-substantive error in the resolution.

64.3 If the Chairman of the Meeting, acting in good faith, wrongly decides that an amendment to a resolution is out of order, his error does not invalidate the vote on that resolution.

65 Means of communication to be used

65.1 Subject to the other provisions of these articles:

65.1.1 anything sent or supplied by or to the Company under these articles may be sent or supplied in any way in which the 2006 Act provides for documents or information which are authorised or required by any provision of the 2006 Act to be sent or supplied by or to the Company;

65.1.2 and the provisions of the 2006 Act, the Company may make any documents or information authorised or required by any provision of these articles or the 2006 Act to be sent or supplied by the Company to any Shareholder available on a website; and

65.1.3 any notice or document to be sent or supplied to a Director in connection with the taking of decisions by Directors may also be sent or supplied by the means by which that Director has asked to be sent or supplied with such notices or documents for the time being.

65.2 A Director may agree with the Company that notices or documents sent to that Director in a particular way are to be deemed to have been received within a specified time of their being sent and for the specified time to be less than 48 hours.

65.3 Section 1147(5) of the 2006 Act shall not apply in relation to documents and information sent or supplied by the Company.

66 Company seals

66.1 Any common seal may only be used by the authority of the Directors.

66.2 The Directors may decide by what means and in what form any common seal is to be used.

66.3 Unless otherwise decided by the Directors, if the Company has a common seal and it is affixed to a document, that document must also be signed by at least one Authorised Person in the presence of a witness who attests the signature.

67 No right to inspect accounts and other records

Except as provided by law or authorised by the Directors or an Ordinary Resolution of the Company, no person is entitled to inspect any of the Company's accounting or other records or documents merely by virtue of being a Shareholder.

68 Directors' indemnity

68.1 Subject to Article 68.2, a Relevant Director may be indemnified out of the Company's assets against:

68.1.1 any liability incurred by him in connection with any negligence, default, breach of duty or breach of trust in relation to any Group Company;

68.1.2 any liability incurred by him in connection with the activities of any Group Company in its capacity as a trustee of any occupational pension scheme (as defined in section 235(6) of the Act);

68.1.3 any other liability incurred by him as an officer of any Group Company.

68.2 Article 68.1 does not authorise any indemnity which would be prohibited or rendered void by any provision of the Act or by any other provision of law.

69 Directors' insurance

The Directors may decide to purchase and maintain insurance, at the expense of the Company, for the benefit of any Relevant Director in respect of any Relevant Loss.

70 Share rights (capital)

On a return of assets (whether on liquidation, capital reduction or otherwise), the assets of the Company remaining after the payment of its liabilities shall be allocated amongst the Holders of Equity Shares in proportion (as nearly as possible) to the number of Equity Shares held by them respectively.