

FILE COPY



**CERTIFICATE OF INCORPORATION
OF A PRIVATE LIMITED COMPANY**

Company No. 3813691

The Registrar of Companies for England and Wales hereby certifies that

CARILLION PENSIONS LIMITED

is this day incorporated under the Companies Act 1985 as a private company and that the company is limited.

Given at Companies House, London, the 21st July 1999



N03813691I

A.J. Harness
AJ HARNESS

For The Registrar Of Companies



C O M P A N I E S H O U S E

Printed and supplied by



JORDANS
21 St Thomas Street Bristol BS1 6JS
Telephone: 0117 923 0600 Fax: 0117 923 0063

12

**Please complete in typescript,
or in bold black capitals.**

Declaration on application for registration

3813691

Company Name in full



F0120C40

CARILLION PENSIONS LIMITED

I, **MARK DAVID ANDERSON** signing on behalf
of **SWIFT INCORPORATIONS LIMITED**

† Please delete as appropriate.

do solemnly and sincerely declare that I am a [~~Solicitor engaged in the formation of the company~~][person named as director or secretary of the company in the statement delivered to the Registrar under section 10 of the Companies Act 1985]† and that all the requirements of the Companies Act 1985 in respect of the registration of the above company and of matters precedent and incidental to it have been complied with.

And I make this solemn Declaration conscientiously believing the same to be true and by virtue of the Statutory Declarations Act 1835.

Declarant's signature

Declared at **17 HEATH ROAD TWICKENHAM MIDDLESEX TW1 4AW**

on the **21st day of July 1999**

① Please print name.

before me ① **GEORGE KEPPE**

Signed

Date

21st July 1999

A Commissioner for Oaths or Notary Public or Justice of the Peace or Solicitor

Please give the name, address, telephone number and, if available, a DX number and Exchange of the person Companies House should contact if there is any query.

JORDANS LIMITED

20-22 BEDFORD ROW LONDON

WC1R 4JS

Tel 071 400 3333

DX number

DX exchange

When you have completed and signed the form please send it to the Registrar of Companies at:

Companies House, Crown Way, Cardiff, CF4 3UZ DX 33050 Cardiff
for companies registered in England and Wales

or

Companies House, 37 Castle Terrace, Edinburgh, EH1 2EB DX 235 Edinburgh
for companies registered in Scotland

JLOREV/99

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21 St Thomas Street Bristol BS1 6JS
Telephone: 0117 923 0600 Fax: 0117 923 0063

10

**Please complete in typescript,
or in bold black capitals.**

Notes on completion appear on final page

First directors and secretary and intended situation of registered office

3813691

Company Name in full

CARILLON PENSIONS LIMITED



F0100C40

Proposed Registered Office

(PO Box numbers only, are not acceptable)

CONSTRUCTION HOUSE

BIRCH STREET

Post town

WOLVERHAMPTON

County / Region

WEST MIDLANDS

Postcode

WV1 4HY

If the memorandum is delivered by an agent for the subscriber(s) of the memorandum mark the box opposite and give the agent's name and address.

X

Agent's Name

JORDANS LIMITED

Address

21 ST THOMAS STREET

Post town

BRISTOL

County / Region

Postcode

BS1 6JS

Number of continuation sheets attached

Please give the name, address, telephone number and, if available, a DX number and Exchange of the person Companies House should contact if there is any query.

JORDANS LIMITED

21 ST THOMAS STREET BRISTOL

BS1 6JS

Tel 0117 923 0600

DX number

DX exchange

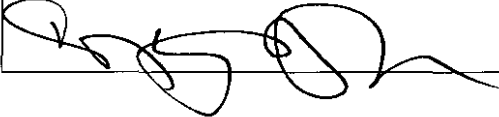
When you have completed and signed the form please send it to the Registrar of Companies at:

Companies House, Crown Way, Cardiff, CF4 3UZ DX 33050 Cardiff
for companies registered in England and Wales

or

Companies House, 37 Castle Terrace, Edinburgh, EH1 2EB DX 235 Edinburgh
for companies registered in Scotland

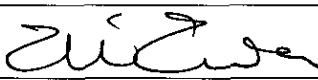
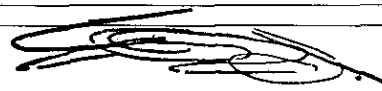
Company Secretary (see notes 1-5)

* Voluntary details	NAME	*Style / Title	MR	*Honours etc	
	Forename(s)	DIRK OLAF			
	Surname	FITZTHUGH			
	Previous forename(s)				
	Previous surname(s)				
Usual residential address For a corporation, give the registered or principal office address.	Address	BEESDALL HOUSE, 30 MOUNT MOUSE ROAD			
		TETTERHALL WOOD			
	Post town	WOLVERTHAMPTON			
	County / Region	WEST MIDLANDS	Postcode	WV6 8HT	
	Country	UK			
	I consent to act as secretary of the company named on page 1				
	Consent signature			Date	19 July 1999

Joint Company Secretary

* Voluntary details	NAME	*Style / Title		*Honours etc	
	Forename(s)				
	Surname	SWIFT INCORPORATIONS LIMITED			
	Previous forename(s)				
	Previous surname(s)				
Usual residential address For a corporation, give the registered or principal office address.	Address	1 MITCHELL LANE			
	Post town	BRISTOL			
	County / Region		Postcode	BS1 6BU	
	Country	ENGLAND			
	I consent to act as secretary of the company named on page 1				
	Consent signature	 (Authorised Signatory)		Date	21/07/1999

Directors (see notes 1-5)
Please list directors in alphabetical order

* Voluntary details	NAME	*Style / Title	MR		*Honours etc		
		Forename(s)	EUAN				
		Surname	MC EWAN				
		Previous forename(s)					
		Previous surname(s)					
Usual residential address For a corporation, give the registered or principal office address.	Address	BEECHGROVE, COMPTON HILL DRIVE					
		COMPTON					
		Post town	WOLVERHAMPTON				
		County / Region	WEST MIDLANDS	Postcode	WV3 9DL		
		Country					
			Day	Month	Year	Nationality	
	Date of birth	12	10	55	BRITISH		
	Business occupation	FINANCE DIRECTOR					
	Other directorships	PLEASE SEE ATTACHED SHEET					
I consent to act as director of the company named on page 1							
	Consent signature				Date	19 JULY 1999	
This section is signed by an agent on behalf of all subscribers		Signed				Date	21 JULY 1999

Notes

1. Show for an individual the full forename(s) NOT INITIALS and surname together with any previous forename(s) or surname(s).

If the director or secretary is a corporation or Scottish firm - show the corporate or firm name on the surname line.

Give previous forename(s) or surname(s) except that:

- for a married woman, the name by which she was known before marriage need not be given,
- names not used since the age of 18 or for at least 20 years need not be given.

A peer, or an individual known by a title, may state the title instead of or in addition to the forename(s) and surname and need not give the name by which that person was known before he or she adopted the title or succeeded to it.

Address:

Give the usual residential address.

In the case of a corporation or Scottish firm give the registered or principal office.

Subscribers:

The form must be signed personally either by the subscriber(s) or by a person or persons authorised to sign on behalf of the subscriber(s).

2. Directors known by another description:

- A director includes any person who occupies that position even if called by a different name, for example, governor, member of council.

3. Directors details:

- Show for each individual director the director's date of birth, business occupation and nationality.
The date of birth must be given for every individual director.

4. Other directorships:

- Give the name of every company of which the person concerned is a director or has been a director at any time in the past 5 years. You may exclude a company which either **is or at all times during the past 5 years**, when the person was a director, **was**:
- dormant,
- a parent company which wholly owned the company making the return,
- a wholly owned subsidiary of the company making the return, or
- another wholly owned subsidiary of the same parent company.

If there is insufficient space on the form for other directorships you may use a separate sheet of paper, which should include the *company's number and the full name of the director.*

5. Use Form 10 continuation sheets or photocopies of page 2 to provide details of joint secretaries or additional directors and include the company's number.

Directors (see notes 1-5)
Please list directors in alphabetical order

Form 10 Continuation Sheet

NAME	*Style / Title	MR		*Honours etc		
* Voluntary details	Forename(s)	DIRK CLAF				
	Surname	FITZTHUM				
	Previous forename(s)					
	Previous surname(s)					
Address		BEESDALE HOUSE, 30 WILSON ^{MOUNT} ROAD				
Usual residential address		TETTENHALL WOOD				
For a corporation, give the registered or principal office address.		Post town	WOLVERHAMPTON			
	County / Region	WEST MIDLANDS	Postcode	WV6 8HT		
	Country	UK				
		Day	Month	Year	Nationality	
	Date of birth	11	11	41	BRITISH	
	Business occupation	SOLICITOR				
	Other directorships	PLEASE SEE ATTACHED SHEET				

I consent to act as director of the company named on page 1

Consent signature

Date

19 JULY 1999

Directors (see notes 1-5)
Please list directors in alphabetical order

NAME	*Style / Title			*Honours etc		
* Voluntary details	Forename(s)					
	Surname					
	Previous forename(s)					
	Previous surname(s)					
Address						
Usual residential address						
For a corporation, give the registered or principal office address.		Post town				
	County / Region		Postcode			
	Country					
		Day	Month	Year	Nationality	
	Date of birth					
	Business occupation					
	Other directorships					

I consent to act as director of the company named on page 1

Consent signature

Date

Directors (see notes 1-5)
Please list directors in alphabetical order

* Voluntary details

NAME *Style / Title *Honours etc

Forename(s)

Surname

Previous forename(s)

Previous surname(s)

Address

Usual residential address

For a corporation, give the registered or principal office address.

Post town

County / Region Postcode

Country

Day Month Year

Date of birth **Nationality**

Business occupation

Other directorships

I consent to act as director of the company named on page 1

Consent signature **Date**

Directors (see notes 1-5)
Please list directors in alphabetical order

* Voluntary details

NAME *Style / Title *Honours etc

Forename(s)

Surname

Previous forename(s)

Previous surname(s)

Address

Usual residential address

For a corporation, give the registered or principal office address.

Post town

County / Region Postcode

Country

Day Month Year

Date of birth **Nationality**

Business occupation

Other directorships

I consent to act as director of the company named on page 1

Consent signature **Date**

Internal Appointments

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
HRB 708 LEIPZIG	BAU NORD GMBH	Director				Germany
3782379	Carilion plc	Company Secretary	28/05/1999			England
2990586	HILTON HALL INVESTMENTS LIMITED	Director	19/03/1996	18/03/1999	Resignation	England
UNKNOWN	NEUCHATEL HOLDINGS B.V.	Director		01/07/1997	Resignation	Netherlands
2997859	TARMAC (PFI) LIMITED	Director	15/07/1997			England
2997859	TARMAC (PFI) LIMITED	Director	02/12/1994	08/08/1996	Resignation	England
3687084	TARMAC CONSTRUCTION (PFI) LIMITED	Director	22/12/1998			England
2034158	TARMAC INTERNATIONAL (CIVIL ENGINEERING) LIMITED	Director	06/03/1989			England
590213	TARMAC INTERNATIONAL LIMITED	Director	17/03/1978			England

External Appointments

Number	Company Name	Appointed	Resigned	Place of Incorporation
2379471	Blue Lamp Properties Limited	24/12/1997		England
593359	Hilton Property Holdings Limited	04/04/1997		England
2781435	Markfield Medical Trustees Limited	22/01/1993		England
2678267	Number One Developments Ltd	24/12/1997		England
2264045	Peel Lamp Properties Limited	06/03/1998		England
	Permanite Inc.	01/04/1994		United States
1962964	PHD Limited	24/12/1997		England
2382135	Tarmac Central Properties Limited	24/12/1997		England
847632	Tarmac Developments Limited	24/12/1997		England
2410593	Tarmac Finance PLC	03/12/1997	23/12/1997	England
1048898	Tarmac HC Limited	24/12/1997		England
558320	Tarmac Industrial Products Limited	24/12/1997		England
2827852	Tarmac Investments (International) Limited	17/06/1993		England
853260	Tarmac Properties (JMA) Limited	24/12/1997		England

Personnel Appointments

Date: 10/10/2005

File Name: Personnel Appointments

Page 1 of 1

External Appointments

[Contd]

Number	Company Name	Appointed	Resigned	Place of Incorporation
725163	Tarmac Properties (M I) Limited	24/12/1997		England
1087935	Tarmac Properties Home Counties Limited	24/12/1997		England
802441	Tarmac Properties Limited	24/12/1997		England
1020962	Tarmac Properties Securities Limited	24/12/1997		England
637446	Tarmac Properties Southern Limited	24/12/1997		England
1016495	Tarmac Property Investments Limited	24/12/1997		England
102290	Tarmac Provincial Properties Limited	24/12/1997		England
2410593	Tarmac Share Trustee Company Limited	23/12/1997		England
2330998	Taylor Property Properties Limited	24/12/1997		England
1112089	West Mercian Property Company Limited	24/12/1997		England

Internal Appointments

Internal Appointments

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
2378471	Blue Lamp Properties Limited	Director	24/12/1997			England
593359	Hilton Property Holdings Limited	Director	04/04/1997			England
1225574	Markfield (Pension Trustees) Limited	Director	28/04/1999			England
2781435	Markfield Medical Trustees Limited	Director	22/01/1993			England
2678267	Number One Developments Limited	Director	24/12/1997			England
2284045	Peel Lamp Properties Limited	Director	06/03/1998			England
1952964	PHD Limited	Director	24/12/1997			England
2997859	Tarmac (PFI) Limited	Director	02/12/1994	08/08/1996	Resignation	England
2997859	Tarmac (PFI) Limited	Director	15/07/1997			England
2382135	Tarmac Central Properties Limited	Director	24/12/1997			England
847632	Tarmac Developments Limited	Director	24/12/1997			England
1048898	Tarmac HC Limited	Director	24/12/1997			England
558320	Tarmac Industrial Products Limited	Director	24/12/1997			England
2827852	Tarmac Investments (International) Limited	Director	17/06/1993			England
888456	Tarmac Pensions Limited	Director	11/06/1999			England
853260	Tarmac Properties (JMA) Limited	Director	24/12/1997			England
725163	Tarmac Properties (M1) Limited	Director	24/12/1997			England
1087935	Tarmac Properties Home Counties Limited	Director	24/12/1997			England
1016495	Tarmac Properties Investments Limited	Director	24/12/1997			England
802441	Tarmac Properties Limited	Director	24/12/1997			England
1020962	Tarmac Properties Securities Limited	Director	24/12/1997			England
637446	Tarmac Properties Southern Limited	Director	24/12/1997			England
102290	Tarmac Provincial Properties Limited	Director	24/12/1997			England
2410593	Tarmac Share Trustee Company Limited	Company Secretary	23/12/1997			England
2410593	Tarmac Share Trustee Company Limited	Director	03/12/1997	23/12/1997	Resignation	England
2330998	Taylored Properties Limited	Director	24/12/1997			England
1112089	West Mercian Property Company Limited	Director	24/12/1997			England

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
2987829	AYERLY HILL DEVELOPMENTS LIMITED	Director	07/03/1996	12/12/1996	Resignation	England
2417683	B.N.R. LIMITED	Director	01/07/1996			England
2417683	B.N.R. LIMITED	Company Secretary	01/07/1996			England
2310699	CARE COMMUNITIES LIMITED	Company Secretary	01/07/1996			England
2310699	CARE COMMUNITIES LIMITED	Director	06/02/1995			England
3198709	CARILLION HIGHWAY MAINTENANCE LIMITED	Company Secretary	01/07/1996			England
3198709	CARILLION HIGHWAY MAINTENANCE LIMITED	Director	20/05/1996			England
3782379	Caillion plc	Executive Director	28/05/1999			England
2672981	CASTLECROFT HOTEL LIMITED	Company Secretary	01/07/1996			England
2995364	CENTRAC LIMITED	Company Secretary	01/07/1996			England
2489314	CHURCHWARD PLC	Director	01/07/1996			England
2489314	CHURCHWARD PLC	Company Secretary	01/07/1996			England
1551976	CRISPCOURT CHISWICK LIMITED	Director	06/02/1995	05/02/1996	Resignation	England
2593821	CROWN HOUSE A.M.T. LIMITED	Company Secretary	01/07/1996			England
2840266	CROWN HOUSE ENGINEERING (SCOTLAND) LIMITED	Company Secretary	01/07/1996			England
2136671	CROWN HOUSE ENGINEERING LIMITED	Company Secretary	01/07/1996			England
2143454	CROWN HOUSE ENGINEERING PENSION TRUSTEE LIMITED	Company Secretary	01/07/1996			England
2923041	DERWENT PARTNERSHIP HOMES LIMITED	Director	06/02/1995			England
2923041	DERWENT PARTNERSHIP HOMES LIMITED	Company Secretary	01/07/1996			England
1760348	EMECO INSTRUMENTATION LIMITED	Company Secretary	01/07/1996			England
3198713	EUROPEAN TARMAC LIMITED	Director	20/05/1996			England
3198713	EUROPEAN TARMAC LIMITED	Company Secretary	01/07/1996			England

[Contd]

Secretariat for Windows

Personnel Appointments

Date: 1997-1998

1997-1998

1997-1998

Internal Appointments [Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
7939082	SCHAL PROJECTS LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
403241-W	SIME TARMAC SDN BHD	Director	11/02/1998	26/05/1998	Resignation	Malaysia
2742959	SOVEREIGN HARBOUR MARINA LIMITED	Company Secretary	01/07/1996			England
303746 P	SSP-TPS SDN BHD	Director	27/01/1998	26/05/1998	Resignation	Malaysia
146287	STANGER ASIA LIMITED	Director	29/01/1998	26/05/1998	Resignation	Hong Kong
207376	STEPHENSON ENERGY LIMITED	Company Secretary	01/07/1996			England
309997	STEPHENSON MAINTENANCE LIMITED	Company Secretary	01/07/1996			England
2702387	STRUCTURESARE LIMITED	Company Secretary	01/07/1996			England
2519722	T ROUTE LIMITED	Company Secretary	01/07/1996			England
2519722	T ROUTE LIMITED	Director	01/07/1996			England
2997859	TARMAC (PFI) LIMITED	Company Secretary	28/04/1999			England
1903892	TARMAC ATLANTIC WHARF DEVELOPMENTS LIMITED	Director	06/02/1995			England
1903892	TARMAC ATLANTIC WHARF DEVELOPMENTS LIMITED	Company Secretary	01/07/1996			England
3064251	TARMAC BUILDING LIMITED	Director	08/06/1995			England
3064251	TARMAC BUILDING LIMITED	Company Secretary	01/07/1996			England
192701	TARMAC CIVIL ENGINEERING LIMITED	Company Secretary	01/07/1996			England
959327	TARMAC CONSTRUCTION (CONTRACTS) INTERNATIONAL LIMITED	Company Secretary	01/07/1996			England
156617	TARMAC CONSTRUCTION (CONTRACTS) LIMITED	Company Secretary	01/07/1996			England
156617	TARMAC CONSTRUCTION (CONTRACTS) LIMITED	Director	01/03/1996			England
3256112	TARMAC CONSTRUCTION (DENMARK) LIMITED	Company Secretary	10/10/1996			England
2997235	TARMAC CONSTRUCTION (EUROPE) LIMITED	Company Secretary	01/07/1996			England

Figure 1

THE UNIVERSITY OF CHICAGO

[Contd]

<u>Company Name</u>	<u>Appointment Type</u>	<u>Appointed</u>	<u>Resigned</u>	<u>Reason</u>	<u>Place of Incorporation</u>
TARMAC CONSTRUCTION (EUROPE) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION (FRANCE) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION (FRANCE) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (HONG KONG) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (HONG KONG) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION (INTERNATIONAL) LIMITED	Director	01/07/1996			England
TARMAC CONSTRUCTION (INTERNATIONAL) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (NOMINEES) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (NOMINEES) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION (PFI) LIMITED	Company Secretary	07/05/1999			England
TARMAC CONSTRUCTION (SPECIAL PROJECTS) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (SPECIAL PROJECTS) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION (TRINIDAD & TOBAGO) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (WEST INDIES) LIMITED	Company Secretary	01/07/1996			England
TARMAC CONSTRUCTION (WEST INDIES) LIMITED	Director	06/02/1995			England
TARMAC CONSTRUCTION 958 LIMITED	Company Secretary	01/07/1996			England

Personnel Appointments

DATE: 02/08/1996 TIME: 11:40:19

12/01/1995 11:40:19 11/01/1995

Internal Appointments [Contd]

<u>Number</u>	<u>Company Name</u>	<u>Appointment Type</u>	<u>Appointed</u>	<u>Resigned</u>	<u>Reason</u>	<u>Place of Incorporation</u>
2678365	TARMAC CONSTRUCTION 960 LIMITED	Company Secretary	01/07/1996			England
2678364	TARMAC CONSTRUCTION 961 LIMITED	Company Secretary	01/07/1996			England
2678366	TARMAC CONSTRUCTION 962 LIMITED	Company Secretary	01/07/1996			England
2678397	TARMAC CONSTRUCTION 963 LIMITED	Company Secretary	01/07/1996			England
2894133	TARMAC CONSTRUCTION BUILDING LIMITED	Company Secretary	01/07/1996			England
B 384 804 571	TARMAC CONSTRUCTION FRANCE S.A.	Director				France
2573181	TARMAC CONSTRUCTION INNER CITIES LIMITED	Director	06/02/1995			England
2573181	TARMAC CONSTRUCTION INNER CITIES LIMITED	Company Secretary	01/07/1996			England
594581	TARMAC CONSTRUCTION LIMITED	Company Secretary	01/07/1996			England
594581	TARMAC CONSTRUCTION LIMITED	Director	06/02/1995			England
936710	TARMAC CONSTRUCTION MAJOR PROJECTS LIMITED	Director	01/03/1996			England
936710	TARMAC CONSTRUCTION MAJOR PROJECTS LIMITED	Company Secretary	01/07/1996			England
1270381	TARMAC CONSTRUCTION MAJOR PROJECTS LIMITED	Company Secretary	01/07/1996			England
1270381	TARMAC CONSTRUCTION OVERSEAS LIMITED	Company Secretary	01/07/1996			England
1270381	TARMAC CONSTRUCTION OVERSEAS LIMITED	Director	01/03/1996			England
308374	TARMAC CONSTRUCTION PLANT LIMITED	Director	06/02/1995			England
308374	TARMAC CONSTRUCTION PLANT LIMITED	Company Secretary	01/07/1996			England
2840258	TARMAC CONSTRUCTION SCOTLAND LIMITED	Director	06/02/1995			England

Internal Appointments [Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
2840258	TARMAC CONSTRUCTION SCOTLAND LIMITED	Company Secretary	01/07/1996			England
551186	TARMAC CONSTRUCTION SINGAPORE LIMITED	Company Secretary	01/07/1996			England
2600367	TARMAC DOCKLANDS LIMITED	Director	06/02/1995			England
2600367	TARMAC DOCKLANDS LIMITED	Company Secretary	01/07/1996			England
2704741	TARMAC EARTHMOVING LIMITED	Company Secretary	01/07/1996			England
3198708	TARMAC EUROPE LIMITED	Company Secretary	01/07/1996			England
3198708	TARMAC EUROPE LIMITED	Director	20/05/1996			England
537677	TARMAC FLEET MANAGEMENT LIMITED	Director	20/03/1995			England
537677	TARMAC FLEET MANAGEMENT LIMITED	Company Secretary	01/07/1996			England
3105686	TARMAC GB LIMITED	Company Secretary	01/07/1996			England
3105686	TARMAC GB LIMITED	Director	22/09/1995			England
1964132	TARMAC GLOBAL LIMITED	Company Secretary	01/07/1996			England
1964132	TARMAC GLOBAL LIMITED	Director	01/07/1996			England
3198714	TARMAC GREAT BRITAIN LIMITED	Director	20/05/1996			England
3198714	TARMAC GREAT BRITAIN LIMITED	Company Secretary	01/07/1996			England
3128061	TARMAC HAREWOOD PROPERTIES LIMITED	Director	01/03/1996			England
3128061	TARMAC HAREWOOD PROPERTIES LIMITED	Company Secretary	01/07/1996			England
159414	TARMAC HI-TECH LIMITED	Company Secretary	01/07/1996			England
159414	TARMAC HI-TECH LIMITED	Director	17/01/1995			England
1991379	TARMAC INTERNATIONAL (BUILDING) LIMITED	Director	06/02/1995			England
1991379	TARMAC INTERNATIONAL (BUILDING) LIMITED	Company Secretary	01/07/1996			England
2034158	TARMAC INTERNATIONAL (CIVIL ENGINEERING) LIMITED	Company Secretary	01/07/1996			England

Personnel Appointments

Date: 14/07/1996

Page: 1 of 1

Page: 1 of 1

Internal Appointments [Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
2034158	TARMAC INTERNATIONAL (CIVIL ENGINEERING) LIMITED	Director	06/02/1995			England
1745606	TARMAC INTERNATIONAL (CONSTRUCTION PROJECTS) LIMITED	Director	06/02/1995			England
1745606	TARMAC INTERNATIONAL (CONSTRUCTION PROJECTS) LIMITED	Company Secretary	01/07/1996			England
2281166	TARMAC INTERNATIONAL (CONSTRUCTION) LIMITED	Company Secretary	01/07/1996			England
2281166	TARMAC INTERNATIONAL (CONSTRUCTION) LIMITED	Director	06/02/1995			England
2484476	TARMAC INTERNATIONAL (HUNGARY) LIMITED	Director	06/02/1995			England
2484476	TARMAC INTERNATIONAL (HUNGARY) LIMITED	Company Secretary	01/07/1996			England
2410716	TARMAC INTERNATIONAL (MAJOR PROJECTS) LIMITED	Director	06/02/1995			England
2410716	TARMAC INTERNATIONAL (MAJOR PROJECTS) LIMITED	Company Secretary	01/07/1996			England
1965711	TARMAC INTERNATIONAL (SPECIAL CONTRACTS) LIMITED	Company Secretary	01/07/1996			England
1965711	TARMAC INTERNATIONAL (SPECIAL CONTRACTS) LIMITED	Director	06/02/1995			England
2280342	TARMAC INTERNATIONAL (SPECIAL PROJECTS) LIMITED	Company Secretary	01/07/1996			England
2280342	TARMAC INTERNATIONAL (SPECIAL PROJECTS) LIMITED	Director	06/02/1995			England
590213	TARMAC INTERNATIONAL LIMITED	Company Secretary	01/07/1996			England
590213	TARMAC INTERNATIONAL LIMITED	Director	01/07/1996			England
2814418	TARMAC MANAGEMENT LIMITED	Company Secretary	01/07/1996			England

Personnel Appointments

Date: 30/01/1997

Page: 1 of 1

Personnel ID: 1000000

Internal Appointments [Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
287418	TARMAC MANAGEMENT LIMITED	Director	06/02/1995			England
B 382 697 050	TARMAC MATERIEL S.A.	Director				France
362086	TARMAC NATIONAL CONSTRUCTION LIMITED	Director	06/02/1995			England
362086	TARMAC NATIONAL CONSTRUCTION LIMITED	Company Secretary	01/07/1996			England
1191063	TARMAC OVERSEAS LIMITED	Company Secretary	01/07/1996			England
1191063	TARMAC OVERSEAS LIMITED	Director	01/07/1996			England
1389937	TARMAC PLANT & TRANSPORT LIMITED	Company Secretary	01/07/1996			England
2955620	TARMAC PROFESSIONAL SERVICES (NOMINEES) LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
98818-M	TARMAC PROFESSIONAL SERVICES ASIA SDN BHD	Director	27/01/1998	26/05/1998	Resignation	Malaysia
2817394	TARMAC PROFESSIONAL SERVICES HOLDINGS LIMITED	Director	06/02/1995	09/05/1995	Resignation	England
2574838	TARMAC PROFESSIONAL SERVICES INDONESIA LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2574886	TARMAC PROFESSIONAL SERVICES INTERNATIONAL LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2916489	TARMAC PROFESSIONAL SERVICES LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2817188	TARMAC PROFESSIONAL SERVICES MANAGEMENT LIMITED	Director	06/02/1995	09/05/1995	Resignation	England
304083-V	TARMAC PROFESSIONAL SERVICES SDN BHD	Director	27/01/1998	26/05/1998	Resignation	Malaysia
2630590	TARMAC REGENERATION LIMITED	Company Secretary	01/07/1996			England
303453	TARMAC REGIONAL CONSTRUCTION LIMITED	Company Secretary	01/07/1996			England
303453	TARMAC REGIONAL CONSTRUCTION LIMITED	Director	06/02/1995			England

Personnel Appointments

12/15/94 12/31/99

Full Name Middle Initial Initial

Person ID Title

Internal Appointments

[Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
3071791	TARMAC SERVICES LIMITED	Director	09/03/1998	26/05/1998	Resignation	England
1988994	TARMAC STRUCTURAL REPAIRS LIMITED	Company Secretary	01/07/1996			England
2294384	TARMAC SWINDON LIMITED	Company Secretary	01/07/1996			England
2571286	TARMAC TOTAL BUILD LIMITED	Director	01/07/1996			England
2571286	TARMAC TOTAL BUILD LIMITED	Company Secretary	01/07/1996			England
2816019	TARMAC TRAVEL SERVICES LIMITED	Director	01/07/1996			England
2816019	TARMAC TRAVEL SERVICES LIMITED	Company Secretary	01/07/1996			England
2464479	TARMAC WATER ENGINEERING LIMITED	Director	01/03/1996			England
2464479	TARMAC WATER ENGINEERING LIMITED	Company Secretary	01/07/1996			England
2610006	TARMAC WATER ENGINEERING OVERSEAS LIMITED	Company Secretary	01/07/1996			England
2610006	TARMAC WATER ENGINEERING OVERSEAS LIMITED	Director	14/08/1997			England
2566030	TARMAC WATER SERVICES LIMITED	Director	06/02/1995	01/07/1996	Resignation	England
818401	TARMACK LIMITED	Director	06/02/1995			England
818401	TARMACK LIMITED	Company Secretary	01/07/1996			England
414814	THE EXPANDED PILING COMPANY LIMITED	Company Secretary	01/07/1996			England
417036	TPS CONSULT ASIA LIMITED	Director	29/01/1998	26/05/1998	Resignation	Hong Kong
2574820	TPS CONSULT LIMITED	Director	06/02/1995	09/05/1995	Resignation	England
2817197	TPS CONSULTING SERVICES LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2739607	TPS ENVIRONMENTAL LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2741266	TPS PORTUGAL LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
8173376	TPS SCIENCE ASIA LIMITED	Director	29/01/1998	26/05/1998	Resignation	Hong Kong
1147657	TPS SCIENCE LIMITED	Director	26/11/1997	26/05/1998	Resignation	England
2594224	VINCREST LIMITED	Company Secretary	01/07/1996			England
2594224	VINCREST LIMITED	Director	06/02/1995			England

Personnel Appointments

Date: 14/07/1996

W.A. INVESTMENTS LIMITED

14/07/1996

Internal Appointments [Contd]

Number	Company Name	Appointment Type	Appointed	Resigned	Reason	Place of Incorporation
1577583	W.A. INVESTMENTS LIMITED	Company Secretary	01/07/1996			England
1577583	W.A. INVESTMENTS LIMITED	Director	14/08/1997			England
835056	Z.D. BERRY & SON LIMITED	Company Secretary	01/07/1996			England

THE COMPANIES ACTS 1985 to 1989



PRIVATE COMPANY LIMITED BY SHARES

3813691

MEMORANDUM OF ASSOCIATION OF

CARILLION PENSIONS LIMITED

1. The Company's name is "CARILLION PENSIONS LIMITED".
2. The Company's registered office is to be situated in England and Wales.
- 3.1 The object of the Company is to carry on business as a general commercial company.
- 3.2 Without prejudice to the generality of the object and the powers of the Company derived from Section 3A of the Act the Company has power to do all or any of the following things:-
 - 3.2.1 To purchase or by any other means acquire and take options over any property whatever, and any rights or privileges of any kind over or in respect of any property.

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N. INC £100
BB 736153
S. DAY

3.2.2 To apply for, register, purchase, or by other means acquire and protect, prolong and renew, whether in the United Kingdom or elsewhere, any trade marks, patents, copyrights, trade secrets, or other intellectual property rights, licences, secret processes, designs, protections and concessions and to disclaim, alter, modify, use and turn to account and to manufacture under or grant licences or privileges in respect of the same, and to expend money in experimenting upon, testing and improving any patents, inventions or rights which the Company may acquire or propose to acquire.

3.2.3 To acquire or undertake the whole or any part of the business, goodwill, and assets of any person, firm, or company carrying on or proposing to carry on any of the businesses which the Company is authorised to carry on and as part of the consideration for such acquisition to undertake all or any of the liabilities of such person, firm or company, or to acquire an interest in, amalgamate with, or enter into partnership or into any arrangement for sharing profits, or for co-operation, or for mutual assistance with any such person, firm or company, or for subsidising or otherwise assisting any such person, firm or company, and to give or accept, by way of consideration for any of the acts or things aforesaid or property acquired, any shares, debentures, debenture stock or securities that may be agreed upon, and to hold and retain, or sell, mortgage and deal with any shares, debentures, debenture stock or securities so received.

3.2.4 To improve, manage, construct, repair, develop, exchange, let on lease or otherwise, mortgage, charge, sell, dispose of, turn to account, grant licences, options, rights and privileges in respect of, or otherwise deal with all or any part of the property and rights of the Company.

3.2.5 To invest and deal with the moneys of the Company not immediately required in such manner as may from time to time be determined and to hold or otherwise deal with any investments made.

3.2.6 To lend and advance money or give credit on any terms and with or without security to any person, firm or company (including without prejudice to the generality of the foregoing any holding company, subsidiary or fellow subsidiary of, or any other company associated in any way with, the Company), to enter into guarantees, contracts of indemnity and suretyships of all kinds, to receive money on deposit or loan upon any terms, and to secure or guarantee in any manner and upon any terms the payment of any sum of money or the performance of any obligation by any person, firm or company (including without prejudice to the generality of the foregoing any such holding company, subsidiary, fellow subsidiary or associated company as aforesaid).

3.2.7 To borrow and raise money in any manner and to secure the repayment of any money borrowed, raised or owing by mortgage, charge, standard security, lien or other security upon the whole or any part of the Company's property or assets (whether present or future), including its uncalled capital, and also by a similar mortgage, charge, standard security, lien or security to secure and guarantee the performance by the Company of any obligation or liability it may undertake or which may become binding on it.

3.2.8 To draw, make, accept, endorse, discount, negotiate, execute and issue cheques, bills of exchange, promissory notes, bills of lading, warrants, debentures, and other negotiable or transferable instruments.

3.2.9 To apply for, promote, and obtain any Act of Parliament, order, or licence of the Department of Trade or other authority for enabling the Company to carry any of its objects into effect, or for effecting any modification of the Company's constitution, or for any other purpose which may seem calculated directly or indirectly to promote the Company's interests, and to oppose any proceedings or applications which may seem calculated directly or indirectly to prejudice the Company's interests.

3.2.10 To enter into any arrangements with any government or authority (supreme, municipal, local, or otherwise) that may seem conducive to the attainment of the Company's objects or any of them, and to obtain from any such government or authority any charters, decrees, rights, privileges or concessions which the Company may think desirable and to carry out, exercise, and comply with any such charters, decrees, rights, privileges, and concessions.

3.2.11 To subscribe for, take, purchase, or otherwise acquire, hold, sell, deal with and dispose of, place and underwrite shares, stocks, debentures, debenture stocks, bonds, obligations or securities issued or guaranteed by any other company constituted or carrying on business in any part of the world, and debentures, debenture stocks, bonds, obligations or securities issued or guaranteed by any government or authority, municipal, local or otherwise, in any part of the world.

3.2.12 To control, manage, finance, subsidise, co-ordinate or otherwise assist any company or companies in which the Company has a direct or indirect financial interest, to provide secretarial, administrative, technical, commercial and other services and facilities of all kinds for any such company or companies and to make payments by way of subvention or otherwise and any other arrangements which may seem desirable with respect to any business or operations of or generally with respect to any such company or companies.

3.2.13 To promote any other company for the purpose of acquiring the whole or any part of the business or property or undertaking or any of the liabilities of the Company, or of undertaking any business or operations which may appear likely to assist or benefit the Company or to enhance the value of any property or business of the Company, and to place or guarantee the placing of, underwrite, subscribe for, or otherwise acquire all or any part of the shares or securities of any such company as aforesaid.

3.2.14 To sell or otherwise dispose of the whole or any part of the business or property of the Company, either together or in portions, for such consideration as the Company may think fit, and in particular for shares, debentures, or securities of any company purchasing the same.

3.2.15 To act as agents or brokers and as trustees for any person, firm or company, and to undertake and perform sub-contracts.

3.2.16 To remunerate any person, firm or company rendering services to the Company either by cash payment or by the allotment of shares or other securities of the Company credited as paid up in full or in part or otherwise as may be thought expedient.

3.2.17 To distribute among the members of the Company in kind any property of the Company of whatever nature.

3.2.18 To pay all or any expenses incurred in connection with the promotion, formation and incorporation of the Company, or to contract with any person, firm or company to pay the same, and to pay commissions to brokers and others for underwriting, placing, selling, or guaranteeing the subscription of any shares or other securities of the Company.

3.2.19 To support and subscribe to any charitable or public object and to support and subscribe to any institution, society, or club which may be for the benefit of the Company or its directors or employees, or may be connected with any town or place where the Company carries on business; to give or award pensions, annuities, gratuities, and superannuation or other allowances or benefits or charitable aid and generally to provide advantages, facilities and services for any persons who are or have been directors of, or who are or have been employed by, or who are serving or have served the Company, or any company which is a subsidiary of the Company or the holding company of the Company or a fellow subsidiary of the Company or the predecessors in business of the Company or of any such subsidiary, holding or fellow subsidiary company and to the wives, widows, children and other relatives and dependants of such persons; to make payments towards insurance including insurance for any director, officer or auditor against any liability in respect of any negligence, default, breach of duty or breach of trust (so far as permitted by law); and to set up, establish, support and maintain superannuation and other funds or schemes (whether contributory or non-contributory) for the benefit of any of such persons and of their wives, widows, children and other relatives and dependants; and to set up, establish, support and maintain profit sharing or share purchase schemes for the benefit of any of the employees of the Company or of any such subsidiary, holding or fellow subsidiary company and to lend money to any such employees or to trustees on their behalf to enable any such schemes to be established or maintained.

3.2.20 Subject to and in accordance with the provisions of the Act (if and so far as such provisions shall be applicable) to give, directly or indirectly, financial assistance for the acquisition of shares or other securities of the Company or of any other company or for the reduction or discharge of any liability incurred in respect of such acquisition.

3.2.21 To procure the Company to be registered or recognised in any part of the world.

3.2.22 To do all or any of the things or matters aforesaid in any part of the world and either as principals, agents, contractors or otherwise, and by or through agents, brokers, sub-contractors or otherwise and either alone or in conjunction with others.

3.2.23 To do all such other things as may be deemed incidental or conducive to the attainment of the Company's objects or any of them.

3.2.24 AND so that:-

3.2.24.1 None of the provisions set forth in any sub-clause of this clause shall be restrictively construed but the widest interpretation shall be given to each such provision, and none of such provisions shall, except where the context expressly so requires, be in any way limited or restricted by reference to or inference from any other provision set forth in such sub-clause, or by reference to or inference from the terms of any other sub-clause of this clause, or by reference to or inference from the name of the Company.

3.2.24.2 The word "company" in this clause, except where used in reference to the Company, shall be deemed to include any partnership or other body of persons, whether incorporated or unincorporated and whether domiciled in the United Kingdom or elsewhere.

3.2.24.3 In this clause the expression "the Act" means the Companies Act 1985, but so that any reference in this clause to any provision of the Act shall be deemed to include a reference to any statutory modification or re-enactment of that provision for the time being in force.

4. The liability of the members is limited.

5. The Company's share capital is £100 divided into 100 shares of £1 each.

WE, the subscribers to this Memorandum of Association, wish to be formed into a Company pursuant to this Memorandum; and we agree to take the number of shares shown opposite our respective names.

Names and addresses of Subscribers

Number of shares taken
by each Subscriber

-
1. For and on behalf of
Instant Companies Limited
1 Mitchell Lane
Bristol BS1 6BU



One

2. For and on behalf of
Swift Incorporations Limited
1 Mitchell Lane
Bristol BS1 6BU



One

Total shares taken

-

Two

Dated 21st July, 1999

Witness to the above Signatures:-

Glenys Copeland
1 Mitchell Lane
Bristol BS1 6BU



THE COMPANIES ACTS 1985 to 1989

PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION OF

CARILLION PENSIONS LIMITED

1. PRELIMINARY

1.1 The regulations contained in Table A in the Schedule to the Companies (Tables A to F) Regulations 1985 (SI 1985 No. 805) as amended by the Companies (Tables A to F) (Amendment) Regulations 1985 (SI 1985 No. 1052) (such Table being hereinafter called "Table A") shall apply to the Company save in so far as they are excluded or varied hereby and such regulations (save as so excluded or varied) and the Articles hereinafter contained shall be the Articles of Association of the Company.

1.2 In these Articles the expression "the Act" means the Companies Act 1985, but so that any reference in these Articles to any provision of the Act shall be deemed to include a reference to any statutory modification or re-enactment of that provision for the time being in force.

2. ALLOTMENT OF SHARES

2.1 Shares which are comprised in the authorised share capital with which the Company is incorporated shall be under the control of the directors who may (subject to section 80 of the Act and to Article 2.4 below) allot, grant options over or otherwise dispose of the same, to such persons, on such terms and in such manner as they think fit.

2.2 All shares which are not comprised in the authorised share capital with which the Company is incorporated and which the directors propose to issue shall first be offered to the members in proportion as nearly as may be to the number of the existing shares held by them respectively unless the Company in general meeting shall by special resolution otherwise direct. The offer shall be made by notice specifying the number of shares offered, and limiting a period (not being less than 14 days) within which the offer, if not accepted, will be deemed to be declined. After the expiration of that period, those shares so deemed to be declined shall be offered in the proportion aforesaid to the persons who have, within the said period, accepted all the shares offered to them; such further offer shall be made in like terms in the same manner and limited by a like period as the original offer. Any shares not accepted pursuant to such offer or further offer as

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aforesaid or not capable of being offered as aforesaid except by way of fractions and any shares released from the provisions of this Article by any such special resolution as aforesaid shall be under the control of the directors, who may allot, grant options over or otherwise dispose of the same to such persons, on such terms, and in such manner as they think fit, provided that, in the case of shares not accepted as aforesaid, such shares shall not be disposed of on terms which are more favourable to the subscribers therefor than the terms on which they were offered to the members. The foregoing provisions of this Article 2.2 shall have effect subject to section 80 of the Act.

2.3 In accordance with section 91(1) of the Act sections 89(1) and 90(1) to (6) (inclusive) of the Act shall not apply to the Company.

2.4 The directors are generally and unconditionally authorised for the purposes of section 80 of the Act to exercise any power of the Company to allot and grant rights to subscribe for or convert securities into shares of the Company up to the amount of the authorised share capital with which the Company is incorporated at any time or times during the period of five years from the date of incorporation and the directors may, after that period, allot any shares or grant any such rights under this authority in pursuance of an offer or agreement so to do made by the Company within that period. The authority hereby given may at any time (subject to the said section 80) be renewed, revoked or varied by ordinary resolution.

3. SHARES

3.1 The lien conferred by regulation 8 in Table A shall attach also to fully paid-up shares, and the Company shall also have a first and paramount lien on all shares, whether fully paid or not, standing registered in the name of any person indebted or under liability to the Company, whether he shall be the sole registered holder thereof or shall be one of two or more joint holders, for all moneys presently payable by him or his estate to the Company. Regulation 8 in Table A shall be modified accordingly.

3.2 The liability of any member in default in respect of a call shall be increased by the addition at the end of the first sentence of regulation 18 in Table A of the words "and all expenses that may have been incurred by the Company by reason of such non-payment".

4. GENERAL MEETINGS AND RESOLUTIONS

4.1 Every notice convening a general meeting shall comply with the provisions of section 372(3) of the Act as to giving information to members in regard to their right to appoint proxies; and notices of and other communications relating to any general meeting which any member is entitled to receive shall be sent to the directors and to the auditors for the time being of the Company.

4.2.1 No business shall be transacted at any general meeting unless a quorum is present. Subject to Article 4.2.2 below, two persons entitled to vote upon the business to be transacted, each being a member or a proxy for a member or a duly authorised representative of a corporation, shall be a quorum.

4.2.2 If and for so long as the Company has only one member, that member present in person or by proxy or (if that member is a corporation) by a duly authorised representative shall be a quorum.

4.2.3 If a quorum is not present within half an hour from the time appointed for a general meeting the general meeting shall stand adjourned to the same day in the next week at the same time and place or to such other day and at such other time and place as the directors may determine; and if at the adjourned general meeting a quorum is not present within half an hour from the time appointed therefor such adjourned general meeting shall be dissolved.

4.2.4 Regulations 40 and 41 in Table A shall not apply to the Company.

4.3.1 If and for so long as the Company has only one member and that member takes any decision which is required to be taken in general meeting or by means of a written resolution, that decision shall be as valid and effectual as if agreed by the Company in general meeting, subject as provided in Article 4.3.3 below.

4.3.2 Any decision taken by a sole member pursuant to Article 4.3.1 above shall be recorded in writing and delivered by that member to the Company for entry in the Company's minute book.

4.3.3 Resolutions under section 303 of the Act for the removal of a director before the expiration of his period of office and under section 391 of the Act for the removal of an auditor before the expiration of his period of office shall only be considered by the Company in general meeting.

4.4 A member present at a meeting by proxy shall be entitled to speak at the meeting and shall be entitled to one vote on a show of hands. In any case where the same person is appointed proxy for more than one member he shall on a show of hands have as many votes as the number of members for whom he is proxy. Regulation 54 in Table A shall be modified accordingly.

4.5 Unless resolved by ordinary resolution that regulation 62 in Table A shall apply without modification, the instrument appointing a proxy and any authority under which it is executed or a copy of such authority certified notarially or in some other way approved by the directors may be deposited at the place specified in regulation 62 in Table A up to the commencement of the meeting or (in any case where a poll is taken otherwise than at the meeting) of the taking of the poll or may be handed to the chairman of the meeting prior to the commencement of the business of the meeting.

5. APPOINTMENT OF DIRECTORS

5.1.1 Regulation 64 in Table A shall not apply to the Company.

5.1.2 The maximum number and minimum number respectively of the directors may be determined from time to time by ordinary resolution. Subject to and in default of any such determination there shall be no maximum number of directors and the minimum number of directors shall be one. Whenever the minimum number of directors is one, a sole director shall have authority to

exercise all the powers and discretions by Table A and by these Articles expressed to be vested in the directors generally, and regulation 89 in Table A shall be modified accordingly.

5.2 The directors shall not be required to retire by rotation and regulations 73 to 80 (inclusive) in Table A shall not apply to the Company.

5.3 No person shall be appointed a director at any general meeting unless either:-

(a) he is recommended by the directors; or

(b) not less than 14 nor more than 35 clear days before the date appointed for the general meeting, notice signed by a member qualified to vote at the general meeting has been given to the Company of the intention to propose that person for appointment, together with notice signed by that person of his willingness to be appointed.

5.4.1 Subject to Article 5.3 above, the Company may by ordinary resolution appoint any person who is willing to act to be a director, either to fill a vacancy or as an additional director.

5.4.2 The directors may appoint a person who is willing to act to be a director, either to fill a vacancy or as an additional director, provided that the appointment does not cause the number of directors to exceed any number determined in accordance with Article 5.1.2 above as the maximum number of directors and for the time being in force.

5.5 In any case where as the result of death or deaths the Company has no members and no directors the personal representatives of the last member to have died shall have the right by notice in writing to appoint a person to be a director of the Company and such appointment shall be as effective as if made by the Company in General Meeting pursuant to Article 5.4.1 above. For the purpose of this article, where two or more members die in circumstances rendering it uncertain which of them survived the other or others, the members shall be deemed to have died in order of seniority, and accordingly the younger shall be deemed to have survived the elder.

6. BORROWING POWERS

6.1 The directors may exercise all the powers of the Company to borrow money without limit as to amount and upon such terms and in such manner as they think fit, and subject (in the case of any security convertible into shares) to section 80 of the Act to grant any mortgage, charge or standard security over its undertaking, property and uncalled capital, or any part thereof, and to issue debentures, debenture stock, and other securities whether outright or as security for any debt, liability or obligation of the Company or of any third party.

7. ALTERNATE DIRECTORS

7.1 Unless otherwise determined by the Company in general meeting by ordinary resolution an alternate director shall not be entitled as such to receive

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any remuneration from the Company, save that he may be paid by the Company such part (if any) of the remuneration otherwise payable to his appointor as such appointor may by notice in writing to the Company from time to time direct, and the first sentence of regulation 66 in Table A shall be modified accordingly.

7.2 A director, or any such other person as is mentioned in regulation 65 in Table A, may act as an alternate director to represent more than one director, and an alternate director shall be entitled at any meeting of the directors or of any committee of the directors to one vote for every director whom he represents in addition to his own vote (if any) as a director, but he shall count as only one for the purpose of determining whether a quorum is present.

8. GRATUITIES AND PENSIONS

8.1.1 The directors may exercise the powers of the Company conferred by its Memorandum of Association in relation to the payment of pensions, gratuities and other benefits and shall be entitled to retain any benefits received by them or any of them by reason of the exercise of any such powers.

8.1.2 Regulation 87 in Table A shall not apply to the Company.

9. PROCEEDINGS OF DIRECTORS

9.1.1 A director may vote, at any meeting of the directors or of any committee of the directors, on any resolution, notwithstanding that it in any way concerns or relates to a matter in which he has, directly or indirectly, any kind of interest whatsoever, and if he shall vote on any such resolution his vote shall be counted; and in relation to any such resolution as aforesaid he shall (whether or not he shall vote on the same) be taken into account in calculating the quorum present at the meeting.

9.1.2 Each director shall comply with his obligations to disclose his interest in contracts under section 317 of the Act.

9.1.3 Regulations 94 to 97 (inclusive) in Table A shall not apply to the Company.

10. THE SEAL

10.1 If the Company has a seal it shall only be used with the authority of the directors or of a committee of directors. The directors may determine who shall sign any instrument to which the seal is affixed and unless otherwise so determined it shall be signed by a director and by the secretary or second director. The obligation under regulation 6 of Table A relating to the sealing of share certificates shall apply only if the Company has a seal. Regulation 101 in Table A shall not apply to the Company.

10.2 The Company may exercise the powers conferred by section 39 of the Act with regard to having an official seal for use abroad, and such powers shall be vested in the directors.

11. NOTICES

11.1 Without prejudice to regulations 112 to 116 (inclusive) in Table A, the Company may give notice to a member by electronic means provided that:-

11.1.1 the member has given his consent in writing to receiving notice communicated by electronic means and in such consent has set out an address to which the notice shall be sent by electronic means; and

11.1.2 the electronic means used by the Company enables the member concerned to read the text of the notice.

11.2 A notice given to a member personally or in a form permitted by Article 11.1 above shall be deemed to be given on the earlier of the day on which it is delivered personally and the day on which it was despatched by electronic means, as the case may be.

11.3 Regulation 115 in Table A shall not apply to a notice delivered personally or in a form permitted by Article 11.1 above.

11.4 In this article "electronic" means actuated by electric, magnetic, electro-magnetic, electro-chemical or electro-mechanical energy and "by electronic means" means by any manner only capable of being so actuated.

12. INDEMNITY

12.1 Every director or other officer or auditor of the Company shall be indemnified out of the assets of the Company against all losses or liabilities which he may sustain or incur in or about the execution of the duties of his office or otherwise in relation thereto, including any liability incurred by him in defending any proceedings, whether civil or criminal, or in connection with any application under section 144 or section 727 of the Act in which relief is granted to him by the Court, and no director or other officer shall be liable for any loss, damage or misfortune which may happen to or be incurred by the Company in the execution of the duties of his office or in relation thereto. But this Article shall only have effect in so far as its provisions are not avoided by section 310 of the Act.

12.2 The directors shall have power to purchase and maintain for any director, officer or auditor of the Company insurance against any such liability as is referred to in section 310(1) of the Act.

12.3 Regulation 118 in Table A shall not apply to the Company.

13. TRANSFER OF SHARES

13.1 The directors may, in their absolute discretion and without assigning any reason therefor, decline to register the transfer of a share, whether or not it is a fully paid share, and the first sentence of regulation 24 in Table A shall not apply to the Company.

Names and addresses of Subscribers

1. For and on behalf of
Instant Companies Limited
1 Mitchell Lane
Bristol BS1 6BU



2. For and on behalf of
Swift Incorporations Limited
1 Mitchell Lane
Bristol BS1 6BU



Dated 21st July, 1999

Witness to the above Signatures:-

Glenys Copeland
1 Mitchell Lane
Bristol BS1 6BU

