

The Companies Act 2006
Private Company Limited by Shares

ERICA BOLTON AND JANE QUINN LIMITED

ARTICLES OF ASSOCIATION

Adopted by Special Resolution dated 31 March 2020

Company Number: 01790723
Incorporated on 10 February 1984

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Articles of Association
Of
ERICA BOLTON AND JANE QUINN LIMITED

PART 1

INTERPRETATION AND LIMITATION OF LIABILITY

1 Defined terms

1.1 In these articles, unless the context requires otherwise:

Allocation Notice has the meaning given to that term in Article 39.13;

A Ordinary Shares means the A Ordinary Shares of £0.10 each in the capital of the company having the rights and being subject to the restrictions set out in these Articles in respect of such "A" Ordinary Shares;

appointor has the meaning given to that term in Article 17.1;

articles means the company's articles of association for the time being in force;

Articles means the articles of association set out in this document which, together with the Model Articles (as modified or excluded by this document) forming part of the articles, and **Article** shall be construed accordingly;

Bad Leaver means a Relevant Member (other than a Good Leaver) who ceases to be either an employee or director for any reason;

B Ordinary Shares means the B Ordinary Shares of £0.10 each in the capital of the company having the rights and being subject to the restrictions set out in these Articles in respect of such "B" Ordinary Shares;

Buyer has the meaning given to that term in Article 39.13;

C Ordinary Shares means the C Ordinary Shares of £0.10 each in the capital of the company having the rights and being subject to the restrictions set out in these Articles in respect of such C Ordinary Shares;

call has the meaning given to that term in Article 27.1;

Called Shares has the meaning given to that term in Article 41.2;

Called Shareholders has the meaning given to that term in Article 41.2;

call notice has the meaning given to that term in Article 27.1;

call payment date has the meaning given to that term in Article 30.2.1;

company's lien has the meaning given to that term in Article 25;

Clear Days means (in relation to the period of a notice) that period excluding the day when the notice is given or deemed to be given and the day for which it is given or on which it is to take effect;

Conflict has the meaning given to that term in Article 11.2;

conflicted director means a director who has, or could have, a Conflict in a situation involving the company and consequently whose vote is not to be counted in any vote to authorise such Conflict and who is not to be counted as participating in the quorum for the meeting (or part of the meeting) at which such matter is to be voted upon;

corporate representative has the meaning given to that term in Article 59;

Deemed Transfer Buyer has the meaning given to that term in Article 40.7.1;

Deemed Transfer Notice has the meaning given to that term in Article 40.2;

Deemed Transfer Shares has the meaning given to that term in Article 40.3;

Drag Along Notice has the meaning given to that term in Article 41.2;

Drag Along Option has the meaning given to that term in Article 41.1;

Drag Sale Price has the meaning given to that term in Article 41.3;

Excess Securities has the meaning given to that term in Article 23.3.2;

Excess Shares has the meaning given to that term in Article 39.12.1;

Good Leaver means a member who ceases to be a director or employee:

- (a) as a result of death, or permanent disability or permanent incapacity through ill health;
- (b) as a result of dismissal from employment or engagement by the company in circumstances where such dismissal is a wrongful dismissal by virtue of a breach by the Company of the terms of that member's employment or engagement;
- (c) as a result of the retirement by the member at such normal retirement age as is set out in that member's terms of employment, or at any earlier age following any valid request for earlier retirement being made by him in accordance with such terms of employment and such request being approved by the directors; or
- (d) if the directors serve written notice on the company confirming that such person be treated as a Good Leaver for the purposes of these Articles.

holder in relation to shares means the person whose name is entered in the register of members as the holder of the shares or, in the case of a share in respect of which a share warrant has been issued (and not cancelled), the person in possession of that warrant;

lien enforcement notice has the meaning given to that term in Article 26;

Market Value has the meaning given to that term in Article 39.5.1;

Model Articles means the model articles for private companies limited by shares contained in Schedule 1 of the Companies (Model Articles) Regulations 2008 (SI 2008/3229) as amended prior to the date of adoption of these articles;

non-conflicted director means any director who is not a conflicted director;

Offer Notice has the meaning given to that term in Article 39.11;

Ordinary Shares means the Ordinary Shares of £0.10 each in the capital of the company having the rights and being subject to the restrictions set out in these Articles in respect of such Ordinary Shares;

partly-paid in relation to a share means that part of that share's nominal value or any premium at which it was issued has not been paid to the company;

Proposed Sale Price has the meaning given to that term in Article 39.3.3;

proxy notification address has the meaning given to that term in Article 58.1;

relevant officer has the meaning given to that term in Articles 63.3.2 or 64.2.1, as the case may be;

relevant loss has the meaning given to that term in Article 64.2.2;

Relevant Member has the meaning given to that term in Article 40.2;

relevant rate has the meaning given to that term in Article 30.2.2;

Sale Price has the meaning given to that term in Article 39.5;

Sale Shares has the meaning given to that term in Article 39.3.1 and **Sale Share** shall be construed accordingly;

Seller has the meaning given to that term in Article 39.1;

Selling Shares has the meaning given to that term in Article 41.1;

Selling Shareholders has the meaning given to that term in Article 41.1;

specified price has the meaning given to that term in Article 42.3;

Specified Shares has the meaning given to that term in Article 42.1;

Total Transfer Condition has the meaning given to that term in Article 39.3.5;

transfer or transferring has the meaning given to those terms respectively in Article 38.1;

Transfer Event has the meaning given to that term in Article 40.1;

Transfer Notice has the meaning given to that term in Article 39.1;

United Kingdom means Great Britain and Northern Ireland; and

Uncommitted Shares has the meaning given to that term in Article 42.1;

Valuers means the auditors or, at any time whilst the company is not obliged to appoint auditors and has not so appointed them, the reporting accountants for the time being of the company, unless the auditors or reporting accountants (as the case may demand) give notice to the company that they decline an instruction to report on the matter in question, when the Valuers shall be a firm of chartered accountants agreed between the Seller and the directors or, in default of such agreement within 10 working days following the notice from the auditors declining to report, as appointed by the President of the Institute of Chartered Accountants in England and Wales on the application of any such party.

- 1.2 Save as otherwise specifically provided in these Articles, words and expressions which have particular meanings in the Model Articles shall have the same meanings in these Articles, subject to which and unless the context otherwise requires, words and expressions which have particular meanings in the Companies Act 2006 as in force on the date when these Articles become binding on the company shall have the same meanings in these Articles.
- 1.3 Headings in these Articles are used for convenience only and shall not affect the construction or interpretation of these Articles.
- 1.4 Unless expressly provided otherwise, a reference to a statute, statutory provision or subordinate legislation is a reference to it as it is in force from time to time and shall include any orders, regulations or subordinate legislation from time to time made under it and any amendment or re-enactment of it or any such orders, regulations or subordinate legislation for the time being in force.

- 1.5 Any phrase introduced by the terms "including", "include", "in particular" or any similar expression shall be construed as illustrative and shall not limit the sense of the words preceding those terms.
- 1.6 The Model Articles shall apply to the company, except in so far as they are modified or excluded by these Articles.
- 1.7 Articles 7, 8, 11(2) and (3), 13, 14(1) to (4) inclusive, 17(2), 19(5), 21, 26(5), 44(4), 45(1), 46(3), 52 and 53 of the Model Articles shall not apply to the company.

PART 2

DIRECTORS

DIRECTORS' POWERS AND RESPONSIBILITIES

2 Directors' general authority

Article 3 of the Model Articles shall be amended by the insertion of the words "and to the applicable provisions for the time being of the Companies Acts", after the phrase "subject to the articles".

3 Change of Company name

Without prejudice to the generality of Article 2, the directors may resolve in accordance with Article 5 to change the Company's name.

4 Committees

Where a provision of the articles refers to the exercise of a power, authority or discretion by the directors and that power, authority or discretion has been delegated by the directors to a committee, the provision shall be construed as permitting the exercise of power, authority or discretion by the committee.

DECISION-MAKING BY DIRECTORS

5 Directors to take decisions collectively

5.1 The general rule about decision-making by directors is that any decision of the directors must be taken as a majority decision at a meeting or as a directors' written resolution in accordance with Article 6 (Directors' written resolutions) or otherwise as a unanimous decision taken in accordance with Article 7 (Unanimous decisions).

5.2 If:

5.2.1 the company only has one director for the time being, and

5.2.2 no provision of the articles requires it to have more than one director,

the general rule does not apply, and the director may (for so long as he remains the sole director) take decisions without regard to any of the provisions of the articles relating to directors' decision-making.

5.3 Subject to the articles, each director participating in a directors' meeting has one vote.

6 Directors' written resolutions

6.1 Any director may propose a directors' written resolution by giving notice in writing of the proposed resolution to each of the other directors (including alternate directors).

6.2 If the company has appointed a company secretary, the company secretary must propose a directors' written resolution if a director so requests by giving notice in writing to each of the other directors (including alternate directors).

6.3 Notice of a proposed directors' written resolution must indicate:

- 6.3.1 the proposed resolution; and
 - 6.3.2 the time by which it is proposed that the directors should adopt it.
- 6.4 A proposed directors' written resolution is adopted when a majority of the non-conflicted directors (or their alternates) have signed one or more copies of it, provided that those directors (or their alternates) would have formed a quorum at a directors' meeting were the resolution to have been proposed at such meeting.
- 6.5 Once a directors' written resolution has been adopted, it must be treated as if it had been a decision taken at a directors' meeting in accordance with the articles.
- 7 Unanimous decisions**
 - 7.1 A decision of the directors is taken in accordance with this Article 7 when all non-conflicted directors indicate to each other by any means that they share a common view on a matter.
 - 7.2 A decision may not be taken in accordance with this Article 7 if the non-conflicted directors would not have formed a quorum at a directors' meeting had the matter been proposed as a resolution at such a meeting.
 - 7.3 Once a directors' unanimous decision is taken in accordance with this Article 7 it must be treated as if it had been a decision taken at a directors' meeting in accordance with the Articles.
- 8 Calling a directors' meeting**
 - 8.1 Article 9 of the Model Articles shall be amended by:
 - 8.1.1 inserting the words "each of" before the words "the directors";
 - 8.1.2 by inserting the phrase "(including alternate directors) ,whether or not he is absent from the UK," after the words "the directors";
 - 8.1.3 by inserting the words "subject to article 9(4)" at the beginning of article 9(3) of the Model Articles; and
 - 8.1.4 by inserting the words "prior to or up to and including" before the words "not more than seven days" in article 9(4) of the Model Articles.
- 9 No Chairman's casting vote**

For the avoidance of doubt, if the number of votes for and against a proposal are equal, the chairman or other director chairing the meeting shall not have any casting vote.
- 10 Quorum for directors' meetings**
 - 10.1 Subject to Article 10.2, the quorum for the transaction of business at a meeting of directors may be fixed from time to time by a decision of the directors but it must never be less than two directors, and unless otherwise fixed it is two. A person who holds office only as an alternate director shall, if his appointor is not present, be counted in the quorum. If and so long as there is a sole director, he may exercise all the powers and authorities vested in the directors by these articles and accordingly the quorum for the transaction of business in these circumstances shall be one.
 - 10.2 For the purposes of any meeting (or part of a meeting) held pursuant to Article 11 (Directors' conflicts of interests) to authorise a director's Conflict, if there is only one non-conflicted director in office in addition to the conflicted director(s), the quorum for such meeting (or part of a meeting) shall be one non-conflicted director.
- 11 Directors' conflicts of interests**
 - 11.1 For the purposes of this Article 11, a conflict of interest includes a conflict of interest and duty and a conflict of duties, and interest includes both direct and indirect interests.

- 11.2 The directors may, in accordance with the requirements set out in this Article 11, authorise any matter proposed to them by any director which would, if not authorised, involve a director breaching his duty under section 175 of the Companies Act 2006 to avoid conflicts of interest (such matter being hereinafter referred to as a **Conflict**).
- 11.3 A director seeking authorisation in respect of a **Conflict** shall declare to the other directors the nature and extent of his interest in a **Conflict** as soon as is reasonably practicable. The director shall provide the other directors with such details of the relevant matter as are necessary for the other directors to decide how to address the **Conflict**, together with such other information as may be requested by the other directors.
- 11.4 Any authorisation under this Article 11 will be effective only if:
- 11.4.1 the matter in question shall have been proposed by any director for consideration at a meeting of directors in the same way that any other matter may be proposed to the directors under the provisions of these articles or in such other manner as the directors may determine;
 - 11.4.2 any requirement as to the quorum at the meeting of the directors at which the matter is considered is met without counting the director in question and any other conflicted director(s); and
 - 11.4.3 the matter was agreed to without the director and any other conflicted director(s) voting or would have been agreed to if their votes had not been counted.
- 11.5 Any authorisation of a **Conflict** under this Article 11 may (whether at the time of giving the authorisation or subsequently):
- 11.5.1 extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the **Conflict** so authorised;
 - 11.5.2 be subject to such terms and for such duration, or impose such limits or conditions as the directors may determine; or
 - 11.5.3 be terminated or varied by the directors at any time.
- This will not affect anything done by the director prior to such termination or variation in accordance with the terms of the authorisation.
- 11.6 In authorising a **Conflict** the directors may decide (whether at the time of giving the authorisation or subsequently) that if a director has obtained any information through his involvement in the **Conflict** otherwise than as a director of the company and in respect of which he owes a duty of confidentiality to another person the director is under no obligation to:
- 11.6.1 disclose such information to the directors or to any director or other officer or employee of the company; or
 - 11.6.2 use or apply any such information in performing his duties as a director,
- where to do so would amount to a breach of that confidence.
- 11.7 Where the directors authorise a **Conflict** they may provide, without limitation (whether at the time of giving the authorisation or subsequently) that the director:
- 11.7.1 is excluded from discussions (whether at meetings of directors or otherwise) related to the **Conflict**;
 - 11.7.2 is not given any documents or other information relating to the **Conflict**;
 - 11.7.3 may or may not vote (or may or may not be counted in the quorum) at any future meeting of directors in relation to any resolution relating to the **Conflict**.

- 11.8 Where the directors authorise a Conflict:
- 11.8.1 the director will be obliged to conduct himself in accordance with any terms, limits and/or conditions imposed by the directors in relation to the Conflict;
 - 11.8.2 the director will not infringe any duty he owes to the company by virtue of sections 171 to 177 of the Companies Act 2006 provided he acts in accordance with such terms, limits and/or conditions (if any) as the directors impose in respect of its authorisation.
- 11.9 A director is not required, by reason of being a director (or because of the fiduciary relationship established by reason of being a director), to account to the company for any remuneration, profit or other benefit which he receives as director or other officer or employee of the Company's subsidiaries or of any other body corporate in which the Company is interested or which he derives from or in connection with a relationship involving a Conflict which has been authorised by the directors or by the company in general meeting (subject in each case to any terms, limits or conditions attaching to that authorisation) and no contract shall be liable to be avoided on such grounds nor shall the receipt of any such remuneration or other benefit constitute a breach of his duty under section 176 of the Companies Act 2006.
- 11.10 Subject to the applicable provisions for the time being of the Companies Acts and to any terms, limits and/or conditions imposed by the directors in accordance with Article 11.5.2, and provided that he has disclosed to the directors the nature and extent of any interest of his in accordance with the Companies Acts, a director notwithstanding his office:
- 11.10.1 may be a party to, or otherwise interested in, any contract, transaction or arrangement with the company or in which the company is otherwise interested;
 - 11.10.2 shall be counted as participating for voting and quorum purposes in any decision in connection with any proposed or existing transaction or arrangement with the company, in which he is in any way directly or indirectly interested;
 - 11.10.3 may act by himself or his firm in a professional capacity for the company (otherwise than as auditor) and he or his firm shall be entitled to remuneration for professional services as if he were not a director;
 - 11.10.4 may be a director or other officer of, or employed by, or a party to any contract, transaction or arrangement with, or otherwise interested in, any body corporate promoted by the company or in which the company is otherwise interested; and
 - 11.10.5 shall not, by reason of his office, be accountable to the company for any benefit which he (or anyone connected with him (as defined in section 252 of the Companies Act 2006) derives from any such office or employment or from any such contract, transaction or arrangement or from any interest in any such body corporate and no such contract, transaction or arrangement shall be liable to be avoided on the ground of any such interest or benefit, nor shall the receipt of any such remuneration or benefit constitute a breach of his duty under section 176 of the Companies Act 2006.

12 Records of decisions to be kept

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

APPOINTMENT OF DIRECTORS

13 Number of directors

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

14 Methods of appointing directors

14.1 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:

14.1.1 by ordinary resolution, or

14.1.2 by a decision of the directors.

14.2 In any case where, as a result of death or bankruptcy, the company has no shareholders and no directors, the transmittee(s) of the last shareholder to have died or to have a bankruptcy order made against him (as the case may be) shall have the right, by notice in writing, to appoint a person (including a transmittee who is a natural person), who is willing to act and is permitted to do so, to be a director.

14.3 For the purposes of Article 14.2, 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.

15 Termination of director's appointment

Article 18(c) of the Model Articles shall be amended by the addition of the words "and the Company resolves that his office be vacated" at the end of the sub-Article.

16 Directors' expenses

Article 20 of the Model Articles shall be amended by the insertion of the words "(including alternate directors) and the secretary (if any)" before the words "properly incur".

ALTERNATE DIRECTORS

17 Appointment and removal of alternate directors

17.1 Any director (**appointor**) may appoint as an alternate any other director, or any other person approved by resolution of the directors, to:

17.1.1 exercise that director's powers; and

17.1.2 carry out that director's responsibilities,

17.1.3 in relation to the taking of decisions by the directors in the absence of the alternate's appointor.

17.2 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.

17.3 The notice must:

17.3.1 identify the proposed alternate; and

17.3.2 in the case of a notice of appointment, contain a statement signed by the proposed alternate that the proposed alternate is willing to act as the alternate of the director giving the notice.

18 Rights and responsibilities of alternate directors

18.1 An alternate director may act as alternate director to more than one director and has the same rights in relation to any decision of the directors as the alternate's appointor.

18.2 Except as the articles specify otherwise, alternate directors:

18.2.1 are deemed for all purposes to be directors;

- 18.2.2 are liable for their own acts and omissions;
- 18.2.3 are subject to the same restrictions as their appointors (including those set out in sections 172 to 177 inclusive of the Companies Act 2006 and Article 11); and
- 18.2.4 are not deemed to be agents of or for their appointors,

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

18.3 A person who is an alternate director but not a director:

- 18.3.1 may be counted as participating for the purposes of determining whether a quorum is present (but only if that person's appointor is not participating and provided that no alternate may be counted as more than one director for these purposes);
- 18.3.2 may participate in a unanimous decision of the directors (but only if his appointor does not participate); and
- 18.3.3 may sign a written resolution (but only if it is not signed or to be signed by that person's appointor).

18.4 A director who is also an alternate director is entitled, in the absence of any of his appointors, to a separate vote on behalf of that appointor, in addition to his own vote on any decision of the directors but he shall count as only one for the purpose of determining whether a quorum is present.

18.5 An alternate director is not entitled to receive any remuneration from the company for serving as an alternate director except such part of the alternate's appointor's remuneration as the appointor may direct by notice in writing made to the company.

19 Termination of alternate directorship

An alternate director's appointment as an alternate for any appointor terminates:

- 19.1 when that appointor revokes the appointment by notice to the company in writing specifying when it is to terminate;
- 19.2 when notification is received by the Company from the alternate that the alternate is resigning as alternate for that appointor and such resignation has taken effect in accordance with its terms;
- 19.3 on the occurrence, in relation to the alternate, of any event which, if it occurred in relation to that appointor, would result in the termination of that appointor's appointment as a director;
- 19.4 on the death of that appointor; or
- 19.5 when the alternate's appointor's appointment as a director terminates.

SECRETARY

20 Appointment and removal of secretary

The directors may appoint any person who is willing to act as the secretary for such term, 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.

PART 3

SHARES AND DISTRIBUTIONS

SHARES

21 Share rights and restrictions

The company may from time to time issue shares of different classes with different rights and restrictions attached to them. As of the date of the adoption of these Articles the company has the following predefined share classes:

- Ordinary shares of £0.10 each,
- A Ordinary shares of £0.10 each,
- B Ordinary shares of £0.10 each, and
- C Ordinary shares of £0.10 each,

ranking *pari passu* in all respects, save as hereinafter provided:

21.1 Voting

The A Ordinary Shares, the B Ordinary Shares and the C Ordinary Shares shall not entitle the holders thereof to receive notice of, attend or vote at any general meeting, or to vote on a written resolution, of the company.

21.2 Dividend

- 21.2.1 Subject to the provisions of the Companies Act 2006, the directors may declare an interim dividend and the company may by ordinary resolution, upon the recommendation of the directors, declare a final dividend but no dividend shall exceed the amount recommended by the directors.
- 21.2.2 Every meeting of the directors, a committee of directors or general meeting of the company at which a dividend is declared shall, by directors' or ordinary resolution (as appropriate), direct that such dividend be paid either in respect of one or more class of shares to the exclusion of the other class(es), or in respect of all classes of shares.
- 21.2.3 Where a final dividend is declared in respect of all classes of shares the company may, by ordinary resolution, differentiate between the classes as to the amount or percentage of dividend payable, but in default the shares in each such class shall be deemed to rank *pari passu* in all respects as if they constituted one class of share.

22 Further issues of shares: authority

- 22.1 The following paragraphs of this Article 22 shall not apply to a private company with only one class of shares.
- 22.2 Subject to Article 22.1 and save to the extent authorised by these articles, or authorised from time to time by an ordinary resolution of the shareholders, the directors shall not exercise any power to allot shares or to grant rights to subscribe for, or to convert any security into, any shares in the company.
- 22.3 Subject to the remaining provisions of this Article 22 and to Article 23 (Further issues of shares: pre-emption rights) and to any directions which may be given by the company in general meeting, the directors are generally and unconditionally authorised, for the purpose of section 551 of the Companies Act 2006 to exercise any power of the company to:
 - 22.3.1 offer or allot;
 - 22.3.2 grant rights to subscribe for or to convert any security into;
 - 22.3.3 otherwise create, deal in, or dispose of,

any shares in the company to any person, at any time and subject to any terms and conditions as the directors think proper.

22.4 The authority referred to in Article 22.3:

22.4.1 shall be limited to a maximum nominal amount of £1,000 in respect of each class of share defined in Article 21 (share rights and restrictions) above;

22.4.2 shall only apply insofar as the company has not renewed, waived or revoked it by ordinary resolution; and

22.4.3 may only be exercised for a period of five years commencing on the date on which the company is incorporated or these articles are adopted whichever is the later, save that the directors may make an offer or agreement which would, or might, require shares to be allotted after the expiry of such authority (and the directors may allot shares in pursuance of an offer or agreement as if such authority had not expired).

23 Further issues of shares: pre-emption rights

23.1 In accordance with section 567(1) of the Companies Act 2006, sections 561 and 562 of the Companies Act 2006 shall not apply to an allotment of equity securities (as defined in section 560(1) of the Companies Act 2006) made by the company.

23.2 Unless otherwise agreed by special resolution, if the company proposes to allot any equity securities, those equity securities shall not be allotted to any person unless the company has first offered them to all shareholders on the date of the offer on the same terms, and at the same price, as those equity securities are being offered to such other person on a pari passu basis and pro rata to the nominal value of shares held by those shareholders (as nearly as possible without involving fractions).

23.3 The offer:

23.3.1 shall be in writing, shall be open for acceptance for a period of fifteen working days from the date of the offer and shall give details of the number and subscription price of the relevant equity securities; and

23.3.2 may stipulate that any shareholder who wishes to subscribe for a number of equity securities in excess of the proportion to which he is entitled shall, in his acceptance, state the number of excess equity securities (**Excess Securities**) for which he wishes to subscribe.

23.4 Any equity securities not accepted by shareholders pursuant to the offer made to them in accordance with Articles 23.2 and 23.3 shall be used for satisfying any requests for Excess Securities made pursuant to Article 23.3.2. If there are insufficient Excess Securities to satisfy such requests, the Excess Securities shall be allotted to the applicants as nearly as practicable in the proportion that the number of Excess Securities each shareholder indicated he would accept bears to the total number of Excess Securities applied for (as nearly as possible without involving fractions or increasing the number of Excess Securities allotted to any shareholder beyond that applied for by him). After that allotment, any Excess Securities remaining shall be offered to any other person as the directors may determine, at the same price and on the same terms as the offer to the shareholders.

24 Variation of class rights

24.1 Whenever the capital of the company is divided into different classes of shares, the special rights attached to any class may only be varied or abrogated, either whilst the company is a going concern or during or in contemplation of a winding up, with the consent of the holders of the issued shares of that class given in accordance with Article 24.2.

24.2 The consent of the holders of a class of shares may be given by:

24.2.1 a special resolution passed at a separate general meeting of the holders of the issued shares of that class; or

- 24.2.2 a written resolution in any form signed by or on behalf of the holders of three-quarters in nominal value of the issued shares of that class,

but not otherwise. To every such meeting, all the provisions of these articles and the Companies Act 2006 relating to general meetings of the company shall apply (with such amendments as may be necessary to give such provisions efficacy) but so that the necessary quorum shall be two holders of shares of the relevant class present in person or by proxy and holding or representing not less than one third in nominal value of the issued shares of the relevant class; that every holder of shares of the class shall be entitled on a poll to one vote for every such share held by him; and that any holder of shares of the class, present in person or by proxy or (being a corporation) by a duly authorised representative, may demand a poll. If at any adjourned meeting of such holders such a quorum as aforesaid is not present, not less than one holder who is present in person or by proxy or (being a corporation) by a duly authorised representative shall be a quorum.

25 Company's lien over shares

The company has a lien (**company's lien**) over every share, whether or not fully paid, which is registered in the name of any person indebted or under any liability to the company, whether he is the sole registered holder of the share or one of several joint holders, for all monies payable by him (either alone or jointly with any other person) to the company, whether payable immediately or at some time in the future and whether or not a call notice has been sent in respect of it.

25.1 The company's lien over a share:

25.1.1 takes priority over any third party's interest in that share, and

25.1.2 extends to any dividend or other money payable by the company in respect of that share and (if the lien is enforced and the share is sold by the company) the proceeds of sale of that share.

25.2 The directors may at any time decide that a share which is or would otherwise be subject to the company's lien shall not be subject to it, either wholly or in part.

26 Enforcement of the company's lien

26.1 Subject to the provisions of this Article 26, if:

26.1.1 a lien enforcement notice has been given in respect of a share, and

26.1.2 the person to whom the notice was given has failed to comply with it,

the company may sell that share in accordance with Article 34.5.

26.2 A lien enforcement notice:

26.2.1 may only be given in respect of a share which is subject to the company's lien, in respect of which a sum is payable and the due date for payment of that sum has passed;

26.2.2 must specify the share concerned;

26.2.3 must be in writing and require payment of the sum payable within fourteen days of the notice;

26.2.4 must be addressed either to the holder of the share or to a transmittee of that holder; and

26.2.5 must state the company's intention to sell the share if the notice is not complied with.

26.3 Where shares are sold under this Article 26:

26.3.1 the directors may authorise any person to execute an instrument of transfer of the shares to the purchaser or a person nominated by the purchaser, and

- 26.3.2 the transferee is not bound to see to the application of the consideration, and the transferee's title is not affected by any irregularity in or invalidity of the process leading to the sale.
- 26.4 The net proceeds of any such sale (after payment of the costs of sale and any other costs of enforcing the lien) must be applied:
- 26.4.1 first, in payment of so much of the sum for which the lien exists as was payable at the date of the lien enforcement notice,
- 26.4.2 second, to the person entitled to the shares at the date of the sale, but only after the certificate for the shares sold has been surrendered to the company for cancellation or an indemnity in a form reasonably satisfactory to the directors has been given for any lost certificates, and subject to a lien equivalent to the company's lien for any money payable (whether payable immediately or at some time in the future) as existed over the shares before the sale in respect of all shares registered in the name of such person (whether as the sole registered holder or as one of several joint holders) after the date of the lien enforcement notice.
- 26.5 A statutory declaration by a director or the company secretary (if any) that the declarant is a director or the company secretary (as the case may be) and that a share has been sold to satisfy the company's lien on a specified date:
- 26.5.1 is conclusive evidence of the facts stated in it as against all persons claiming to be entitled to the share, and
- 26.5.2 subject to compliance with any other formalities of transfer required by the articles or by law, constitutes a good title to the share.
- 27 Call notices**
- 27.1 Subject to the articles and the terms on which shares are allotted, the directors may send a notice (**call notice**) to a shareholder requiring the shareholder to pay the company a specified sum of money (**call**) which is payable by that member to the Company at the date when the directors decide to send the call notice.
- 27.2 A call notice:
- 27.2.1 must be in writing;
- 27.2.2 may not require a shareholder to pay a call which exceeds the total amount of his indebtedness or liability to the company;
- 27.2.3 must state when and how any call to which it relates it is to be paid; and
- 27.2.4 may permit or require the call to be paid by instalments.
- 27.3 A shareholder must comply with the requirements of a call notice, but no shareholder is obliged to pay any call before fourteen days have passed since the notice was sent.
- 27.4 Before the company has received any call due under a call notice the directors may:
- 27.4.1 revoke it wholly or in part, or
- 27.4.2 specify a later time for payment than is specified in the notice,
- by a further notice in writing to the shareholder in respect of whose shares the call is made.
- 28 Liability to pay calls**
- 28.1 Liability to pay a call is not extinguished or transferred by transferring the shares in respect of which it is required to be paid.
- 28.2 Joint holders of a share are jointly and severally liable to pay all calls in respect of that share.

- 28.3 Subject to the terms on which shares are allotted, the directors may, when issuing shares, provide that call notices sent to the holders of those shares may require them:
- 28.3.1 to pay calls which are not the same, or
- 28.3.2 to pay calls at different times.
- 29 **When call notice need not be issued**
- 29.1 A call notice need not be issued in respect of sums which are specified, in the terms on which a share is issued, as being payable to the company in respect of that share:
- 29.1.1 on allotment;
- 29.1.2 on the occurrence of a particular event; or
- 29.1.3 on a date fixed by or in accordance with the terms of issue.
- 29.2 But if the due date for payment of such a sum has passed and it has not been paid, the holder of the share concerned is treated in all respects as having failed to comply with a call notice in respect of that sum, and is liable to the same consequences as regards the payment of interest and forfeiture.
- 30 **Failure to comply with call notice: automatic consequences**
- 30.1 If a person is liable to pay a call and fails to do so by the call payment date:
- 30.1.1 the directors may issue a notice of intended forfeiture to that person, and
- 30.1.2 until the call is paid, that person must pay the company interest on the call from the call payment date at the relevant rate.
- 30.2 For the purposes of this Article 30:
- 30.2.1 the **call payment date** is the time when the call notice states that a call is payable, unless the directors give a notice in writing specifying a later date, in which case the **call payment date** is that later date;
- 30.2.2 the **relevant rate** is:
- 30.2.2.1 the rate fixed by the terms on which the share in respect of which the call is due was allotted;
- 30.2.2.2 such other rate as was fixed in the call notice which required payment of the call, or has otherwise been determined by the directors; or
- 30.2.2.3 if no rate is fixed in either of these ways, five per cent. (5%) per annum.
- 30.3 The relevant rate must not exceed by more than five percentage points the base lending rate most recently set by the Monetary Policy Committee of the Bank of England in connection with its responsibilities under Part 2 of the Bank of England Act 1998.
- 30.4 The directors may waive any obligation to pay interest on a call wholly or in part.
- 31 **Notice of intended forfeiture**
- 31.1 A notice of intended forfeiture:
- 31.1.1 must be in writing;
- 31.1.2 may be sent in respect of any share in respect of which a call has not been paid as required by a call notice;

- 31.1.3 must be sent to the holder of that share (or, in the case of joint holders of a share in accordance with Article 61.3) or to a transmittee of that holder in accordance with Article 61.4;
- 31.1.4 must require payment of the call and any accrued interest and all expenses that may have been incurred by the company by reason of such non-payment by a date which is not less than fourteen days after the date of the notice;
- 31.1.5 must state how the payment is to be made; and
- 31.1.6 must state that if the notice is not complied with, the shares in respect of which the call is payable will be liable to be forfeited.

32 Directors' power to forfeit shares

If a notice of intended forfeiture is not complied with before the date by which payment of the call is required in the notice of intended forfeiture, the directors may decide that any share in respect of which it was given is forfeited, and the forfeiture is to include all dividends or other moneys payable in respect of the forfeited shares and not paid before the forfeiture.

33 Effect of forfeiture

- 33.1 Subject to the articles, the forfeiture of a share extinguishes:
 - 33.1.1 all interests in that share, and all claims and demands against the company in respect of it, and
 - 33.1.2 all other rights and liabilities incidental to the share as between the person whose share it was prior to the forfeiture and the company.
- 33.2 Any share which is forfeited in accordance with the articles:
 - 33.2.1 is deemed to have been forfeited when the directors decide that it is forfeited;
 - 33.2.2 is deemed to be the property of the company; and
 - 33.2.3 may be sold, re-allotted or otherwise disposed of as the directors think fit in accordance with Article 34.5.
- 33.3 If a person's shares have been forfeited:
 - 33.3.1 the company must send that person written notice that forfeiture has occurred and record it in the register of members;
 - 33.3.2 that person ceases to be a shareholder in respect of those shares;
 - 33.3.3 that person must surrender the certificate for the shares forfeited to the company for cancellation;
 - 33.3.4 that person remains liable to the company for all sums payable by that person under the articles at the date of forfeiture in respect of those shares, including any interest (whether accrued before or after the date of forfeiture); and
 - 33.3.5 the directors may waive payment of such sums wholly or in part or enforce payment without any allowance for the value of the shares at the time of forfeiture or for any consideration received on their disposal.
- 33.4 At any time before the company disposes of a forfeited share, the directors may decide to cancel the forfeiture on payment of all calls and interest due in respect of it and on such other terms as they think fit.

34 Procedure following forfeiture

- 34.1 If a forfeited share is to be disposed of by being transferred, the company may receive the consideration for the transfer and the directors may authorise any person to execute the instrument of transfer.
- 34.2 A statutory declaration by a director or the company secretary (if any) that the declarant is a director or the company secretary (as the case may be) and that a share has been forfeited on a specified date:
- 34.2.1 is conclusive evidence of the facts stated in it as against all persons claiming to be entitled to the share, and
- 34.2.2 subject to compliance with any other formalities of transfer required by the articles or by law, constitutes a good title to the share.
- 34.3 A person to whom a forfeited share is transferred is not bound to see to the application of the consideration (if any) nor is that person's title to the share affected by any irregularity in or invalidity of the process leading to the forfeiture or transfer of the share.
- 34.4 If the company sells a forfeited share, the person who held it prior to its forfeiture is entitled to receive from the company the proceeds of such sale, net of any commission, and excluding any amount which:
- 34.4.1 was, or would have become, payable, and
- 34.4.2 had not, when that share was forfeited, been paid by that person in respect of that share,
- but no interest is payable to such a person in respect of such proceeds and the company is not required to account for any money earned on them.
- 34.5 All shares to be sold in the enforcement of the company's lien or rights of forfeiture shall be offered in accordance with Article 39 (Voluntary transfers) as if they were Sale Shares in respect of which a Transfer Notice had been given and treating as the Seller the holder of those shares save that the Sale Price shall be the Market Value of those shares and the Transfer Notice shall be deemed not to contain a Total Transfer Condition.

35 Surrender of shares

- 35.1 A shareholder may surrender any share:
- 35.1.1 in respect of which the directors may issue a notice of intended forfeiture;
- 35.1.2 which the directors may forfeit; or
- 35.1.3 which has been forfeited.
- 35.2 The directors may accept the surrender of any such share.
- 35.3 The effect of surrender on a share is the same as the effect of forfeiture on that share.
- 35.4 A share which has been surrendered may be dealt with in the same way as a share which has been forfeited.

36 Payment of commission on subscription for shares

- 36.1 The company may pay any person a commission in consideration for that person:
- 36.1.1 subscribing, or agreeing to subscribe, for shares; or
- 36.1.2 procuring, or agreeing to procure, subscriptions for shares.

- 36.2 Any such commission may be paid:
- 36.2.1 in cash, or in fully paid or partly paid shares or other securities or partly in one way and partly in the other; and
 - 36.2.2 in respect of a conditional or an absolute subscription.
- 37 **Share certificates**
- 37.1 Article 24(2)(c) of the Model Articles shall be amended by:
- 37.1.1 the deletion of the word "fully" and the insertion of the words "extent to which" before the word "shares"; and
 - 37.1.2 the word "up" at the end of this Article 24(2)(c).
- 38 **Transfer of shares: general**
- 38.1 In these articles, a reference to the **transfer** of or **transferring** shares shall include any transfer, assignment, disposition or proposed or purported transfer, assignment or disposition:
- 38.1.1 of any share or shares of the company; or
 - 38.1.2 of any interest of any kind in any share or shares of the company; or
 - 38.1.3 of any right to receive or subscribe for any share or shares of the company.
- 38.2 The directors shall not register the transfer of any share or any interest in any share unless the transfer is made in accordance with Article 39 (Voluntary transfers) and, in any such case, is not prohibited under Article 40 (Prohibited transfers).
- 38.3 If the directors refuse to register a transfer of a share they shall, as soon as practicable and in any event within two months after the date on which the transfer was lodged with the company, send to the transferee notice of, and the reasons for, the refusal.
- 38.4 An obligation to transfer a share under these articles shall be deemed to be an obligation to transfer the entire legal and beneficial interest in such share free from any lien, charge or other encumbrance.
- 38.5 Article 26(1) of the Model Articles shall be amended by the insertion of the words "and (if any of the shares is partly paid) the transferee" at the end of that article.
- 39 **Voluntary transfers**
- 39.1 The following provisions of this Article 39 (Voluntary transfers) shall not apply to a purchase of own shares by the company made in accordance with the relevant provisions of the Companies Act 2006, and the directors may register any such purchase of own shares accordingly.
- 39.2 Save as provided by Article 39.1 above and except as contemplated in Article 41 (Drag Along Option) or Article 42 (Tag Along Option), any shareholder who wishes to transfer any share (**Seller**) shall before transferring or agreeing to transfer such share or any interest in it, serve notice in writing (**Transfer Notice**) on the company of his wish to make that transfer.
- 39.3 In the Transfer Notice the Seller shall specify:
- 39.3.1 the number and class of shares (**Sale Shares** and each one a **Sale Share**) which he wishes to transfer;
 - 39.3.2 the identity of the person (if any) to whom the Seller wishes to transfer the Sale Shares;
 - 39.3.3 the price per share at which the Seller wishes to transfer the Sale Shares (**Proposed Sale Price**);

- 39.3.4 any other terms relating to the transfer of the Sale Shares; and
- 39.3.5 whether the Transfer Notice is conditional upon all (and not part only) of the Sale Shares being sold pursuant to the following provisions of this Article 39 (**Total Transfer Condition**).
- 39.4 Each Transfer Notice shall:
 - 39.4.1 relate to one class of shares only;
 - 39.4.2 constitute the company as the agent of the Seller for the sale of the Sale Shares on the terms of this Article 39; and
 - 39.4.3 save as provided in Article 39.9, be irrevocable.
- 39.5 The Sale Shares shall be offered for purchase in accordance with this Article 39 at a price per Sale Share (**Sale Price**) agreed between the Seller and the directors or, in default of such agreement by the end of the 15th working day after the date of service of the Transfer Notice:
 - 39.5.1 if the directors so elect within that fifteen working day period after the date of service of the Transfer Notice, the Sale Price shall be the price per Sale Share reported on by the Valuers as their written opinion of the open market value of each Sale Share (**Market Value**) as at the date of service of the Transfer Notice (in which case for the purposes of these Articles the Sale Price shall be deemed to have been determined on the date of the receipt by the company of the Valuer's report); and
 - 39.5.2 otherwise the Sale Price shall be the Proposed Sale Price, in which case for the purpose of these Articles the Sale Price shall be deemed to have been agreed at the end of that 15th working day.
- 39.6 If instructed to report on their opinion of Market Value under Article 39.5 the Valuers shall:
 - 39.6.1 act as expert and not as arbitrator and their written determination shall be final and binding on the shareholders; and
 - 39.6.2 proceed on the basis that:
 - 39.6.2.1 the open market value of each Sale Share shall be the sum which a willing buyer would agree with a willing seller to be the purchase price for all the class of shares of which the Sale Shares form part, divided by the number of issued shares then comprised in that class; and
 - 39.6.2.2 any difficulty in applying either of the foregoing bases shall be resolved by the Valuers as they think fit in their absolute discretion.
- 39.7 The company will use its reasonable endeavours to procure that the Valuers deliver their written opinion of the Market Value to the directors and to the Seller within twenty-eight days of being requested to do so.
- 39.8 The Valuers' fees for reporting on their opinion of the Market Value shall be borne as the Valuers shall specify in their valuation having regard to the conduct of the parties and the merit of their agreements in respect of the matters in dispute or otherwise (in the absence of any such specification by the Valuers) as to one half by the Seller and as to the other half by the company unless the Seller revokes the Transfer Notice pursuant to Article 39.9, in which case the Seller shall pay all the Valuers' fees.
- 39.9 If the Market Value is reported on by the Valuers under Article 39.5 to be less than the Proposed Sale Price, the Seller may revoke any Transfer Notice which was not stated to be, or is not deemed by these Articles to be, irrevocable by written notice given to the directors within the period of five working days after the date the directors serve on the Seller the Valuers' written opinion of the Market Value.

- 39.10 The directors shall at least ten working days after and no more than twenty working days after the Sale Price has been agreed or determined give an Offer Notice to all shareholders to whom the Sale Shares are to be offered in accordance with these Articles.
- 39.11 An Offer Notice shall:
- 39.11.1 specify the Sale Price;
 - 39.11.2 contain the other details included in the Transfer Notice; and
 - 39.11.3 invite each of the shareholders (other than the Seller) to respond in writing, before expiry of the Offer Notice, to purchase the numbers of Sale Shares specified by them in their application,
- and shall expire twenty working days after its service.
- 39.12 After the expiry date of the Offer Notice, the directors shall allocate the Sale Shares in accordance with the applications received save that:
- 39.12.1 if there are applications from shareholders for more than the number of Sale Shares available, they shall be allocated to those applicants in proportion (as nearly as possible but without allocating to any shareholder more Sale Shares than the maximum number applied for by him) to the number of shares then held by them respectively; however, in his application for Sale Shares a shareholder may, if he so desires, indicate that he would be willing to purchase a particular proportionate entitlement (**Excess Shares**), in which case, applications for Excess Shares shall be allocated in accordance with such application, or in the event of competition among those shareholders applying for Excess Shares in such proportions as equal (as nearly as may be) the proportions of all the shares held by such shareholders;
 - 39.12.2 if it is not possible to allocate any of the Sale Shares without involving fractions, they shall be allocated amongst them in such manner as the Board shall think fit; and
 - 39.12.3 if the Transfer Notice contained a valid Total Transfer Condition, no allocation of Sale Shares shall be made unless all the Sale Shares are allocated.
- 39.13 The directors shall, within five working days of the expiry date of the Offer Notice, give notice in writing (**Allocation Notice**) to the Seller and to each person to whom Sale Shares have been allocated (each a **Buyer**) specifying the name and address of each Buyer, the number and class of Sale Shares agreed to be purchased by him and the aggregate price payable for them.
- 39.14 Completion of a sale and purchase of Sale Shares pursuant to an Allocation Notice shall take place at the registered office of the company at the time specified in the Allocation Notice when the Seller shall, upon payment to him by a Buyer of the Sale Price in respect of the Sale Shares allocated to that Buyer, transfer those Sale Shares and deliver the relative share certificate(s) to that Buyer.
- 39.15 The Seller may, during the period of thirty working days immediately following the expiry date of the Offer Notice, sell all or any of these Sale Shares, for which an Allocation Notice has not been given, by way of bona fide sale to the proposed transferee (if any) named in the Transfer Notice or, if none was so named, to any transferee, in either case at any price per Sale Share which is not less than the Sale Price, without any deduction, rebate or allowance to the proposed transferee, provided that:
- 39.15.1 the Seller may not transfer such share and the directors shall not register any transfer to a transferee who is not at that date a shareholder unless such transferee is first approved in writing by the directors; and
 - 39.15.2 if the Transfer Notice contained a Total Transfer Condition, the Seller shall not be entitled, save with the written consent of the directors, to sell only some of the Sale Shares under this Article 39.15.
- 39.16 If a Seller fails for any reason (including death) to transfer any Sale Shares when required pursuant to this Article 39, the directors may authorise any director of the company (who shall be deemed to be irrevocably appointed as the attorney of the Seller for the purpose) to execute each

necessary transfer of such Sale Shares and deliver it on the Seller's behalf. The company may receive the purchase money for such Sale Shares from the Buyer and shall upon receipt (subject, if necessary, to the transfer being duly stamped) register the Buyer as the holder of such Sale Shares. The company shall hold such purchase money in a separate bank account on trust for the Seller but shall not be bound to earn or pay interest on any money so held. The company's receipt for such purchase money shall be a good discharge to the Buyer who shall not be bound to see to the application of it, and after the name of the Buyer has been entered in the register of members in purported exercise of the power conferred by this Article 39.16 the validity of the proceedings shall not be questioned by any person.

40 Compulsory transfers

40.1 In this Article 40, a **Transfer Event** occurs, in relation to any member holding at least one Ordinary "A" Share:

40.1.1 if that member being an individual:

40.1.1.1 shall have a bankruptcy order made against him or shall be declared bankrupt by any court of competent jurisdiction; or

40.1.1.2 shall make an offer to make any arrangement or composition with his creditors generally; or

40.1.1.3 shall die; or

40.1.2 if that member, being a director or employee of the company shall cease to hold such office or employment; or

40.1.3 if that member shall attempt to deal with or dispose of any share or any interest in it otherwise than in accordance with these Articles and whether or not for value; or

40.1.4 if that member shall for any reason not give a Transfer Notice in respect of any shares or transfer any shares (as the case may be) as required by any express provision of these Articles.

40.2 Consequences of Transfer Event determination

Upon any Transfer Event occurring, the member in respect of whom such event is a Transfer Event (**Relevant Member**) and any other holder of any Deemed Transfer Shares shall be deemed to have immediately given a Transfer Notice in respect of all the Deemed Transfer Shares then held by such member(s) (**Deemed Transfer Notice**). A Deemed Transfer Notice shall supersede and cancel any then current Transfer Notice insofar as it relates to the Deemed Transfer Shares except for shares which have then been validly transferred pursuant to that Transfer Notice. For the purpose of this Article 40.1, any shares received by way of rights or on a capitalisation at any time by any person to whom Deemed Transfer Shares may have been transferred (directly or by means of a series of two or more permitted transfers) shall also be treated as Deemed Transfer Shares.

40.3 Determination of Deemed Transfer Shares

For the purposes of these Articles, **Deemed Transfer Shares** means, in relation to a Relevant Member, all of those shares:

40.3.1 held by the Relevant Member immediately before the occurrence of the Transfer Event; and

40.3.2 acquired by the Relevant Member or his personal representatives after the occurrence of the Transfer Event under any share option scheme, or any other option scheme or other arrangement which was made before the occurrence of the Transfer Event.

40.4 Disenfranchisement

Notwithstanding any other provision of these Articles, a Member shall not be entitled to receive notice of or attend at, and shall have no voting rights at, general meetings of the Company or to receive or to have any voting rights in respect of, any written resolutions of the Company in respect of such Deemed Transfer Shares (and of any shares received thereafter by way of rights or on a capitalisation in respect of those Deemed Transfer Shares) on and from the date of the relevant Deemed Transfer Notice (or if later the date upon which he receives the shares) until either:

40.4.1 the entry in the register of members of the company of another person as the holder of those Deemed Transfer Shares; or

40.4.2 the expiry of thirty working days after the expiry of the Offer Notice,

whichever occurs earlier.

40.5 Offer for sale

Any Deemed Transfer Shares shall be offered for sale in accordance with Article 39 (Voluntary Transfers) as if they were Sale Shares in respect of which a Transfer Notice had been given and treating as the Seller any person who is deemed to have given a Deemed Transfer Notice save that a Deemed Transfer Notice shall be deemed not to contain a Total Transfer Condition and shall be irrevocable whether under Article 39.9 or otherwise.

40.6 Special provision on ex-director/employee

40.6.1 The Sale Price for any Deemed Transfer Shares as a consequence of a Transfer Event falling within Article 40.1 shall:

40.6.1.1 in any case where the Relevant Member is a Good Leaver, be their Market Value; or

40.6.1.2 in any case where the Relevant Member is a Bad Leaver, be the lower of their Issue Price and their Market Value.

40.7 Dispute not to delay sale

40.7.1 A dispute as to whether Article 40.6.1.1 or Article 40.6.1.2 applies to any Deemed Transfer Shares shall not affect the validity of a Deemed Transfer Notice but (if the Issue Price is lower than the Market Value) any person who acquires Deemed Transfer Shares (**Deemed Transfer Buyer**) pursuant to a Deemed Transfer Notice while such a dispute is continuing shall pay to the Seller the lower of their Issue Price and their Market Value and shall pay a sum equal to the difference between their Issue Price and their Market Value to the company. The company shall hold that amount in a separate interest-bearing bank deposit account as trustee to pay it, and interest earned thereon, upon final determination of the dispute:

40.7.1.1 to the Seller in respect of any Deemed Transfer Shares determined to be sold for their Market Value; and

40.7.1.2 to the Deemed Transfer Buyer(s) in respect of any Deemed Transfer Shares determined to be sold at their Issue Price,

provided always that if the Seller and Deemed Transfer Buyer(s) otherwise agree in writing and notify such agreement to the company it shall instead hold and deal with the monies paid into such account and interest as such agreement and notice may specify whether or not the dispute has been resolved.

40.8 Date of end of employment

For the purpose of Article 40.1 the date upon which a member ceases to hold office as an employee or director shall:

40.8.1 where the company terminates or purports to terminate a contract of employment or engagement by giving notice to the employee or director of the termination of the

employment or engagement, whether or not the same constitutes a wrongful or unfair dismissal, be the later of the date of that notice and the date (if any) for the termination expressly stated in such notice (whether or not a payment is made by the employer in lieu of all or part of the notice period required to be given by the company in respect of such termination);

40.8.2 where the employee or director terminates or purports to terminate a contract of employment or engagement by giving notice to the company of the termination of the employment or engagement (whether or not he is awfully able so to do), be the later of the date of that notice and the date (if any) for the termination expressly stated in such notice;

40.8.3 where the company (on the one hand) or employee or director (on the other hand) wrongfully repudiates the contract of employment or engagement and the other respectively accepts that the contract of employment or engagement has been terminated, be the date of such acceptance by the company, or employee or director (as the case may be);

40.8.4 where a contract of employment or engagement is terminated under the doctrine of frustration, be the date of the frustrating event; or

40.8.5 where a contract of employment or engagement is terminated in any other circumstance other than set out in Articles 40.8.1 to 40.8.4 (inclusive), be the date on which the person actually ceases to be employed or engaged by the company.

41 Drag along option

41.1 If members holding for the time being over fifty (50) per cent (%) in nominal value of the shares for the time being in issue (together the **Selling Shareholders**) wish to transfer all their shares (**Selling Shares**) to a Third Party Buyer, the Selling Shareholders shall have the option (**Drag Along Option**) to require any or all of the other holders of shares to transfer all their shares with full title guarantee to the Third Party Buyer or as the Third Party Buyer shall direct in accordance with this Article 41.

41.2 The Selling Shareholders may exercise the Drag Along Option at any time before the registration of the transfer of the Shares held by the Selling Shareholders by giving notice to that effect (**Drag Along Notice**) to all other members (**Called Shareholders**). A copy of the Drag Along Notice shall, for information only, also be given to the company at its registered office (but so that any failure or delay in giving such copy shall in no way prejudice the operation of this Article 41). A Drag Along Notice shall specify that the Called Shareholders are required to transfer all their Shares (**Called Shares**) pursuant to Article 41.1 to the Third Party Buyer, the price at which the Called Shares are to be transferred (being the Drag Sale Price), the proposed date of transfer (if known), and the identity of the Third Party Buyer. A Drag Along Notice shall be deemed served upon the envelope containing it being placed in the post and Article 60 (Means of Communication to be used) shall in the context of a Drag Along Notice be amended accordingly. Article 60 (Means of communication to be used) and sections 1144 to 1148 and schedule 5 of CA 2006 shall otherwise apply to the service of a Drag Along Notice as if it were a notice to be given under these Articles by the company.

41.3 The **Drag Sale Price** means a price per share which is not less than the price per Selling Share to be paid to the Selling Shareholders provided always that:

41.3.1 in the event of the whole or any part of any such price per Selling Share being contingent, deferred, or offered in any form other than in cash, then the consideration to be paid to the Called Shareholders shall likewise be contingent, deferred and/or in non-cash form on a like basis and as to the same amount; and

41.3.2 in the event of the Third Party Buyer agreeing to pay or reimburse any out-of-pocket costs or expenses of the Selling Shareholders incurred in connection with the sale of the Selling Shares, then such agreement shall for the avoidance of doubt be disregarded in calculating the price per Selling Share.

41.4 A Drag Along Notice may be revoked at any time prior to completion of the sale of the Called Shares and any such revocation notice shall be served in the manner prescribed for a Drag Along Notice in Article 41.2.

- 41.5 Completion of the sale of the Called Shares shall take place on the same date as the date of actual completion of the sale of the Selling Shares unless all of the Called Shareholders and the Selling Shareholders agree otherwise.
- 41.6 Each Called Shareholder shall on service of the Drag Along Notice be deemed to have irrevocably appointed each of the Selling Shareholders severally to be his attorney to execute any stock transfer and covenant for full title guarantee in respect of the Called Shares registered in the name of such Called Shareholders and to do such other things as may be necessary or desirable to accept, transfer and complete the sale of the Called Shares pursuant to this Article 41.
- 41.7 The rights of pre-emption and other restrictions contained in these Articles shall not apply on any sale and transfer of Shares by the Selling Shareholders, the Called Shareholders or any other Member to the Third Party Buyer named in a Drag Along Notice.
- 41.8 The provisions of this Article 41 shall prevail over any contrary provisions of these Articles. Any Transfer Notice or Deemed Transfer Notice served in respect of any Share which has not been allocated in accordance with Article 39 (Voluntary Transfers), Article 40 (Compulsory Transfers) or Article 43 (Prohibited Transfers), as the case may be shall automatically be revoked by the service of a Drag Along Notice.
- 41.9 Upon any person, following the issue of a Drag Along Notice, becoming a holder of shares pursuant to the exercise of pre-existing options to acquire shares in the Company (whether pursuant to a share option scheme or otherwise howsoever), a Drag Along Notice, on the same terms as the previous Drag Along Notice, shall be deemed to have been served upon such member immediately upon such acquisition and such person shall thereupon be bound to sell and transfer all such shares acquired by him to the Third Party Buyer or as the Third Party Buyer may direct and the provisions of this Article shall apply mutatis mutandis to such member save that completion of the sale of such shares shall take place forthwith upon the Drag Along Notice being deemed served on such member or, if later, upon the date of completion under the previous Drag Along Notice.

42 Tag along option

- 42.1 Subject to Article 41 (Drag Along Option), but otherwise notwithstanding any other provision in these Articles, no sale or other disposition of any shares (**Specified Shares**) shall have any effect if it would result in a Change of Control unless before the transfer is lodged for registration the Third Party Buyer has made a bona fide offer in accordance with these Articles to purchase at the specified price (defined in Article 42.3) all the shares held by members who are not acting in concert or otherwise connected with the Third Party Buyer (**Uncommitted Shares**).
- 42.2 An offer made under Article 42.1 shall be in writing and shall be open for acceptance for at least five working days, and shall be deemed to be rejected by any member who has not accepted it in accordance with its terms within the time period prescribed for acceptance and the consideration thereunder shall be settled in full on completion of the purchase and within fifteen (15) working days of the date of the offer.
- 42.3 For the purposes of Article 42.1, the expression **specified price** means:
- 42.3.1 the consideration (in cash or otherwise) per share equal to that offered or paid or payable by the Third Party Buyer or its nominees for the shares being sold resulting in a Change of Control; plus
 - 42.3.2 the relevant proportion of any other consideration (in cash or otherwise) received or receivable by the holders of the Specified Shares 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 the Specified Shares.

If the specified price or its cash equivalent cannot be agreed within fifteen (15) working days of the proposed sale or transfer referred to in Article 42.1 between the Third Party Buyer and the holders of any Uncommitted Shares such matter shall be referred to the Valuers by any member for determination and, pending such determination, the sale or transfer referred to in Article 42.1 shall have no effect.

- 42.4 The rights of pre-emption and other restrictions contained in these Articles shall not apply on any sale or transfer to a Third Party Buyer provided that the provisions of this Article 42 have been complied with.

43 Prohibited transfers

Notwithstanding any other provision of these articles, no transfer of any Share shall be registered if it is to any minor, undischarged bankrupt, trustee in bankruptcy or person of unsound mind.

44 Transmission of shares

- 44.1 Nothing in these articles releases the estate of a deceased shareholder from any liability in respect of a share solely or jointly held by that shareholder.

- 44.2 Article 27(3) of the Model Articles shall be amended by the insertion of the words "subject to the provisions of Article 14.2", after the initial word "But".

45 Transmittes bound by prior notices

Article 29 of the Model Articles shall be amended by the insertion of the words "or the name of any person nominated under article 27(2)" after the words "transmittee's name".

46 Procedure for disposing of fractions of shares

- 46.1 This Article applies where:

- 46.1.1 there has been a consolidation or division of shares; and
- 46.1.2 as a result, shareholders are entitled to fractions of shares.

- 46.2 The directors may:

- 46.2.1 sell the shares representing the fractions to any person including the company for the best price reasonably obtainable;
- 46.2.2 authorise any person to execute an instrument of transfer of the shares to the purchaser or a person nominated by the purchaser; and
- 46.2.3 distribute the net proceeds of sale in due proportion among the holders of the shares.

- 46.3 The person to whom the shares are transferred is not obliged to ensure that any purchase money is received by the person entitled to the relevant fractions.

- 46.4 The transferee's title to the shares is not affected by any irregularity in or invalidity of the process leading to their sale.

DIVIDENDS AND OTHER DISTRIBUTIONS

47 Calculation of dividends

- 47.1 Except as otherwise provided by the articles or the rights attached to shares, all dividends must be:

- 47.1.1 declared and paid according to the amounts paid up on the shares on which the dividend is paid; and
- 47.1.2 apportioned and paid proportionately to the amounts paid up on the shares during any portion or portions of the period in respect of which the dividend is paid.

- 47.2 If any share is issued on terms providing that it ranks for dividend as from a particular date, that share ranks for dividend accordingly.

48 Deductions from distributions in respect of sums owed to the company

48.1 If:

48.1.1 a share is subject to the company's lien; and

48.1.2 the directors are entitled to issue a lien enforcement notice in respect of it,

they may, instead of issuing a lien enforcement notice, deduct from any dividend or other sum payable in respect of the share any sum of money which is payable to the company in respect of that share to the extent that they are entitled to require payment under a lien enforcement notice.

48.2 Money so deducted must be used to pay any of the sums payable in respect of that share.

48.3 The company must notify the distribution recipient in writing of:

48.3.1 the fact and amount of any such deduction;

48.3.2 any non-payment of a dividend or other sum payable in respect of a share resulting from any such deduction; and

48.3.3 how the money deducted has been applied.

CAPITALISATION OF PROFITS

49 Authority to capitalise and appropriation of capitalised sums

Article 36(4) of the Model Articles shall be amended by inserting the phrase "in or towards paying up any amounts unpaid on existing shares held by the persons entitled, or" after the words "may be applied".

PART 4

DECISION-MAKING BY SHAREHOLDERS

ORGANISATION OF GENERAL MEETINGS

50 Convening general meetings

The directors may call general meetings and, on the requisition of shareholders pursuant to the provisions of the Companies Act 2006, shall forthwith proceed to convene a general meeting in accordance with the Companies Act 2006. If there are not within the United Kingdom sufficient directors to call a general meeting, any director or the shareholders requisitioning the meeting (or any of them representing more than one half of the total voting rights of them all) may call a general meeting. If the company has only a single shareholder, such shareholder shall be entitled at any time to call a general meeting.

51 Notice of general meetings

51.1 General meetings (other than an adjourned meeting) shall be called by at least fourteen Clear Days' notice but a general meeting may be called by shorter notice if it is so agreed by a majority in number of the shareholders having a right to attend and vote, being a majority together holding not less than ninety per cent (90%) in nominal value of the shares at the meeting, giving that right.

51.2 The notice shall specify the time, date and place of the meeting, the general nature of the business to be transacted and the terms of any resolution to be proposed at it.

51.3 Subject to the provisions of these articles and to any restrictions imposed on any shares, the notice shall be given to all shareholders, to all persons entitled to a share in consequence of the death or bankruptcy of a shareholder (if the company has been notified of their entitlement) and to the directors, alternate directors and the auditors for the time being of the company.

51.4 The accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, any person entitled to receive notice shall not invalidate the proceedings at that meeting.

52 Resolutions requiring special notice

- 52.1 If the Companies Act 2006 requires special notice to be given of a resolution, then the resolution will not be effective unless notice of the intention to propose it has been given to the company at least twenty-eight Clear Days before the general meeting at which it is to be proposed.
- 52.2 Where practicable, the company must give the shareholders notice of the resolution in the same manner and at the same time as it gives notice of the general meeting at which it is to be proposed. Where that is not practicable, the company must give the shareholders at least fourteen Clear Days' before the relevant general meeting by advertisement in a newspaper with an appropriate circulation.
- 52.3 If, after notice to propose such a resolution has been given to the company, a meeting is called for a date twenty-eight days or less after the notice has been given, the notice shall be deemed to have been properly given, even though it was not given within the time required by Article 52.1.

53 Quorum for general meetings

No business shall be transacted at any meeting unless a quorum is present. Subject to section 318(2) of the Companies Act 2006, two qualifying persons (as defined in section 318(3) of the Companies Act 2006) entitled to vote upon the business to be transacted shall be a quorum, provided that if the company has only a single shareholder, the quorum shall be one such qualifying person.

54 Adjournment

Article 41(1) of the Model Articles shall be amended by inserting the following sentence at the end of the first sentence of that article: "If, at the adjourned meeting, a quorum is not present within half an hour from the time appointed for the meeting, the meeting shall be dissolved".

VOTING AT GENERAL MEETINGS

55 Voting: general

- 55.1 Subject to any rights or restrictions attached to any shares, on a show of hands, every shareholder who (being an individual) is present in person or (being a corporation) is present by a duly authorised representative (unless the representative is himself a shareholder, in which case he shall have more than one vote) shall have one vote. A proxy shall not be entitled to vote on a show of hands.
- 55.2 No shareholder shall vote at any general meeting or at any separate meeting of the holder of any class of shares, either in person or by proxy, in respect of any share held by him unless all monies presently payable by him in respect of that share have been paid.
- 55.3 In the case of joint holders the vote of the senior who tenders a vote shall be accepted to the exclusion of the votes of the other joint holders; and seniority shall be determined by the order in which the names of the holders stand in the register of members.
- 55.4 Unless a poll is duly demanded, a declaration by the chairman that a resolution has been carried or carried unanimously, or by a particular majority, or lost, or not carried by a particular majority and an entry to that effect in the minutes of the meeting shall be conclusive evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against the resolution.

56 Poll votes

- 56.1 On a poll every shareholder who (being an individual is present in person or by proxy or (being a corporation) is present by a duly authorised representative or by proxy shall have one vote for every share of which he is the holder, subject to any rights or restrictions attached to any specific class of share. On a poll, a shareholder entitled to more than one vote need not use all his votes or cast all the votes he uses in the same way.
- 56.2 Article 44(2) of the Model Articles shall be amended by the insertion of the following subparagraph as article 44(2)(e):
- “a person or persons holding shares conferring a right to vote on the resolution on which not less than one tenth of the total sum paid up on all the shares conferring that right.”.
- 56.3 Article 44(3) of the Model Articles shall be amended by inserting the following sentence at the end of the Article:
- “A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made”.
- 56.4 The result of the poll shall be deemed to be the resolution of the meeting at which the poll was demanded.
- 56.5 A poll demanded on the election of a chairman or on a question of adjournment shall be taken forthwith. A poll demanded on any other question shall be taken either forthwith or at such time and place as the chairman directs not being more than thirty days after the poll is demanded. The demand for a poll shall not prevent the continuance of a meeting for the transaction of any business other than the question on which the poll was demanded. If a poll is demanded before the declaration of the result of a show of hands and the demand is duly withdrawn, the meeting shall continue as if the demand had not been made.
- 56.6 No notice need be given of a poll not taken forthwith if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case at least seven Clear Days' notice shall be given specifying the time and place at which the poll is to be taken.

57 Content of proxy notices

- 57.1 Subject to the provisions of these articles, a shareholder is entitled to appoint another person as his proxy to exercise all or any of his rights to attend and to speak and vote at a general meeting. A shareholder may appoint more than one proxy in relation to a meeting, provided that each proxy is appointed to exercise the rights attached to a different share or shares held by that shareholder.
- 57.2 Proxies may only validly be appointed by a notice in writing (**proxy notice**) which:
- 57.2.1 states the name and address of the shareholder appointing the proxy;
 - 57.2.2 identifies the person appointed to be that shareholder's proxy and the general meeting in relation to which that person is appointed;
 - 57.2.3 is signed by or on behalf of the shareholder appointing the proxy, or is authenticated in such manner as the directors may determine; and
 - 57.2.4 is delivered to the company in accordance with the articles and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate and received by the company:
 - 57.2.4.1 subject to Articles 57.2.4.2 and 57.2.4.3, in the case of a general meeting or adjourned meeting, not less than forty-eight hours before the time for holding the meeting or adjourned meeting at which the right to vote is to be exercised;
 - 57.2.4.2 in the case of a poll taken more than forty-eight hours after it is demanded, after the poll has been demanded and not less than

twenty-four hours before the time appointed for the taking of the poll;
or

57.2.4.3 where the poll is not taken forthwith but is taken not more than forty-eight hours after it was demanded, at the time at which the poll was demanded or twenty-four hours before the time appointed for the taking of the poll, whichever is the later,

and a proxy notice which is not delivered and received in such manner shall be invalid.

57.3 Article 45(3) of the Model Articles shall be amended by the addition of the following at the end of the article:

“ and the proxy is obliged to vote or abstain from voting in accordance with the specified instructions. However, the Company is not obliged to check whether a proxy votes or abstains from voting as he has been instructed and shall incur no liability for failing to do so. Failure by a proxy to vote or abstain from voting as instructed at a meeting shall not invalidate proceedings at that meeting.”

58 Delivery of proxy notices

58.1 Any notice of a general meeting must specify the address or addresses (**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 or electronic form.

58.2 Article 46(1) of the Model Articles shall be amended by inserting the words: “to a proxy notification address” at the end of that Article.

58.3 A notice revoking a proxy appointment only takes effect if it is received by the company:

58.3.1 Subject to Articles 58.3.2 and 58.3.3, in the case of a general or adjourned meeting, not less than forty-eight hours before the time for holding the meeting or adjourned meeting at which the right to vote is to be exercised;

58.3.2 in the case of a poll taken more than forty-eight hours after it was demanded, not less than twenty-four hours before the time appointed for the taking of the poll; or

58.3.3 in the case of a poll not taken forthwith but not more than forty-eight hours after it was demanded, at the time at which it was demanded or twenty-four hours before the time appointed for the taking of the poll, whichever is later,

and a notice which is not delivered and received in such manner shall be invalid.

58.4 In calculating the periods referred to in Article 57 (Content of proxy notices) and this Article 58, no account shall be taken of any part of a day that is not a working day.

59 Representation of corporations at meetings

Subject to the Companies Act 2006, a company which is a shareholder may, by resolution of its directors or other governing body, authorise one or more persons to act as its representative or representatives at a meeting of the company or at a separate meeting of the holders of a class of shares of the company (**corporate representative**). A director, secretary or other person authorised for the purpose by the directors may require a corporate representative to produce a certified copy of the resolution of authorisation before permitting him to exercise his powers.

WRITTEN RESOLUTIONS

60 A resolution of the shareholders (or a class of shareholders) may be passed as a written resolution in accordance with chapter 2 of part 13 of the Companies Act 2006.

PART 5

MISCELLANEOUS PROVISIONS

COMMUNICATIONS

61 Means of communication to be used

61.1 Any notice, document or other information shall be deemed served on or delivered to the intended recipient:

61.1.1 if properly addressed and sent by prepaid United Kingdom first class post to an address in the United Kingdom, forty-eight hours after it was posted;

61.1.2 if properly addressed and delivered by hand, when it was given or left at the appropriate address;

61.1.3 if properly addressed and sent or supplied by electronic means forty-eight hours after the document or information was sent or supplied; or

61.1.4 if sent or supplied by means of a website, when the material is first made available on the website or (if later) when the recipient receives (or is deemed to have received) notice of the fact that the material is available on the website.

For the purposes of this Article 61.1, no account shall be taken of any part of a day that is not a working day.

61.2 In proving that any notice, document or other information was properly addressed, it shall be sufficient to show that the notice, document or other information was delivered to an address permitted for the purpose by of the Companies Act 2006.

61.3 In the case of joint holders of a share, all notices or documents shall be given to the joint holder whose name stands first in the register in respect of the joint holding. Notice so given shall be sufficient notice to all of the joint holders. Where there are joint holders of a share, anything which needs to be agreed or specified in relation to any notice, document or other information to be sent or supplied to them can be agreed or specified by any one of the joint holders. The agreement or specification of the joint holder whose name stands first in the register will be accepted to the exclusion of the agreement or specification of any other joint holder (s) whose name(s) stand later in the register.

61.4 The Company may give notice to the transmittee of a member, by sending or delivering it in any manner authorised by these Articles for the giving of notice to a member, addressed to that person by name, or by the title, of representative of the deceased or trustee of the bankrupt or representative by operation of law or by any like description, at the address (if any) within the United Kingdom supplied for the purpose by the person claiming to be so entitled. Until such an address has been so supplied, a notice may be given in any manner in which it might have been given if the death or bankruptcy or operation of law had not occurred.

ADMINISTRATIVE ARRANGEMENTS

62 Company seals

Article 49(3) of the Model Articles shall be amended by the insertion of the words "by either at least two authorised persons or" after the word "signed".

DIRECTORS' INDEMNITY AND INSURANCE

63 Indemnity

63.1 Subject to Article 63.2, but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

63.1.1 each relevant officer shall be indemnified out of the company's assets against all costs, charges, losses, expenses and liabilities incurred by him as a relevant officer:

63.1.1.1 in the actual or purported execution and/or discharge of his duties, or in relation to them; and

63.1.1.2 in relation to the company's (or any associated company's) activities as trustee of an occupational pension scheme (as defined in section 235(6) of the Companies Act 2006),

including (in each case) any liability incurred by him in defending any civil or criminal proceedings in which judgment is given in his favour or in which he is acquitted or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his part or in connection with any application in which the court grants him, in his capacity as a relevant officer, relief from liability for negligence, default, breach of duty or breach of trust in relation to the company's (or any associated company's) affairs; and

63.1.2 the company may provide any relevant officer with funds to meet expenditure incurred or to be incurred by him in connection with any proceedings or application referred to in Article 63.1.1 and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.

63.2 This Article does not authorise any indemnity which would be prohibited or rendered void by any provision of the Companies Acts or by any other provision of law.

63.3 In this Article 63:

63.3.1 companies are associated if one is a subsidiary of the other or both are subsidiaries of the same body corporate, and

63.3.2 a **relevant officer** means any director or alternate director or other officer or former director or other officer of the company or an associated company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Companies Act 2006) and may, if the shareholders so decide, include any person engaged by the company (or any associated company) as auditor (whether or not he is also a director or other officer), to the extent he acts in his capacity as auditor).

64 Insurance

64.1 The directors may decide to purchase and maintain insurance, at the expense of the company, for the benefit of any relevant officer in respect of any relevant loss.

64.2 In this Article:

64.2.1 a **relevant officer** means any director or alternate director or other officer or former director or other officer of the company or an associated company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Companies Act 2006);

64.2.2 a **relevant loss** means any loss or liability which has been or may be incurred by a relevant officer in connection with that officer's duties or powers in relation to the company, any associated company or any pension fund or employees' share scheme of the company or associated company; and

64.2.3 companies are associated if one is a subsidiary of the other or both are subsidiaries of the same body corporate.