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THE COMPANIES ACTS 1985 and 1989

COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of

Arista Insurance Limited

**Adopted by written resolution having effect as a special resolution passed on 1st
July 2008**

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THE COMPANIES ACTS 1985 and 1989

COMPANY LIMITED BY SHARES

AMENDED
ARTICLES OF ASSOCIATION
of
Arista Insurance Limited

(as adopted by written resolution having effect as a special resolution passed on 1st July 2008)

1 PRELIMINARY

1 1 The regulations in Table A in The Companies (Tables A to F) Regulations 1985 (as amended to affect companies first registered on the date of adoption of these Articles) ("**Table A**") shall apply to the Company except as provided in these Articles and so far as not excluded by or inconsistent with these Articles to the exclusion of all other regulations or articles of association. A reference herein to any regulation is to that regulation as set out in Table A.

1 2 In these Articles the following words and expressions shall have the meanings set out below

A&B Exit Ratcheted Proportion the A&B Ordinary Proportion immediately before Exit (expressed as a percentage) reduced

(a) subject to the operation of the proviso to Article 16 3, if the Exit occurs on or after the date on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2010, by the amount resulting from the following calculation PROVIDED that (i) where such amount is negative it shall be deemed to be zero and (ii) where such amount is more than 5% it shall be deemed to be 5%

$$5\% \times ((P / (100 \times 1.3^n)) - 1)$$

where

P is the Exit Value in £millions at the time at which the Exit occurs, and

ⁿ is the period commencing on 31 December 2010 and ending on the date on which the Exit occurs expressed in years (including incomplete years) as a positive number to two decimal places, or

(b) if the Exit occurs before the date on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2010, by (x + y) where

(i) if the Exit occurs on or after the date on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2009, x is 0.01% for each whole £20,000 of such accumulated audited pre-tax profit of the Company for the period from the Adoption Date to 31 December 2009 PROVIDED that x may be no more than 5%

BUT

if the Exit occurs after the date on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2008 but before the date on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2009, x is 0.01% for each whole £10,000 of audited pre-tax profit of the Company for its financial year from 1 January 2008 to 31 December 2008 PROVIDED that (aa) the accumulated audited pre-tax profit of the Company for the period from the Adoption Date to 31 December 2008 is £1 or greater and (bb) x may be no more than 5%, and

(ii) y is the result of the following calculation PROVIDED that (aa) where such result is negative y shall be zero and (bb) where such amount is more than 5% it shall be deemed to be 5%

$$5\% \times ((P / (100 \times 1.3^n)) - 1)$$

where

P is the Exit Value in £millions at the time at which the Exit occurs, and

ⁿ is (i) if the Exit occurs before 31 December 2010, the period commencing on the date on which the Exit occurs and ending on 31 December 2010 expressed in years (including incomplete years) as a negative number to two decimal places or (ii) if the Exit occurs after 31 December 2010, the period commencing on 31

December 2010 and ending on the date on which the Exit occurs expressed in years (including incomplete years) as a positive number to two decimal places

(Note various worked examples of the calculation of A&B Exit Ratcheted Proportion are set out in Schedule 1),

A&B Majority the holders of a majority of the number of 'A' Ordinary Shares for the time being in issue and the holders of a majority of the number of 'B' Ordinary Shares for the time being in issue,

A&B Ordinary Proportion the proportion which the 'A' Ordinary Shares in issue and the 'B' Ordinary Shares in issue, in aggregate, bear to the Ordinary Share Capital,

A&B Pre-Exit Ratcheted Proportion the A&B Ordinary Proportion (expressed as a percentage) minus n , where n is 0.01 for each whole £50,000 of accumulated audited pre-tax profit of the Company for the period from the Adoption Date to 31 December 2010 PROVIDED that n may be no more than 5 (for the avoidance of doubt, the A&B Pre-Exit Ratcheted Proportion shall never be less than 75%),

AB Ratio the ratio which the number of 'A' Ordinary Shares in issue for the time being bears to the number of 'B' Ordinary Shares in issue for the time being,

the **1985 Act** the Companies Act 1985 including every statutory modification or re-enactment thereof for the time being in force,

the **2006 Act** the Companies Act 2006 including every statutory modification or re-enactment thereof for the time being in force,

the **Acts** the 1985 Act and the 2006 Act,

Adoption Date 22 December 2006,

A Investor Directors such persons holding office as directors of the Company pursuant to Article 14.1 (and **A Investor Director** shall be construed accordingly),

A Majority the holders of a majority of the number of 'A' Ordinary Shares for the time being in issue,

'A' Ordinary Shares 'A' ordinary shares of 10 pence each in the capital of the Company having the rights set out in Article 3,

audited pre-tax profit in relation to any financial year of the Company means the profit before tax of the Company for that financial year as shown in the audited accounts of the Company for that financial year,

the **Auditors** the auditor or auditors for the time being of the Company,

Available Profits profits available for distribution within the meaning of the 2006 Act,

Bad Leaver any Leaver who is not a Good Leaver,

B Investor Directors such persons holding office as directors of the Company pursuant to Article 14 2 (and **B Investor Director** shall be construed accordingly),

B Majority the holders of a majority of the 'B' Ordinary Shares for the time being in issue,

the **Board** or the **Directors** the directors for the time being of the Company or a quorum of such directors present at a meeting of the directors,

'B' Ordinary Shares the ordinary shares of 10 pence each in the capital of the Company having the rights set out in Article 3,

Business Plan the meaning set out in the Investment Agreement,

Canopus Canopus Holdings UK Limited (incorporated and registered in England and Wales under number 4818520) or any Permitted Transferee within Article 5 1 4 in relation thereto,

Canopus Group Canopus Group Limited (incorporated and registered in Guernsey under number 41279) and its subsidiary undertakings from time to time (and **members of the Canopus Group** and **Canopus Group Company** shall be construed accordingly),

Chief Executive Charles Earle (for so long as he remains chief executive of the Company) or his successor as chief executive of the Company,

Class 1 Preference Shares the convertible redeemable preference shares of £1 00 each in the capital of the Company having the rights set out in Article 3,

Class 2 Preference Shares the convertible redeemable preference shares of £1 00 each in the capital of the Company having the rights set out in Article 3,

C Majority the holders of a majority of the 'C' Ordinary Shares for the time being in issue,

Company the company for which these Articles are adopted,

'C' Ordinary Shares the ordinary shares of 10 pence each in the capital of the Company having the rights set out in Article 3,

Deferred Shares the deferred shares of 10 pence each in the capital of the Company from time to time (if any) having the rights set out in Article 3 6,

Disposal the disposal of all of the assets and/or the undertaking of the Company,

Employee Trust any trust established by the Company (with the consent of both the Founder Investors) to acquire and hold shares in the capital of the Company for the benefit of employees and/or ex-employees of the Company or any other Group company) and/or their dependants;

Equity Equity Insurance Holdings Limited (incorporated and registered in England and Wales under number 02925652) or any Permitted Transferee within Article 5.1.4 in relation thereto,

Equity Group Equity Insurance Group Limited (incorporated and registered in England and Wales under number 02950905) and its subsidiary undertakings from time to time (and **members of the Equity Group** and **Equity Group Company** shall be construed accordingly),

Exit the first to occur of a Sale, Disposal, Listing or Liquidation,

Exit Date the date upon which an Exit occurs,

Exit Ratchet Trigger Events

- (a) (i) in the event of an Exit at any time after 31 December 2009 but before 1 January 2011, the accumulated audited pre-tax profit of the Company for the period from the Adoption Date until 31 December 2009 being £20,000 or more, or
- (ii) in the event of an Exit at any time after 31 December 2008 but before 1 January 2010, the audited pre-tax profit of the Company for the financial year from 1 January 2008 until 31 December 2008 being £10,000 or more and the Company having made an accumulated audited pre-tax profit of £1 or more for the period from the Adoption Date until 31 December 2008, and
- (b) in the event of an Exit at any time, the result of the following calculation being a positive number

$$((P / (100 \times 1.3^n)) - 1)$$

where

P is the Exit Value in £millions at the time at which the Exit occurs, and

ⁿ is (i) if the Exit occurs before 31 December 2010, the period commencing on the date on which the Exit occurs and ending on 31 December 2010 expressed in years (including incomplete years) as a negative number to two decimal places or (ii) if the Exit occurs after 31 December 2010, the period commencing on 31 December 2010 and ending on the date on which the Exit occurs expressed in years (including incomplete years) as a positive number to two decimal places,

and **Exit Ratchet Trigger Event** shall be construed accordingly,

Exit Value

- (a) in the event of a Listing, the Exit Value shall be the aggregate value attributable to the Fully Diluted Share Capital as determined by the financial adviser to the Company (acting reasonably) in relation to the Listing by reference to the price at which the ordinary shares the subject of the Listing are to be issued or (as

appropriate) placed or, in the case of an offer for sale by tender, by reference to the applicable strike price, as part of the Listing arrangements,

- (b) in the event of a Sale, the Exit Value shall be the value of the aggregate consideration attributable to the whole of the Fully Diluted Share Capital the subject of the Sale, including the present value at the time of the Sale (using a discount rate of 30% per annum in the calculation of the present value of any future cashflows included within the consideration) attributable to

- (i) any consideration received in a form other than cash, and

- (ii) any deferred consideration

in each case as agreed between the A&B Majority and the 'C' Majority, and if not so agreed, valued by the Auditors (who shall be deemed to be acting as experts and not as arbitrators), and

- (c) in the event of a Disposal, the Exit Value shall be the aggregate amount to be distributed to or to be received by the holders of the Fully Diluted Share Capital after payment or adequate provision for the Company's liabilities to creditors other than its shareholders and after payment of any corporation tax arising on the Disposal proceeds, including the present value at the time of the Disposal (using a discount rate of 30% per annum in the calculation of the present value of any future cashflows included within the amount to be distributed or received) attributable to

- (i) any consideration received in a form other than cash, and

- (ii) any deferred consideration

in each case as agreed between the A&B Majority and the 'C' Majority and if not so agreed, valued by the Auditors (who shall be deemed to be acting as experts and not as arbitrators),

but in each of the scenarios set out in paragraphs (a), (b) and (c) above, before any deduction for the repayment value of any dividend payable in connection with the Exit and, for the avoidance of doubt, in each case, after taking account of

- (I) a sum equal to the aggregate financial and banking indebtedness (excluding, for the avoidance of doubt, trade creditors) which shall have become repayable,
- (II) the maximum amount which the holders of the Preference Shares would be entitled to receive under Article 3 2, in respect of their holdings of Preference Shares, on a return of capital if such event had occurred immediately prior to the Exit, and
- (III) any reasonable allowance for costs and expenses relating to the Exit,

Family Trusts as regards any particular individual member or deceased or former individual member, trusts (whether arising under a settlement, declaration of trust or other instrument by whomsoever or wheresoever made or under a testamentary disposition or on an intestacy) under which no immediate beneficial interest in any of the shares in question is for the time being vested in any person other than that individual and/or Privileged Relations of that individual, and so that for this purpose a person shall be considered to be beneficially interested in a share if such share or the income thereof is or may become liable to be transferred or paid or applied or appointed to or for the benefit of such person or any voting or other rights attaching thereto are or may become liable to be exercisable by or as directed by such person pursuant to the terms of the relevant trusts or in consequence of an exercise of a power or discretion conferred thereby on any person or persons,

Founder Investors Equity and Canopus and in each case any Permitted Transferee within Article 5 1 4 in relation thereto,

Fully Diluted Share Capital the aggregate of (i) the issued Ordinary Share Capital and (ii) all Ordinary Share Capital capable of being issued pursuant to any options or rights to subscribe for or securities (excluding, for the avoidance of any doubt, Preference Shares) convertible into Ordinary Share Capital prior to or on an Exit, but excluding any Ordinary Share Capital (other than, for the avoidance of doubt, pursuant to the exercise or conversion of any such options, rights or securities) or options or rights to subscribe for or securities convertible into Ordinary Share Capital, in each case, issued or granted for value on a Listing,

Good Leaver any Leaver who is designated as a good leaver by the Board (with Investor Consent) as referred to in Article 9 2 2 or any Leaver in circumstances where the Leaving results from

- (i) the Leaver's death,
- (ii) the Leaver's suffering physical or mental deterioration or other ill health (other than as a result, in the opinion of both the Investors, of alcohol or drug abuse) which, in the opinion of both the Investors, is sufficiently serious to prevent the Leaver from following his normal employment or which seriously prejudices his earning capacity,
- (iii) voluntary termination by the Leaver of the Leaver's employment by the Company or mutually-agreed termination of the Leaver's employment by the Company, in each case after a minimum of five years of service as an employee,
- (iv) redundancy,
- (v) termination by the Company of the Leaver's employment by the Company for any reason (other than fraud, dishonesty, gross misconduct, bringing the Company or any member of the Group into disrepute or any other reason giving rise to a ground for summary dismissal) in circumstances where a competent court or tribunal from which there is no right of appeal (or where the

relevant time limits have expired without any appeal having been made) determines that the dismissal was wrongful or unfair,

Group the Company and its subsidiaries from time to time,

Investment Agreement the investment agreement relating to the Company made between, inter alia, Equity, Canopus, the Executives and the Company (all as therein defined) dated on or around the Adoption Date,

Investor Consent the written consent of persons constituting an A&B Majority,

Investor Direction a direction by or on behalf of persons constituting an A&B Majority,

Investor Director any director in office from time to time after appointment pursuant to Article 14 1 or Article 14 2,

Investors the meaning set out in the Investment Agreement,

Leaver any person whose employment with the Company ceases for any reason or, in the case of a person who is not an employee of the Company but who is a director of the Company, a person who ceases to be a director of the Company, and **Leaving** shall be construed accordingly,

Leaving Date the date on which a Relevant Executive becomes a Leaver,

Liquidation the liquidation of the Company pursuant to the making of a winding-up order by the court or the passing of a resolution by the Members that the Company be wound-up (save for a solvent winding-up for the purpose of reconstruction or amalgamation),

Listing a successful application being made for admission to listing to the United Kingdom Listing Authority for all or any of the ordinary share capital of the Company to be admitted to trading to the London Stock Exchange plc or a successful application being made to any other recognised investment exchange or overseas investment exchange (as such expressions are defined in the Financial Services and Markets Act 2000) which has been approved by an A&B Majority for this purpose, for all or any of the ordinary share capital of the Company to be admitted to trading on such exchange,

Member the person registered in the Register of Members as the holder of shares in the Company and, when two or more persons are so registered as joint holders of shares, means the person whose name stands first in the Register of Members as one of such joint holders or all of such persons, as the context so requires,

Member of the same Group as regards any company, a company which is for the time being a holding company or a subsidiary of that company or of any such holding company,

month calendar month,

Ordinary Share Capital collectively, the 'A' Ordinary Shares, the 'B' Ordinary Shares and the 'C' Ordinary Shares and (except as otherwise

expressly provided) for the purposes of these Articles, the Acts and otherwise, the 'A' Ordinary Shares, the 'B' Ordinary Shares and the 'C' Ordinary Shares shall be treated as separate classes (and **Ordinary Shares** and **Ordinary Shareholder** shall be construed accordingly),

Permitted Transfer a transfer of shares permitted in terms of Article 5 1 or Article 5 2,

Permitted Transferee a person, firm or unincorporated association to whom or which shares have been transferred pursuant to a Permitted Transfer,

Pre-Exit Ratchet Trigger Event the accumulated audited pre-tax profit of the Company for the period from the Adoption Date until 31 December 2010 being £50,000 or more,

Preference Shares Class 1 Preference Shares and/or (as the context may require) Class 2 Preference Shares and (except as otherwise expressly provided) for the purposes of these Articles, the Acts and otherwise, the Class 1 Preference Shares and the Class 2 Preference Shares shall be treated as a single class,

present in person in relation to general meetings of the Company and to meetings of the holders of any class of shares, includes present by attorney or by proxy or, in the case of a corporate Member, by representative,

Privileged Relation in relation to an individual Member or deceased or former individual Member, the spouse or common law spouse or the widower or widow of such Member and all the lineal descendants in direct line of such Member and a spouse or common law spouse or widower or widow of any of the above persons and for the purposes aforesaid a step-child or adopted child of any person shall be deemed to be his or her lineal descendant,

Relevant Executive a director or employee of the Company,

Relevant Member a Member who is a Relevant Executive, or a Member who shall have acquired shares directly or indirectly from a Relevant Executive pursuant to one or more Permitted Transfers under Article 5 1 2 or 5 1 3 (including where such shares were subscribed by such Member and that Member would have been entitled to receive a Permitted Transfer from the Relevant Executive under either such Article),

Relevant Shares so far as the same remain for the time being held by the trustees of any Family Trusts or by any Transferee Company, the shares originally acquired by such trustees or Transferee Company and any additional shares issued to such trustees or Transferee Company by way of capitalisation or acquired by such trustees or Transferee Company in exercise of any right or option granted or arising by virtue of the holding of such shares or any of them or the membership thereby conferred,

Sale the sale (other than pursuant to a Permitted Transfer) of any part of the Ordinary Share Capital to any person other than an Equity Group Company or a Canopus Group Company after the date of the Investment Agreement resulting in that person together with any person acting in concert (within the meaning given in the City Code on Takeovers and Mergers as in force at the date of the adoption of these Articles) with such person holding more than (i)

50% of the 'A' Ordinary Shares in issue (in aggregate) and 50% of the 'B' Ordinary Shares in issue (in aggregate) or (ii) 50% of the 'A' Ordinary Shares in issue (in aggregate) if the Equity Group then no longer holds more than 50% of the 'B' Ordinary Shares in issue (in aggregate) or (iii) 50% of the 'B' Ordinary Shares in issue (in aggregate) if the Canopus Group then no longer holds more than 50% of the 'A' Ordinary Shares in issue (in aggregate),

Service Agreement in relation to a Member, any written or other contract of employment or for services between such Member and the Company,

Subscription Price in relation to any share, the amount paid up or credited as paid up thereon (including the full amount of any premium at which such share was issued whether or not such premium is applied for any purpose thereafter),

Transfer Notice a notice that a Member desires to transfer his shares served pursuant to Article 6 or Article 8 or deemed served pursuant to Article 9 1 or Article 9 2 (as the case may be),

Transferee Company a company for the time being holding shares in consequence, directly or indirectly, of a transfer or series of transfers of shares between Members of the same Group (the relevant Transferor Company in the case of a series of such transfers being the first transferor in such series),

Transferor Company a company (other than a Transferee Company) which has transferred or proposes to transfer shares to a Member of the same Group

2 **AUTHORISED SHARE CAPITAL**

The share capital of the Company at the date of adoption of these Articles is £30,656,250 divided into 106,734,370 'A' Ordinary Shares, 48,515,630 'B' Ordinary Shares, 1,312,500 'C' Ordinary Shares, 9,926,176 Class 1 Preference Shares and 5,073,824 Class 2 Preference Shares

3 **SHARE RIGHTS**

3 1 **Dividends**

The Company shall apply any profits which the Board resolves to distribute in any year to the holders of the 'A' Ordinary Shares, the 'B' Ordinary Shares and the 'C' Ordinary Shares in respect of their holdings of such shares *pari passu* and pro rata to the number of such shares held by each of them (for the avoidance of any doubt, no preference share in issue on the date immediately before the date of adoption of these Articles shall carry any right to be paid out of any profits which the Board may at any time resolve to distribute any amount accrued by the Company in respect of the preference share concerned as referred to in Article 3 1 1 of the articles of association of the Company adopted on the Adoption Date)

3 2 **Capital**

On a return of capital on liquidation or otherwise (except on a conversion, redemption or purchase by the Company of any shares), the surplus assets of

the Company remaining after payment of its liabilities shall be distributed as follows

3 2 1 first, in paying to each holder of Preference Shares (other than a Preference Share in respect of which the right of election referred to in Article 3 5 15 has been exercised) in respect of each Preference Share of which it is the holder, an amount equal to

(a) 100% of the Subscription Price thereof, plus

(b) (i) in the case of a Class 1 Preference Share, an amount calculated at (i) 26 9 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2008 to (and including) 30 June 2009 (or, if earlier, the date of the return of assets) and (ii) if the date of the return of assets is after 30 June 2009, 20 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2009 to the date of the return of assets, or

(ii) in the case of a Class 2 Preference Share, an amount calculated at 20 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2008 to the date of the return of assets,

such amount to accrue on a daily basis and to be compounded on 30 June each year,

3 2 2 the balance of such assets (if any) shall be distributed amongst the holders of the Ordinary Shares according to the amount paid up or credited as paid up on each such Share

3 3 **Voting**

3 3 1 Save as provided in this Article 3 3 and subject to the operation of Article 9 5, each holder of Ordinary Shares shall be entitled to receive notice of, attend and vote at general meetings of the Company

3 3 2 Subject to Articles 3 3 3 and 3 3 4, on a show of hands every holder of Ordinary Shares 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 and on a poll every holder of Ordinary Shares so present shall have one vote for each 'A' Ordinary Share, 'B' Ordinary Share or 'C' Ordinary Share (as the case may be) held by him

3 3 3 Each holder of Preference Shares shall be entitled to receive notice of all general meetings but will not be entitled to attend or vote at any general meeting unless the business of the meeting includes consideration of a resolution to wind up the Company or directly or adversely varying any of the special rights attached to the Preference Shares, in which case a holder may vote in respect of any such resolution considered at the meeting On a show of hands in respect of any such resolution, each holder of Preference

Shares present in person or (being a corporation) by a representative has one vote in respect of his holding of such Preference Shares. On a poll in respect of any such resolution, each holder of Preference Shares present in person or by proxy or (being a corporation) by a representative, is entitled to exercise, in respect of his holding of such Preference Shares, the number of votes which he would have been entitled to exercise if all the Preference Shares held by him had been converted into Ordinary Shares immediately before the holding of the general meeting at the conversion rate then applicable, or, after the conversion date, one vote for each Preference Share he holds

- 3 3 4 If there is and continues to be a material breach by the Company of the terms of the Investment Agreement or these Articles which has not been remedied prior to the shareholders voting at any general meeting of the Company which is to take place following the occurrence of such breach or prior to the grant of any consent in accordance with this Article 3 3 4, then all shareholders shall be deemed to vote at any such general meeting of the Company or in respect of any resolution (including by way of class consent) to be passed by the Company following the occurrence of such breach in the same manner as the A&B Majority and shall not otherwise be entitled to vote at any such meeting or in respect of any such resolution provided always that this Article 3 3 4 shall not apply in relation to any resolution which if passed would result in a variation of the class rights attached to the 'C' Ordinary Shares

3 4 **Redemption**

- 3 4 1 The Company may, subject to the Acts, at any time on not less than 30 days' notice in writing to the holders of Preference Shares, redeem in multiples of not less than 100,000 Preference Shares such total number of Preference Shares as is specified in such notice
- 3 4 2 Where Preference Shares are to be redeemed in accordance with Article 3 4 1, the Company shall give to the holders of the Preference Shares falling to be redeemed prior notice in writing of the redemption ("**Redemption Notice**") The Redemption Notice shall specify the particular Preference Shares to be redeemed and the date fixed for redemption and shall be given not less than 30 nor more than 40 days prior to the date fixed for redemption
- 3 4 3 If the Company is at any time redeeming less than all the Preference Shares from time to time in issue, the number of Preference Shares to be redeemed shall be apportioned between those holders of the Preference Shares then in issue *pro rata* according to the number of Preference Shares held by them respectively at the date fixed for redemption
- 3 4 4 On the date fixed for redemption, each of the holders of the Preference Shares falling to be redeemed shall be bound to deliver to the Company, at the Company's registered office, the certificate(s) for such Preference Shares (or an indemnity, in a form reasonably satisfactory to the Board, in respect of any lost

certificate) in order that the same may be cancelled. Upon such delivery, the Company shall pay to the holder (or, in the case of any joint holders, to the holder whose name stands first in the Company's register of members in respect of such Preference Shares) the amount due to it in respect of such redemption against delivery of a proper receipt for the redemption monies.

3 4 5 If any certificate delivered to the Company pursuant to Article 3 4 4 includes any Preference Shares not falling to be redeemed on the date fixed for redemption, a new certificate in respect of those Preference Shares shall be issued to the holder(s) thereof as soon as practicable thereafter (and, in any event, within 30 days thereafter).

3 4 6 There shall be paid on the redemption of each Preference Share an amount equal to

(a) 100% of the Subscription Price thereof, plus

(b) an amount calculated

(i) in the case of a Class 1 Preference Share, at 26.9 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2008 to (and including) 30 June 2009 (or, if earlier, the date of the redemption) and, if the date of the redemption is after 30 June 2009, 20 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2009 down to and including the date of the redemption, or

(ii) in the case of a Class 2 Preference Share, at 20 per cent per annum on the Subscription Price thereof in respect of the period from 1 July 2008 to the date of the redemption.

such amount to accrue on a daily basis and to be compounded on 30 June each year.

and such aggregate amount shall, subject to the Company having Available Profits or other monies which may be lawfully applied for such redemption, at that time become a debt due from and immediately payable by the Company to the holders of such Preference Shares. If and to the extent that the debt so constituted is not paid in full on the due date, the unpaid amount shall carry interest at the rate of 20% per annum in respect of the period from and including the due date down to and including the date of actual payment.

3 4 7 If the Company is unable to pay the amounts referred to in Article 3 4 6 in full on a date fixed for redemption by reason of having insufficient Available Profits or not having other monies which may

be lawfully applied for such redemption, then the amount so unpaid shall be increased by an amount equal to the interest which would have accrued had interest on the unpaid amount been charged at the rate of 20% per annum in respect of the period from and including the due date down to and including the date of actual payment and shall be paid as soon thereafter as, and to the extent that, Available Profits or other monies that may lawfully be applied for such redemption have arisen

3 4 8 If the Company fails or is unable to redeem any of the Preference Shares in full on the date due for redemption for any reason whatsoever, all Available Profits (or other monies which may lawfully be applied for the purpose of redeeming Shares) shall be applied in or towards redeeming all Preference Shares which have not been redeemed on or by such due date for redemption before being applied by way of any dividends pursuant to Article 3 1

3 4 9 The Board may, pursuant to the authority given by the adoption of this Article, consolidate and sub-divide the share capital available for issue as a consequence of a redemption of Preference Shares pursuant to this Article 3 4 into ordinary shares or any other class of share into which the authorised share capital of the Company is at the time divided, each of a like nominal amount as the shares of that class then in issue, or into unclassified shares of the same nominal amount as the Preference Shares. The Board may issue shares in anticipation of redemption to the extent permitted by the Acts and the Articles

3 5 **Conversion**

3 5 1 Each holder may at the time and in the manner specified in this Article 3 5 convert the whole or part of his holding of Preference Shares (not involving a fraction of a Preference Share) into fully-paid Ordinary Shares at the rate of £1 in nominal amount of Ordinary Shares (subject to adjustment in accordance with Articles 3 5 9, 3 5 10 and 3 5 11) for each £1 in nominal amount of Preference Shares (the "**conversion rate**") PROVIDED that

(a) Preference Shares held on the conversion date by Canopus or any other Canopus Group Company (or any successor in title thereof in respect of Preference Shares held at the date of adoption of these Articles by Canopus or issued after such date to Canopus or any other Canopus Group Company) shall be convertible into 'A' Ordinary Shares, and

(b) Preference Shares held on the conversion date by Equity or any other Equity Group Company (or any successor in title thereof in respect of Preference Shares held at the date of adoption of these Articles by Equity or issued after such date to Equity or any other Equity Group Company) shall be convertible into 'B' Ordinary Shares

3 5 2 In this Article 3 5, the "**conversion date**" is (except where Article 3 5 11, 3 5 12 or 3 5 15 applies) 30 June 2050 (or if not a business day, the next business day)

- 3 5 3 The right to convert is exercised by completing a notice in a form prescribed by the Board (a "**conversion notice**") and delivering the certificate and conversion notice to the registered office of the Company (marked for the attention of the Secretary) at any time during the four weeks ending on the conversion date (or where Article 3 5 11, 3 5 12 or 3 5 15 applies, the period specified in the relevant Article) (the "**conversion period**"), with any evidence the Board may require to prove the title of the person exercising the right to convert. A conversion notice once given may not be withdrawn without the Company's written consent. The Company shall remind each holder of the right to convert by giving him notice not less than four nor more than eight weeks before the conversion date (or where Article 3 5 11, 3 5 12 or 3 5 15 applies, at the time specified in the relevant Article). The notice shall state the applicable conversion rate. A copy of the form of conversion notice prescribed by the Board shall be sent with the notice.
- 3 5 4 The 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) to which a holder is entitled in exercising his right to convert ("**new ordinary shares**")
- (a) shall be credited as fully paid,
 - (b) shall rank pari passu in all respects and form one class with the 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) then in issue, and
 - (c) entitle the holder to be paid an appropriate proportion of all dividends and (unless adjustment of the conversion rate has been made in respect of the distribution under Article 3 5 10) other distributions declared, made or paid on Ordinary Shares in respect of the financial year in which the relevant conversion date falls, but not in respect of an earlier financial year.
- 3 5 5 The allotment of new 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) shall be made within two weeks of the conversion date. A certificate for the requisite number of new Ordinary Shares shall be sent within four weeks of the conversion date to each holder without charge, with a new certificate for any balance of unconverted Preference Shares comprised in the surrendered certificate and, if appropriate, a cheque in respect of a fractional entitlement. In the meantime transfers of the new Ordinary Shares shall be certified against the register.
- 3 5 6 The Board may in its absolute discretion from time to time decide the manner in which relevant Preference Shares are to be converted, subject to the provisions of these Articles and the Acts.
- 3 5 7 Without prejudice to Article 3 5 6, the Board may elect to effect conversion of the relevant Preference Shares by redeeming them on the conversion date at par, in which case the relevant Preference Shares confer on the holder the right and obligation to subscribe at par for the nominal amount of 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) to which he is entitled in accordance with the conversion rate ("**specified ordinary shares**"). The Board may elect to effect redemption out of Available Profits, out of the proceeds of a fresh issue of shares made for the purposes of redemption or in another manner allowed by the Acts and these Articles. If redemption is to be made out of Available Profits, the conversion notice given by the holder is deemed irrevocably to authorise and instruct the Board to apply the

redemption money payable to the holder in subscribing in his name for the specified 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) at par. If redemption is to be made out of the proceeds of a fresh issue of shares made for the purposes of redemption, the conversion notice given by the holder is deemed irrevocably

- (a) to appoint a person selected by the Board as the holder's agent with authority to apply an amount equal to the redemption money in subscribing on his behalf for the specified 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be), and
- (b) to authorise and instruct the Board after the allotment of the specified 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) to pay the redemption money to the agent who is entitled to retain it for his own benefit

3 5 8 Without prejudice to Article 3 5 6, the Board may elect to effect conversion of relevant Preference Shares by consolidation and sub-division, in which case all relevant Preference Shares held by one holder or joint holders are consolidated into one share, pursuant to the authority granted by the adoption of this Article, and the consolidated share is then sub-divided into shares of 10 pence each (or such other nominal amount as may be appropriate as a result of another consolidation or sub-division of ordinary shares) of which one share for each 10 pence in nominal amount of the consolidated share (or such other amount as may be appropriate as a result of an adjustment of the conversion rate) is designated

- (a) in relation to Preference Shares held on the conversion date by Canopus or any other Canopus Group Company (or any successor in title thereof in respect of Preference Shares held at the date of adoption of these Articles by Canopus or issued after such date to Canopus or any other Canopus Group Company), an 'A' Ordinary Share (ignoring fractions), and
- (b) in relation to Preference Shares held on the conversion date by Equity or any other Equity Group Company (or any successor in title thereof in respect of Preference Shares held at the date of adoption of these Articles by Equity or issued after such date to Equity or any other Equity Group Company), a 'B' Ordinary Share (ignoring fractions)

and the 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) resulting from the conversion shall be credited as fully paid and rank *pari passu* in all respects with the existing issued 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be)

3 5 9 If Preference Shares remain capable of being converted into 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) and there is a consolidation or sub-division (or both) of 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be), the conversion rate shall be adjusted by an amount which in the Board's opinion is fair and reasonable to maintain the right to convert

3 5 10 If Preference Shares remain capable of being converted into Ordinary Shares, on an allotment of fully-paid 'A' Ordinary Shares or 'B' Ordinary

Shares (as the case may be) pursuant to a capitalisation of profits or reserves to holders of Ordinary Shares, the nominal amount of 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) to be issued on conversion of Preference Shares on a conversion date which is or follows the record date of that allotment shall be increased (by resolution of the Board) to reflect the percentage increase in the 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) in issue. No increase in the conversion rate is to be made when Ordinary Shares are allotted by way of capitalisation of profits or reserves at the election of a holder instead of cash in respect of all or part of a dividend or dividends

- 3 5 11 If Preference Shares remain capable of being converted into Ordinary Shares, and 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be) are offered by the Company by way of rights to holders of Ordinary Shares (an "**offer by way of rights**"), the Company shall on the making of each such offer make a similar offer to each holder of Preference Shares, as if his conversion rights had been exercisable and fully exercised on a conversion date which is immediately before the record date for the offer by way of rights at the conversion rate applicable at that conversion date
- 3 5 12 If Preference Shares remain capable of being converted into Ordinary Shares and the Company becomes aware that, as a result of an offer made to all holders of Ordinary Shares (or all holders of Ordinary Shares other than the offeror and any associates of the offeror, as defined in section 988(1) of the 2006 Act) to acquire all or some of the Ordinary Shares or the proposal of a scheme for that acquisition, the right to cast more than 50 per cent of the votes that may ordinarily be cast on a poll at a general meeting has or will become vested in the offeror and those associates, the Company shall give notice to all holders of Preference Shares within two weeks of it becoming so aware. Each holder may within six weeks starting on the date of the notice convert some or all of his Preference Shares on the basis that the conversion date is the date on which the Company receives a conversion notice
- 3 5 13 If Preference Shares remain capable of being converted into Ordinary Shares and an offer (not being an offer falling within Article 3 5 11 or Article 3 5 12) is made or an invitation is extended to the holders of Ordinary Shares, the Company shall make or extend or, so far as it is able, ensure that there is made or extended at the same time a similar offer or invitation to each holder of Preference Shares, as if his conversion rights had been exercisable and fully exercised on a conversion date which is immediately before the record date for the offer or invitation at the conversion rate applicable at that conversion date
- 3 5 14 If a doubt or dispute arises concerning an adjustment of the conversion rate in accordance with this Article 3 5 the Board shall refer the matter to the auditors and their certificate as to the amount of the adjustment is conclusive and binding on all concerned
- 3 5 15 If Preference Shares remain capable of conversion into Ordinary Shares and either (i) a resolution for voluntary winding up of the Company is passed or (ii) a winding-up order is made by the court in relation to the Company, the Company shall immediately give notice to all holders of Preference Shares. Each holder may then in respect of all or some of his Preference Shares within six weeks after the date of the resolution for voluntarily winding up the Company or the date of the winding-up order, as the case may be, (in either

case, the "**operative date**") elect to be treated as if he had exercised his right to convert by giving a conversion notice to the Company, as if the operative date were the relevant conversion date. The holder is then entitled to be paid, in satisfaction of the amount due in respect of his Preference Shares to be treated as converted, an amount equal to the amount to which he would be entitled on a return of capital on a winding up if he had been the holder of the Ordinary Shares to which he would become entitled by conversion (ignoring fractions). At the expiry of the six-week period, all rights to convert Preference Shares cease.

3 5 16 For the purposes of Preference Shares in issue on the date after the conversion date in respect of which a conversion notice has not been given on or before the conversion date, the definition of 'Preference Shares' is automatically amended to "redeemable preference shares of £1 00 each in the capital of the Company having the rights set out in Article 3"

3 5 17 The Company shall keep available and authorised for issue sufficient 'A' Ordinary Shares and 'B' Ordinary Shares to satisfy all outstanding rights of conversion into 'A' Ordinary Shares or 'B' Ordinary Shares (as the case may be)

3 6 **Deferred Shares**

The Deferred Shares shall entitle the holders thereof to the following rights (subject to the following restrictions)

3 6 1 as regards dividend the Deferred Shares shall not entitle their holders to any dividend or other distribution in respect of such Deferred Shares,

3 6 2 as regards capital on a return of assets on a liquidation, reduction of capital or otherwise, the holders of the Deferred Shares shall be entitled to be paid out of the surplus assets of the Company remaining after payment of its liabilities an amount equal to the Subscription Price in respect of such shares after the holders of the 'A' Ordinary Shares, the 'B' Ordinary Shares and the 'C' Ordinary Shares shall have received £1,000,000 in respect of each such 'A' Ordinary Share, 'B' Ordinary Share and 'C' Ordinary Share,

3 6 3 as regards voting in general meetings the holders of Deferred Shares shall not in respect of such Deferred Shares be entitled to receive notice of, attend or vote at any general meeting,

3 6 4 as regards transfers the Deferred Shares are not transferable,

3 6 5 as regards repurchase subject to due compliance with the relevant provisions of the Acts, all of the Deferred Shares in issue may together be repurchased by the Company for an aggregate price of £1 at any time,

3 6 6 as regards further issues the rights conferred upon the holders of Deferred Shares shall be deemed not to be modified, varied or abrogated by the creation or issue of any further shares (whether ranking *pari passu* with or in priority to the Deferred Shares or

otherwise) or by any alteration whatsoever to the share capital of the Company,

3 6 7 as regards alterations to the Company's share capital the number of Deferred Shares held by each holder thereof shall be adjusted in such manner as the Board may, with the prior written agreement of the Auditors that in their opinion the adjustments proposed are fair and reasonable, deem to be appropriate Notice of any such adjustment shall be given to the holders of Deferred Shares by the Board

4 ISSUE OF SHARES

4 1 Subject to the provisions of the Acts and Article 4 2, all unissued shares in the capital of the Company at the date of adoption of these Articles shall be at the disposal of the Directors and they may allot, grant rights, options or warrants to subscribe or otherwise dispose of them to such persons, at such times, and on such terms as they think proper

4 2 Subject to Article 3 6, any unissued shares or other equity securities or shares to be issued which are subject to the provisions of Sections 89 to 95 (inclusive) of the 1985 Act or, from 1 October 2009, Sections 560 to 574 (inclusive) of the 2006 Act ("**New Shares**") or any rights to or in respect thereof shall not be allotted or issued to any person unless the Company has, in the first instance, offered such New Shares to all holders of Ordinary Share Capital *pari passu* as if the same constituted a single class and in proportion to the number of Ordinary Shares held by each of them on terms that, in case of competition, the New Shares shall be allotted to the acceptors of any such offer in proportion (as nearly as may be without involving fractions or increasing the number allotted to any member beyond that applied for by him) to their existing holdings of Ordinary Share Capital PROVIDED that this Article 4 2 shall not apply in respect of any New Shares which are (i) Preference Shares or (ii) Ordinary Shares offered for subscription pursuant to Article 3 5 7 and the requirements of Section 89(1) of the 1985 Act and of Section 561(1) of the 2006 Act are excluded as regards any allotment of Preference Shares or such Ordinary Shares Such offer

4 2 1 shall stipulate a time not exceeding 14 days within which it must be accepted or in default will lapse,

4 2 2 shall, if required by an Investor Direction, be conditional on the Members who desire to subscribe for a number of New Shares subscribing for other securities (including, for the avoidance of doubt, preference shares, loan notes or other debt instruments) of the Company on a pro rata basis with the Investors, and

4 2 3 shall stipulate that any Members who desire to subscribe for a number of New Shares in excess of the proportion to which each is entitled shall in their acceptance state how many excess New Shares they wish to subscribe for (and any New Shares not accepted by other Members shall be allotted to the Members making requests for excess New Shares in proportion (as nearly as may be without involving fractions or increasing the number allotted to any Member beyond that applied for by him) to their existing holdings of Ordinary Shares, and thereafter any remaining

excess New Shares may be offered to any other person at the same price and on the same terms as the offer to Members)

5 TRANSFER OF SHARES

5 1 Subject to the provisions of Regulation 24, any shares (other than any shares in respect of which the holder shall have been required by the Directors under these Articles to give a Transfer Notice or shall have been deemed to have given a Transfer Notice) may at any time be transferred

5 1 1 by a 'C' Ordinary Shareholder to any person with the prior consent in writing of an A&B Majority (which consent may be granted unconditionally or subject to terms or conditions and in the latter case any share so transferred shall be held subject to such terms and conditions notified in writing to the transferee prior to registration of the transfer), or

5 1 2 by any individual Member (not being in relation to the shares concerned a holder thereof as a trustee of any Family Trusts) to a Privileged Relation of such member, or

5 1 3 by any such individual Member to trustees to be held upon Family Trusts related to such individual Member, or

5 1 4 by any Member being a company (not being in relation to the shares concerned a holder thereof as a trustee of any Family Trusts) to a Member of the same Group as the Transferor Company, or

5 1 5 by any person entitled to shares in consequence of the death or bankruptcy of an individual Member to any person or trustee to whom such individual Member, if not dead or bankrupt, would be permitted hereunder to transfer the same, or

5 1 6 by a holder of 'A' Ordinary Shares or 'B' Ordinary Shares to any person with the prior consent in writing of the holders of shares entitled to cast at least 66% of the votes exercisable on a poll at a general meeting of the Company, or

5 1 7 by the trustees of any Employee Trust to any beneficiary of such trust or to replacement trustees

5 2 Where shares have been issued to trustees of Family Trusts or transferred under Article 5 1 3, the trustees and their successors in office may (subject to the provisions of Article 5 1) transfer all or any of the Relevant Shares

5 2 1 to the trustees for the time being of the Family Trust concerned on any change of trustees,

5 2 2 to the trustees for the time being of any other trusts being Family Trusts in relation to the same individual Member or deceased or former Member pursuant to the terms of such Family Trusts or to any discretion vested in the trustees thereof or any other person, or

5 2 3 to a Relevant Member or former Member or any Privileged Relation of a Relevant Member or deceased or former Member who has thereby become entitled to the shares proposed to be transferred on the total or partial termination of or pursuant to the terms of the Family Trusts concerned or in consequence of the exercise of any such power or discretion as aforesaid

5 3 If and whenever any of the Relevant Shares come to be held otherwise than upon Family Trusts, except in circumstances where a transfer thereof is authorised pursuant to Article 5 2 to be and is to be made to the person or persons entitled thereto, the trustees holding such shares shall notify the Directors in writing that such event has occurred and the trustees shall be bound, if and when required in writing by the Directors so to do, to give a Transfer Notice in respect of the shares concerned

5 4 If a person to whom shares have been transferred pursuant to Article 5 1 2 shall cease to be a Privileged Relation, such person shall be bound, if and when required in writing by the Directors so to do, to give a Transfer Notice in respect of the shares concerned

5 5 If a Transferee Company ceases to be a Member of the same Group as the Transferor Company from which (whether directly or by a series of transfers under Article 5 1 4) the Relevant Shares derived, the Transferee Company shall notify the Directors in writing that such event has occurred and (unless the Relevant Shares are thereupon transferred to the Transferor Company or a Member of the same Group as the Transferor Company, any such transfer being deemed to be authorised under the foregoing provisions of this Article) the Transferee Company shall be bound to give a Transfer Notice in respect of the Relevant Shares

6 PRE-EMPTION ON TRANSFER

6 1 Except in the case of a Permitted Transfer or a transfer pursuant to Article 9 8, 10 or 11 the right to transfer shares or any interest in shares in the Company shall be subject to the restrictions and provisions set out in this Article 6 References in this Article 6 to transferring shares or Sale Shares shall include any interest in and grant of contractual rights or options over or in respect of shares

6 2 Any person proposing to transfer any shares in the capital of the Company (the "**Proposing Transferor**") shall give a notice in writing to the Company (a "**Transfer Notice**") Each Transfer Notice shall

6 2 1 relate to one class of shares only,

6 2 2 specify the number and class of shares which the Proposing Transferor wishes to transfer (the "**Sale Shares**"),

6 2 3 if known, specify the identity of the person to whom the Proposing Transferor desires to transfer the beneficial interest in the Sale Shares,

6 2 4 specify the price per share (the "**Sale Price**") at which the Proposing Transferor proposes to transfer the Sale Shares

The Transfer Notice shall constitute the Company as the agent of the Proposing Transferor for the sale of the Sale Shares (together with all rights then attached thereto) at the Sale Price to any Member or to any other person selected or approved by the Directors (a "**Selected Person**") on the basis set out in the following provisions of these Articles and shall include such other details of the proposed transfer as the Directors may in their absolute discretion determine and shall not be revocable except with the consent of the Directors

- 6 3 Except in the case of a Transfer Notice deemed to be given pursuant to Article 9, the Proposing Transferor may provide in the Transfer Notice that unless buyers are found for all or not less than a specified number of the Sale Shares, he shall not be bound to transfer any of such Shares (a "**Minimum Transfer Condition**") and any such provision shall be binding on the Company. Notwithstanding the other provisions of this Article 6, if the Transfer Notice contains a Minimum Transfer Condition and the Proposing Transferor was entitled to impose such a condition, the Company may not make any allocation of Sale Shares unless and until it has found buyers for the minimum number specified in the Minimum Transfer Condition
- 6 4 Except in the case of a Transfer Notice deemed to be given pursuant to Article 9, and otherwise with Investor Consent, the Proposing Transferor may (if he holds shares of more than one class) provide in the Transfer Notice that he shall not be bound to transfer the Sale Shares except to the extent that buyers are found for a proportionate number of shares of all other classes held by the Proposing Transferor (a "**Stapling Condition**") and any such provision shall be binding on the Company. Notwithstanding the other provisions of this Article 6, if a Transfer Notice contains a Stapling Condition the Company may not make any allocation of Sale Shares unless and until it has found buyers for a proportionate number of shares of all other classes held by the Proposing Transferor
- 6 5 The provisions of this Article 6 5 shall apply to any transfer of any shares by any Ordinary Shareholder other than an Investor. The Board may (with Investor Consent and following consultation with the Chief Executive), within 14 days of receipt of a Transfer Notice, direct the Company immediately to offer any or all of the Sale Shares to current or prospective employees or directors of the Company, the Company itself and/or the trustees of any Employee Trust at the Sale Price and on such other terms, in such numbers and to such persons as the Board (with Investor Consent and following consultation with the Chief Executive) may specify. If any such offeree applies for any of the Sale Shares so offered to him within 7 days of the date of such offer, the Company shall allocate to the offeree by the 7th day following receipt of the relevant application the number of Sale Shares applied for. If all of the Sale Shares are so allocated, the provisions of Articles 6 6 to 6 10 (inclusive) shall not apply. If none or some only of the Sale Shares are so allocated, the remaining provisions of this Article 6 shall have effect as if references to Sale Shares shall mean those not allocated in accordance with this Article 6 5
- 6 6 Subject to any direction of the Board made in accordance with Article 6 5, all shares included in any Transfer Notice shall by notice in writing be offered ("**First Offer**") by the Company within 30 days following receipt of the relative Transfer Notice to all Members holding shares of the same class as the Sale Shares ("**class members**") (other than the holder of the Sale Shares and any

other Shareholder who has served or is deemed to have served a Transfer Notice in respect of his entire holding of Shares pursuant to which the sale of such Shares has not then been concluded) for purchase at the Sale Price on the terms that in case of competition the Sale Shares shall be sold to the accepting class members in proportion (as nearly as may be without involving fractions or increasing the number sold to any class member beyond that applied for by him) to their existing holdings of shares of the same class as the Sale Shares. Such offer

6.6.1 shall stipulate that within the period of 28 days commencing on the date of the First Offer notice the offer must be accepted or in default will lapse, and

6.6.2 shall stipulate that any class members who desire to purchase a number of Sale Shares in excess of the proportion to which each is entitled shall in their acceptance state how many excess Sale Shares they wish to purchase (and any shares not accepted by other class members shall be allocated to the class members making requests for excess Sale Shares in proportion, as nearly as may be without involving fractions or increasing the number sold to any class member beyond that applied for by him, to their existing holdings of shares of the same class as the Sale Shares)

If the Company shall not within the period ending on the date (the "**Relevant Date**") which is 28 days after the date of the First Offer notice find a class member or members (or one or more Selected Persons) willing to purchase all of the Sale Shares it shall offer any unsold Sale Shares to the holders of each of the other class of Ordinary Shares in the order stated in the table below. Each such offer shall be made in similar manner to the First Offer and the procedure of offer and acceptance applicable to the First Offer shall apply to such subsequent offers. The period during which the Company shall try to find prospective purchasers amongst the holders of Ordinary Shares of the other classes shall (i) in the case of those of the class marked "First" in the table below, be the period commencing on the Relevant Date and ending 14 days thereafter (ii) in the case of those of the class marked "Second", be the period commencing 15 days after the Relevant Date and ending 28 days after the Relevant Date and (iii) in the case of those of the class marked "Third", be the period commencing 29 days after the Relevant Date and ending 42 days after the Relevant Date.

Shares Transferred	First	Second	Third
'A' Ordinary	'B' Ordinary	'C' Ordinary	Preference
'B' Ordinary	'A' Ordinary	'C' Ordinary	Preference
'C' Ordinary	'A' Ordinary and 'B' Ordinary	Preference	-

6.7 Any shares not accepted by any of the members pursuant to the foregoing provisions of these Articles by the end of the last of the relevant periods under

Article 6 6 may be offered by the Directors to such persons as they may think fit for purchase at the Sale Price

6 8 If the Company shall within the period of 100 days commencing on the date of its receipt of the relative Transfer Notice find members or such other persons as aforesaid (each such person being hereinafter called a "**Purchaser**") to purchase the Sale Shares or any of them and give notice in writing thereof to the Proposing Transferor he shall be bound, upon payment to him of the Sale Price, to transfer such shares to the respective Purchaser(s), PROVIDED that, if the Transfer Notice contained a Minimum Transfer Condition and the Proposed Transferor was entitled to impose such a condition, this provision shall not apply unless the Company shall have found Purchasers for all of the Sale Shares Every notice given by the Company under this Article 6 8 shall state the name and address of each Purchaser and the number of Sale Shares agreed to be purchased by him and the purchase shall be completed at a place and time to be appointed by the Directors not being less than 3 days nor more than 10 days after the date of the notice

6 9 If a Proposing Transferor shall fail or refuse to transfer any Sale Shares to a Purchaser(s) hereunder the Directors may authorise some person to execute and deliver on his behalf the necessary transfer and the Company may receive the purchase money in trust for the Proposing Transferor and cause the Purchaser(s) to be registered as the holder of such shares The receipt of the Company for the purchase money shall constitute a good discharge to the Purchaser(s) (who shall not be bound to see to the application thereof) and after the Purchaser(s) has been registered in purported exercise of the aforesaid powers the validity of the proceedings shall not be questioned by any person The Company shall not pay the purchase money to the Proposing Transferor until he shall have delivered his share certificate(s) or a suitable indemnity and the necessary transfers to the Company

6 10 If the Company shall not within the period of 100 days commencing on the date of its receipt of the relative Transfer Notice find Purchasers willing to purchase any or all of the Sale Shares and gives notice in writing thereof to the Proposing Transferor, or if the Company shall within such period give to the Proposing Transferor notice in writing that the Company has no prospect of finding Purchasers, the Proposing Transferor shall be at liberty (subject only to the provisions of Regulation 24 and any relevant restrictions in the Investment Agreement) at any time during the period of 90 days after receiving such notification to transfer those Sale Shares for which the Company has not within such period given notice that it has found (or has given notice that it has no prospect of finding) Purchasers, to any person by way of a *bona fide* sale at any price not being less than the Sale Price (after deducting, where appropriate, any dividend or other distribution declared or made after the date of the Transfer Notice and to be retained by the Proposing Transferor) PROVIDED that

6 10 1 the Investors may (by Investor Direction) require the Company to refuse registration of any proposed transferee of any of the Sale Shares if they reasonably believe such proposed transferee to be a competitor of the Company or a person connected with such a competitor (or a nominee of either),

6 10 2 if the Transfer Notice contained a Minimum Transfer Condition and the Proposing Transferor was entitled to impose such a condition,

the Proposing Transferor shall only be entitled to transfer all the unsold Sale Shares under this Article,

- 6 10 3 if the Transfer Notice contained a Stapling Condition and the Proposing Transferor was entitled to impose such a condition, the Proposing Transferor shall only be entitled to transfer any Sale Shares under this Article if he complies with the Stapling Condition,
- 6 10 4 the Directors may require to be satisfied (in such manner as they may reasonably think fit) that the Sale Shares are being transferred under this Article pursuant to a *bona fide* sale for the consideration stated in the Transfer Notice without any deduction, rebate or allowance whatsoever to the purchaser and if not so satisfied may refuse to register the instrument of transfer, and
- 6 10 5 if the Proposing Transferor is a Founder Investor, then before transferring any of the Sale Shares it shall afford to the other Founder Investor (if such other Founder Investor is then still a Member) a reasonable opportunity to sell to the proposed transferee, at the same price and on the same terms as those on which the Proposing Transferor proposes to transfer Sale Shares, such number of shares of the same class as the Sale Shares as is equal to that proportion of the Sale Shares which the number of shares of the same class then held by such other Founder Investor bears to the total number of the shares of that class then in issue (for this purpose the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares shall be treated as a single class)

7 BARE NOMINEES

For the avoidance of doubt and without limitation, no share (other than any share so held on the date of adoption of these Articles) shall be held by any Member as a bare nominee for, and no interest in any share shall be sold to, any person unless a transfer of such share to such person would constitute a Permitted Transfer. If the foregoing provision shall be infringed the holder of such share shall be bound to give a Transfer Notice in respect thereof.

8 COMPULSORY TRANSFERS – GENERAL

- 8 1 A person entitled to a share in consequence of the bankruptcy of a Member shall be bound at any time, if and when required in writing by the Directors so to do, to give a Transfer Notice in respect of such share, in which event the price per share shall be the lower of cost and market value as determined in accordance with Article 9 4
- 8 2 If a share remains registered in the name of a deceased Member for longer than one year after the date of his death the Directors may require the legal personal representatives of such deceased Member either to effect a transfer of such shares (including for such purpose an election to be registered in respect thereof) being a Permitted Transfer or to show to the satisfaction of the Directors that a Permitted Transfer will be effected before or promptly upon the completion of the administration of the estate of the deceased Member or (failing compliance with either of the foregoing within one month or

such longer period as the Directors may allow for the purpose) to give a Transfer Notice in respect of such share

8 3 If a Member which is a company, or a Permitted Transferee of such Member, either suffers or resolves for the appointment of a liquidator, administrator or administrative receiver over it or any material part of its assets, such Member or Permitted Transferee shall forthwith at the request of the Directors be required to give a Transfer Notice in respect of all of the shares held by such Member and/or such Permitted Transferee

8 4 In any case where a Shareholder or his personal representatives has been required to give or has been deemed to have given a Transfer Notice in respect of all his Shares pursuant to the provisions of Article 9, 10 or 11, and subsequently becomes the holder of further Shares by virtue of his holding of any Shares which are the subject of such Transfer Notice (whether by way of rights or bonus issue, conversion, transfer or otherwise), such Shareholder or his personal representatives (as the case may be) shall be deemed to have given a Transfer Notice pursuant to Article 9, 10 or 11 (as the case may be) in respect of such further Shares

9 **COMPULSORY TRANSFERS – ‘C’ ORDINARY SHARES**

9 1 If a Relevant Member or the Relevant Executive in relation to a Relevant Member becomes a Bad Leaver, then (in the absence of Investor Consent in accordance with Article 9 2 2) such Relevant Member shall be deemed to have given on the date which is 30 days after the date on which the Relevant Member of the Relevant Executive concerned (as the case may be) became a Leaver a Transfer Notice (as defined in Article 6, the provisions of which shall apply, subject to the provisions of this Article 9, *mutatis mutandis* in respect of such deemed Transfer Notice) in respect of all of the Ordinary Shares held by such Relevant Member for a price per share equal to the lower of cost and market value (as determined in accordance with Article 9 4)

9 2 If

9 2 1 a Relevant Member or the Relevant Executive in relation to a Relevant Member (as the case may be) becomes a Good Leaver, or

9 2 2 a Relevant Member or the Relevant Executive in relation to a Relevant Member becomes a Bad Leaver and within 30 days of such person becoming a Bad Leaver such person is deemed by resolution of the Board (with Investor Consent) to be a Good Leaver for the purposes of this Article 9 in relation to any or all of the Ordinary Shares held by such Relevant Member,

then (unless the Board with Investor Consent resolves otherwise) such Relevant Member shall be deemed to have given, on the date on which the Relevant Executive concerned became a Good Leaver or on which the Board passes a resolution as referred to in 9 2 2 above, a Transfer Notice (as defined in Article 6, the provisions of which shall apply, subject to the provisions of this Article 9, *mutatis mutandis* in respect of such deemed Transfer Notice) in respect of all of the Ordinary Shares held by such Relevant Member for a price per share determined in accordance with Articles 9 3 and 9 4

Notwithstanding the foregoing, in the event that the Relevant Member or the Relevant Executive in relation to the Relevant Member (as the case may be) breaches any of the restrictive covenants contained in clause 16 of the Investment Agreement or in his Service Agreement in the period between becoming a Leaver and completion of the transfer of the shares in question then the price per share shall be equal to the lower of cost and market value as at the Leaving Date (to the extent they were originally acquired by the Relevant Member concerned or by the Relevant Executive in relation to the Relevant Member concerned by way of transfer rather than allotment, the 'cost' of the shares concerned shall be the lower of the price at which such shares were allotted and the amount paid by the Relevant Member concerned on such transfer)

9 3 The price per share for the purposes of Article 9 2 shall be

9 3 1 market value (as determined in accordance with Article 9 4) with respect to that proportion of the Ordinary Shares held by the Relevant Member as is set out in

- (a) column (2) in the table below, if the Relevant Member or the Relevant Executive in relation to the Relevant Member (as the case may be) is Charles Earle, Lyn Carslake, Richard Addis, Peter Young or David Cheeseman (each a "**Principal Executive**"), or
- (b) column (3) in the table below, if the Relevant Member or the Relevant Executive in relation to the Relevant Member (as the case may be) is not a Principal Executive,

such proportion to be determined in each case by reference to the number of complete calendar months which have elapsed between the "**Vesting Start Date**" (being the later of (i) the date on which the Relevant Member or the Relevant Executive in relation to the Relevant Member (as the case may be) was first issued (or, as the case may be, first acquired) shares in the capital of the Company and (ii) the Adoption Date) and the Leaving Date, and

9 3 2 if such proportion is less than 100%, the lower of cost and market value (as determined in accordance with Article 9 4) with respect to the balance

(in columns (2) and (3) of the table, "n" means the number calculated by dividing 80 by 48 and multiplying the result by the number of complete months from the Vesting Start Date to the Leaving Date, provided that n may not be more than 80)

(1)	(2)	(3)
Number of complete calendar months	Proportion of Ordinary Shares to be sold at market value if the Relevant Member or the Relevant	Proportion of Ordinary Shares to be sold at market value if the Relevant Member or the Relevant Executive

	Executive in relation to the Relevant Member (as the case may be) is a Principal Executive	in relation to the Relevant Member (as the case may be) is not a Principal Executive
Not more than 12 months	20 + n%	0%
More than 12 months	20 + n%	20 + n%

9 4 For the purposes of Articles 9 1 and 9 2 the '**market value**' (subject to the deduction therefrom, where the market value has been agreed with the Board, of any dividend or other distribution declared or made after such agreement and prior to the date on which the Transfer Notice was deemed to have been given) (the "**Notice Date**") shall be whichever is applicable of

9 4 1 the price per share agreed not more than one month before the Notice Date between the Relevant Member and/or the Relevant Executive and the Board as representing the market value thereof (and in attempting to agree such market value the Board shall provide the Relevant Member and/or the Relevant Executive with a written explanation of the Board's opinion as to the said market value), or

9 4 2 if no such agreement has been reached by the Notice Date, the Board shall refer the matter to the Auditors (unless the Board or the Relevant Member and/or the Relevant Executive do not agree to refer the matter to the Auditors, in which case the matter shall be referred to such firm of independent chartered accountants as the Board and the Relevant Member and/or the Relevant Executive shall agree, or if the Board and the Proposing Transferor fail to agree on such appointment within 21 days of the deemed giving of the Transfer Notice or such longer period as the Relevant Member and/or the Relevant Executive and the Board may agree, such firm of independent chartered accountants as shall be selected by the president for the time being of the Institute of Chartered Accountants in England and Wales on application of the Board or the Relevant Member and/or the Relevant Executive) and the Auditors (or other independent accountants appointed in accordance with this Article) shall determine and certify the sum per share considered in their opinion to be the market value thereof (as between a willing buyer and a willing seller with no discount being made or premium being added for the fact that the shares in question constitute or do not constitute a minority or majority holding of shares in the Company and disregarding any special rights attaching to any class of shares) as at the Leaving Date. The Auditors (or other independent accountants appointed in accordance with this Article) shall act hereunder at the cost and expense of the Company (save, provided that the Board shall have provided the written explanation referred to in Article 9 4 1, where the market value determined and certified by the Auditors (or other independent accountants appointed in accordance with this

Article) does not exceed the price per share offered by the Board by at least 10% then such cost and expense shall be borne in equal shares by the Company and the Relevant Member) as experts and not as arbitrators and their determination shall be final and binding on all persons concerned and, in the absence of fraud, they shall be under no liability to any such person by reason of their determination or certificate or by anything done or omitted to be done by them for the purpose thereof or in connection therewith. The directors and members of the Company (and each of them including, for the avoidance of doubt, the relevant Leaver) shall, at their own cost and expense, be entitled to and shall be given a reasonable opportunity to give the Auditors (or other independent accountants appointed in accordance with this Article) (subject to the Auditors or such other independent accountants providing a confidentiality undertaking in a form reasonably acceptable to the Investors) all information relating to the Company and its subsidiary companies which they reasonably consider fit for determining such a market value

- 9 5 Notwithstanding any other provision herein contained, unless the Board (with Investor Consent) directs otherwise, any Ordinary Shares held by a Leaver, or the Relevant Executive in relation to a Relevant Member who is a Leaver, after the relevant Leaving Date (and any Ordinary Shares issued to such person after the relevant Leaving Date by virtue of the exercise of any right or option granted or arising by virtue of the Sale Shares held) will cease to confer the right to be entitled to receive notice of, attend and vote at any general meeting of the Company, or any meeting of the holders of any class of shares, with effect from the relevant Leaving Date (or, as the case may be, the date of issue of such shares, if later), and such shares will not be counted in determining the total number of votes which may be cast at any such meeting of for the purposes of any written resolution of any shareholders or any class of shareholders. Such rights will be restored immediately upon the Company registering a valid transfer of such shares in accordance with this Article 9. For so long as any shares are disenfranchised pursuant to this Article 9 5, the voting rights attaching to the shares will be varied so that the holders of the Ordinary Shares of each class are each entitled (as a class) to cast such percentage of votes as they would otherwise have been entitled to cast prior to the suspension of voting rights of the disenfranchised shares
- 9 6 Each Relevant Executive agrees to resign his directorship of the Company and of each member of the Group upon becoming a Leaver and appoints each of the Investor Directors jointly and severally as his true and lawful attorney to execute all such deeds or documents in connection with such resignation
- 9 7 If a Transfer Notice is deemed to be given pursuant to Article 9 1 or 9 2 then
- 9 7 1 the Company shall forthwith give written notice of such occurrence (such notice to include details of all the shares to which such deemed Transfer Notice relates) to each holder of 'A' Ordinary Shares and each holder of 'B' Ordinary Shares. If within 21 days of the giving of such notice by the Company an A&B Majority requires by written notice to the Company (an "**Employee Priority Notice**") that all or any shares to which such Transfer Notice relates should be transferred to the trustees of an Employee Trust

or to the Company, or be made or kept available either for any person who is an existing director and/or employee of the Company or any subsidiary or a person (whether or not then ascertained) who it is proposed should be appointed as a director and/or employee of the Company or a subsidiary (whether or not in place of the person by whom the relevant Transfer Notice was given) (a **"New Employee"**), then the provisions of Article 9 8 below shall apply in priority to the procedure set out in Article 6, and

9 7 2 whether or not an Employee Priority Notice is given pursuant to Article 9 7 1, the Board may, with the consent of an A&B Majority, require the provisions of Article 9 8 to be applied in priority to the procedure set out in Article 6

9 8 If an Employee Priority Notice is given, then in relation to the shares the subject thereof (the **"Employee Shares"**) the provisions of Article 6 shall be modified hereby and the Employee Shares shall either

9 8 1 be offered first to the person(s) (and, in the case of more than one, in the proportions) specified in the Employee Priority Notice (conditional, in the case of any prospective director and/or employee, upon his taking up his proposed appointment with the Company or a subsidiary), or

9 8 2 if the relevant Employee Priority Notice so requires, be offered first to persons designated by an A&B Majority upon trust (in the event of the persons to whom the Employee Shares are offered acquiring such shares) for a period not exceeding 12 months, after which time a Transfer Notice (as defined in Article 6) shall be deemed to have been served by such trustees, for a New Employee as and when appointed, or

9 8 3 if the relevant Employee Priority Notice so requires, be offered first to the trustees of the relevant Employee Trust specified in the Transfer Notice, or

9 8 4 if the relevant Employee Priority Notice so requires, be offered first to the Company

9 9 In the event of an Employee Priority Notice being given, the Company shall (so far as it is legally able) take such steps as are necessary to give effect to the provisions of Article 9 8

10 **FOUNDER SHARE TRANSFER PROVISIONS**

10 1 If at any time after 31 December 2008 Equity (and/or such other members of the Equity Group who at the relevant time hold any Ordinary Shares in the capital of the Company) or Canopus (and/or such other members of the Canopus Group who at the relevant time hold any Ordinary Shares in the capital of the Company) (**"Exiting Founder(s)"**) wish(es) to transfer (other than pursuant to a Permitted Transfer) all its/their Ordinary Shares in the capital of the Company at a time when members of the Canopus Group (if the Exiting Founder is an Equity Group Company) hold a majority of the 'A' Ordinary Shares for the time being in issue or members of the Equity Group

(if the Exiting Founder is a Canopus Group Company) hold a majority of the 'B' Ordinary Shares for the time being in issue, each (if more than one) Exiting Founder shall give a notice in writing to the Company (an "**Exiting Founder's Transfer Notice**") Each Exiting Founder's Transfer Notice shall

- 10 1 1 specify the number (being all the Ordinary Shares held by the Exiting Founder) and class of shares which the Exiting Founder wishes to transfer (the "**Sale Shares**"),
- 10 1 2 specify the cash price per Sale Share which the Exiting Founder (in common with the other Exiting Founders, if any) is willing to accept (the "**Exiting Founder's Selling Price**")
- 10 2 An Exiting Founder's Transfer Notice shall constitute the Company as the agent of that Exiting Founder for the sale of the Sale Shares (together with all rights then attached thereto) to the non-Exiting Founder at the Exiting Founder's Selling Price during the period of 90 days commencing on the date on which the Company receives the Exiting Founder's Transfer Notice concerned
- 10 3 All Ordinary Shares included in each Exiting Founder's Transfer Notice shall by notice in writing ("**Offer Notice**") be offered by the Company forthwith on receipt of the relative Exiting Founder's Transfer Notice to the non-Exiting Founder for purchase Such offer shall stipulate that within the period of 60 days commencing on the date of the Offer Notice the offer must be accepted or in default will lapse
- 10 4 The non-Exiting Founder shall, within 60 days of the date of the Offer Notice, give written notice to the Company whether or not the non-Exiting Founder is willing to purchase the Sale Shares of each (if more than one) Exiting Founder for the Exiting Founder's Selling Price
- 10 5 If, within 60 days of receiving the Offer Notice, the non-Exiting Founder gives written notice to the Company that the non-Exiting Founder is willing to purchase the Sale Shares of each (if more than one) Exiting Founder for the Exiting Founder's Selling Price, the Company shall forthwith give notice in writing of that fact ("**Non-Exiting Founder's Purchase Notice**") to each (if more than one) Exiting Founder which shall be bound, upon payment to it of the Exiting Founder's Selling Price for each Sale Share held by it, within 30 days of its receipt of the Non-Exiting Founder's Purchase Notice to transfer the Sale Shares held by him to the Non-Exiting Founder
- 10 6 If an Exiting Founder shall fail or refuse to transfer any Sale Shares to the non-Exiting Founder hereunder the Directors may authorise some person to execute and deliver on the Exiting Founder's behalf the necessary transfer and the Company may receive the purchase money in trust for the Exiting Founder and cause the non-Exiting Founder to be registered as the holder of such shares The receipt of the Company for the purchase money shall constitute a good discharge to the non-Exiting Founder (who shall not be bound to see to the application thereof) and after the non-Exiting Founder has been registered in purported exercise of the aforesaid powers the validity of the proceedings shall not be questioned by any person The Company shall not pay the purchase money to the Exiting Founder until he shall have delivered his share certificate(s) or a suitable indemnity and the necessary transfers to the Company

- 10 7 If within 60 days of receiving the Offer Notice the non-Exiting Founder (i) gives written notice to the Company that the non-Exiting Founder is not willing to purchase the Sale Shares of each (if more than one) Exiting Founder for the Exiting Founder's Selling Price or (ii) fails to respond to the Offer Notice, the provisions of Articles 10 8 to 10 13 below shall apply
- 10 8 If the Exiting Founder (or all the Exiting Founders, if more than one) or the non-Exiting Founder ("**Seller**") intends at any time during the period of 180 days commencing on the date of the Exiting Founder's Transfer Notice to sell all of its/their Ordinary Shares (or any interest in such shares) (the shares intended to be sold being referred to for the purposes of the remainder of this Article 10 as "**Selling Shares**") to a proposed purchaser(s) (the "**Proposed Purchaser**") who has made a bona fide offer on arm's length terms for such shares, the Seller shall give to the Company not less than 30 days advance notice before the date on which the Seller proposes to sell the Selling Shares. Such notice (the "**Selling Notice**") shall include details of (i) the Selling Shares (ii) the price for each Selling Share proposed to be paid by the Proposed Purchaser (the "**Purchase Price**") (iii) the identity of the Proposed Purchaser and (iv) the place, date and time of completion of the proposed purchase ("**Completion**") which shall be a date not less than 30 days from the date of the Selling Notice
- 10 9 Immediately upon receipt of a Selling Notice, the Company shall give notice in writing (a "**Sale Notice**") to each of the Members other than the Seller (the "**Other Members**") giving the details contained in the Selling Notice. If the Purchase Price is at least 3.5% higher than the Exiting Founder's Selling Price, then, at the election of the Seller, a Sale Notice may contain a provision (a "**Drag Notice**") requiring each of the Other Members to sell to the Proposed Purchaser at Completion, on the same terms as those contained in the Selling Notice, all of their Ordinary Shares
- 10 10 In the absence of a Drag Notice being served on the Other Members, any or all of the Other Members may elect (such election, in the case of a 'C' Shareholder, only to have effect if the non-Exiting Founder makes such an election), on receipt of a Sale Notice (whatever the Purchase Price), to treat such Selling Notice as a Drag Notice in respect of all the shares held by (i) the Other Member making such an election ("**Electing Other Member**") (ii) and if so specified in the election its Permitted Transferees, who must give written notice to the Company of such election within 14 days of receipt of the Sale Notice. In the event of an effective election, the Electing Other Member (and, as the case may be, its Permitted Transferees shall be treated as though the Seller had served upon it (and, as the case may be, its Permitted Transferees) a Drag Notice in respect of all the shares held by it/them
- 10 11 Each Member who is given or treated as having been given a Drag Notice shall sell his shares at the same price per Selling Share to be sold to the Proposed Purchaser on Completion by the Seller and on the terms set out in the Selling Notice. For these purposes only, all of the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares shall be regarded as forming a single class of share
- 10 12 If any of the Member(s) (the "**Defaulting Member(s)**") fails to comply with the terms of a Drag Notice, the Company shall be constituted the agent of each Defaulting Member for the sale of his shares (together with all rights then attached thereto) in accordance with the relevant notice and the Directors

may authorise some person to execute and deliver on behalf of each Defaulting Member the necessary transfer(s) and the Company may receive the purchase money in trust for each of the Defaulting Members and cause the Proposed Purchaser to be registered as the holder of such shares. The receipt of the Company for the purchase money, pursuant to such transfers, shall constitute a good and valid discharge to the Proposed Purchaser (who shall not be bound to see to the application thereof) and after he has been registered in purported exercise of the aforesaid powers the validity of the proceedings shall not be questioned by any person. The Company shall not pay the purchase money due to the Defaulting Member(s) until he shall, in respect of the shares being the subject of the relevant Drag Notice, have delivered his share certificates or a suitable indemnity and the necessary transfers to the Company. No Member shall be required to comply with a Drag Notice unless the Seller shall sell the Selling Shares to the Proposed Purchaser on Completion, subject at all times to the Seller being able to withdraw the Selling Notice at any time prior to Completion by giving notice to the Company to that effect, whereupon each Drag Notice shall cease to have effect.

- 10 13 If the sale of the Selling Shares by the Seller to the Proposed Purchaser is not completed within the period of 180 days commencing on the date of the Exiting Founder's Transfer Notice, no Equity Group Company or Canopus Group Company may initiate any of the procedures set out in this Article 10 by giving another or any Exiting Founder's Transfer Notice within the period of 90 days commencing on the date immediately following the expiry of such 180 day period.

11 **ADDITIONAL DRAG ALONG/TAG ALONG PROVISIONS**

- 11 1 Subject always to the operation of Article 10, if at any time an A&B Majority (for the purposes of this Article 11 the "**Sellers**") intend to sell 75% or more of the 'A' Ordinary Shares for the time being in issue (or any interest in such shares) and 75% or more of the 'B' Ordinary Shares for the time being in issue (or any interest in such shares) (the shares to be sold by the Sellers being referred to for the purposes of this Article 11 as "**Selling Shares**") to a proposed purchaser(s) (the "**Proposed Purchaser**") who has made a *bona fide* offer on arm's length terms for such shares, the Sellers shall give to the Company not less than 28 days' advance notice before the date on which they propose to sell the Selling Shares. Such notice (the "**Selling Notice**") shall include details of (i) the Selling Shares (ii) the price for each Selling Share proposed to be paid by the Proposed Purchaser (iii) the identity of the Proposed Purchaser and (iv) the place, date and time of completion of the proposed purchase ("**Completion**") which shall be a date not less than 28 days from the date of the Selling Notice.
- 11 2 Immediately upon receipt of a Selling Notice, the Company shall give notice in writing (a "**Sale Notice**") to each of the Members other than the Sellers (the "**Other Members**") giving the details contained in the Selling Notice. At the election of the Sellers, the Sale Notice may contain a provision (a "**Compulsory Sale Notice**") requiring each of the Other Members to sell to the Proposed Purchaser at Completion, on the same terms as those contained in the Selling Notice, all their shares in the Company.
- 11 3 In the absence of a Compulsory Sale Notice being served on the Other Members, any or all of the Other Members may elect, on receipt of a Sale

Notice, to treat such Selling Notice as a Compulsory Sale Notice in respect of all the shares held by him, and any Other Member (an "**Electing Other Member**") who does so elect must give written notice to the Company of such election within 14 days of receipt of the Sale Notice. Any Electing Other Member shall be treated as though the Sellers had served upon such Electing Other Member a Compulsory Sale Notice in respect of the Relevant Percentage of the shares held by the Electing Other Member.

11.4 Each member who is given or treated as having been given a Compulsory Sale Notice shall sell all his shares at the highest price for the same class per Selling Share to be sold to the Proposed Purchaser on Completion by the Sellers and on the terms set out in the Selling Notice. For these purposes only, all of the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares shall be regarded as forming a single class of share.

11.5 If any of the Member(s) (the "**Defaulting Member(s)**") fails to comply with the terms of a Compulsory Sale Notice, the Company shall be constituted the agent of each Defaulting Member for the sale of his shares (together with all rights then attached thereto) in accordance with the relevant notice and the Directors may authorise some person to execute and deliver on behalf of each Defaulting Member the necessary transfer(s) and the Company may receive the purchase money in trust for each of the Defaulting Members and cause the Proposed Purchaser to be registered as the holder of such shares. The receipt of the Company for the purchase money, pursuant to such transfers, shall constitute a good and valid discharge to the Proposed Purchaser (who shall not be bound to see to the application thereof) and after he has been registered in purported exercise of the aforesaid powers the validity of the proceedings shall not be questioned by any person. The Company shall not pay the purchase money due to the Defaulting Member(s) until he shall, in respect of the shares being the subject of the relevant Compulsory Sale Notice, have delivered his share certificates or a suitable indemnity and the necessary transfers to the Company. No Member shall be required to comply with a Compulsory Sale Notice unless the Sellers shall sell the Selling Shares to the Proposed Purchaser on Completion, subject at all times to the Sellers being able to withdraw the Selling Notice at any time prior to Completion by giving notice to the Company to that effect, whereupon each Compulsory Sale Notice shall cease to have effect.

12 INFORMATION CONCERNING SHAREHOLDINGS AND TRANSFERS

12.1 For the purpose of ensuring that a transfer of shares is a Permitted Transfer or that no circumstances have arisen whereby a Transfer Notice is or may be required or deemed to be given hereunder or to be satisfied that any proposed sale is *bona fide* and on the terms stated in the Transfer Notice with no rebate or allowance, the Directors may from time to time require any member or the legal personal representatives of any deceased member or any person named as transferee in any transfer lodged for registration to furnish to the Company such information and evidence as the Directors may think fit regarding any matter which they may deem relevant to such purpose. Failing such information or evidence being furnished to the satisfaction of the Directors within a reasonable time after such requirement being made, the Directors shall be entitled to refuse to register the transfer in question or (if no transfer is in question) to require by notice in writing that a Transfer Notice be given in accordance with Article 6 in respect of the shares concerned.

12 2 In a case where the Directors have duly required a Transfer Notice to be given in respect of any shares pursuant to Article 12 1 and such Transfer Notice is not duly given within a period of one month, or such longer period as the Directors may allow for the purpose, such Transfer Notice shall (except and to the extent that a Permitted Transfer of any of such shares shall have been made) be deemed to have been given on such date after the expiration of the said period as the Directors may by resolution determine and the foregoing provisions of these Articles shall take effect accordingly

12 3 From (and including) the date on which the Directors have duly required a Transfer Notice(s), all holders of shares the subject of such Transfer Notice(s) shall not transfer or encumber any of their shares or any interest in their shares until all proceedings pursuant to such Transfer Notice(s) have been finalised in accordance with these Articles

13 PROCEEDINGS AT GENERAL MEETINGS

13 1 A poll may be demanded at any general meeting by the chairman or by any member present in person or by proxy and entitled to vote Regulation 46 shall be modified accordingly

13 2 A resolution in writing executed or approved by email or facsimile by or on behalf of the holders of all the issued Ordinary Share Capital or of the shares of any class shall be as valid and effectual as if the same had been duly passed at a general meeting or class meeting (as the case may be) and may consist of several documents in the like form, each executed by or on behalf of one or more persons In the case of a corporation, the resolution may be signed on its behalf by a Director or the Secretary thereof or by its duly appointed attorney or duly authorised representative Regulation 53 shall be modified accordingly

13 3 No business shall be transacted at any general meeting unless a quorum is present throughout the meeting Any two Members entitled to attend and vote at the meeting shall, provided that one is a holder of 'A' Ordinary Shares and one is a holder of 'B' Ordinary Shares, be a quorum Regulation 40 shall be modified accordingly

14 DIRECTORS

14 1 The A Majority shall be entitled to appoint and maintain in office up to two persons to the Board (and to any committee of the Board) as non-executive directors and to remove any person so appointed for any reason whatsoever and appoint another person in their place

14 2 The B Majority shall be entitled to appoint and maintain in office up to two persons to the Board (and to any committee of the Board) as non-executive directors and to remove any person so appointed for any reason whatsoever and appoint another person in their place

14 3 The C Majority shall be entitled, with Investor Consent to each appointment, to appoint and maintain in office up to two persons to the Board (and to any committee of the Board) as directors and with Investor Consent to remove any person so appointed for any reason whatsoever and appoint another person in their place

- 14 4 Each appointment and removal pursuant to Articles 14 1, 14 2 and 14 3 shall be made by notice in writing to the Company and shall take effect on delivery to the registered office of the Company or at any meeting of the Board
- 14 5 The Investor Directors and their alternate director(s) shall be entitled to disclose to the Investors such information concerning the Company as they think fit
- 14 6 The A Investor Directors and the B Investor Directors shall jointly, after consultation with the Chief Executive, have the right to nominate a director to act as Chairman of the Board The A Investor Directors and the B Investor Directors shall have the right to remove any Chairman so appointed and, upon his removal whether by the A Investor Directors and the B Investor Directors or otherwise, to nominate another director to act as Chairman of the Board in such person's place
- 14 7 The Company shall reimburse each Investor Director and any alternate director with the reasonable costs and out of pocket expenses (including but not limited to travel expenses) incurred by the Investor Director and any alternate director in respect of attending meetings of the Board or any committee thereof of or carrying out authorised business on behalf of the Company
- 14 8 Board meetings will be held at least once a month The quorum for the transaction of the business of the Board shall be at least two directors of which one shall be an A Investor Director and one shall be a B Investor Director If a meeting is adjourned for lack of a quorum then the quorum for the transaction of the business of the Board at such adjourned meeting shall be at least two directors of which one shall be an A Investor Director or a B Investor Director Unless the Investor Directors otherwise agree, no business shall be transacted at any meeting (or adjourned meeting) of the Board (or committee of the Board) save for that specified in the agenda referred to in Article 14 9
- 14 9 The Company shall send to each Investor Director
- 14 9 1 at least 10 days' advance notice of each meeting of the Board and each committee of the Board, such notice to be accompanied by a written agenda specifying the business to be transacted at such meeting and, at least 5 days prior to the meeting, all papers to be circulated or presented to the same, and
- 14 9 2 as soon as practicable after each meeting of the Board (or committee of the Board) a copy of the minutes thereof
- 14 10 The Board shall act by majority In the event of an equality of votes, the Chairman of the Board shall not have a casting vote Notwithstanding the foregoing, any Investor Director may veto the passing of any Board resolution and require that the matter in question is referred to the A&B Majority for prior approval in which event no action in relation to the referred matter shall be taken by the Company without the receipt of such approval
- 14 11 The Directors shall not be subject to retirement by rotation Regulations 73 to 75 and the last two sentences of Regulation 79 shall not apply and Regulations 76, 77, 78 and 80 shall be modified accordingly

- 14 12 Without prejudice to the first sentence of Regulation 89, a meeting of the Directors or of a committee of the Directors may consist of a conference between directors who are not all in one place, but of whom each is able (directly or by telephonic communication) to speak to each of the others, and to be heard by each of the others simultaneously, and the word "meeting" in these Articles shall be construed accordingly
- 14 13 A resolution in writing signed by all the directors shall be as valid and effectual as if it had been passed at a meeting of Directors duly convened and held and may consist of several documents in the like form each signed by one or more Directors, but a resolution signed by an alternate Director need not also be signed by his appointor and, if it is signed by a Director who has appointed an alternate Director, it need not be signed by the alternate Director in that capacity Regulation 93 shall not apply
- 14 14 A Director may vote at a meeting of Directors or of a committee of Directors on any resolution concerning a matter in which he has, directly or indirectly, an interest or duty which is material and which conflicts or may conflict with the interests of the Company Regulation 94 shall be modified accordingly, provided that he has disclosed to the Directors the nature and extent of any material interest or duty
- 14 15 Save with regard to an Investor Director, the office of a Director shall be vacated if he shall be removed from office by notice in writing served upon him signed by a majority of his co-Directors but so that if he holds an appointment to an executive office which thereby automatically determines, such removal shall be deemed an act of the Company and shall have effect without prejudice to any claim for damages for breach of contract of service or otherwise between him and the Company
- 14 16 It shall be necessary to give each Director notice of any meetings of the Directors and Regulation 88 shall be modified accordingly
- 15 **ALTERNATE DIRECTORS**
- 15 1 Any Director (other than an alternate Director) may at any time by writing under his hand and served on the Company at its registered office, or delivered at a meeting of the Directors, appoint any other Director, or any other person approved by resolution of the Directors and willing to act, to be an alternate Director and may remove from office an alternate Director so appointed by him The same person may be appointed as the alternate Director of more than one Director
- 15 2 An alternate Director shall be entitled
- 15 2 1 to receive notice of all meetings of Directors and of all meetings of committees of Directors of which his appointor is a member, save that it shall not be necessary to give notice of such meeting to an alternate Director who is absent from the United Kingdom,
- 15 2 2 to attend, be counted in the quorum for and vote at any such meeting at which the Director appointing him is not personally present, and

15.2.3 generally at such meeting to perform all the functions of his appointor as a Director in his absence

If an alternate Director is himself a Director or attends any such meeting as an alternate Director for more than one Director, then his voting rights shall be cumulative

15.3 An alternate Director shall cease to be an alternate Director if his appointor ceases to be a Director, but, if a Director retires but is reappointed or deemed to have been reappointed at the meeting at which he retires, any appointment of an alternate Director made by him which was in force immediately prior to his retirement shall continue after his reappointment

15.4 Any appointment or removal of an alternate Director shall be by notice to the Company signed by the Director making or revoking the appointment or in any other manner approved by the Directors

15.5 An alternate Director shall alone be responsible for his own acts and defaults and he shall not be deemed to be the agent of the Director appointing him, except in relation to matters in which he acted (or failed to act) on the direction or at the request of his appointor

15.6 Save as otherwise provided in these Articles, an alternate Director shall not have power to act as a Director nor shall he be deemed to be a Director for the purposes of these Articles. However, such an alternate Director shall owe the Company the same fiduciary duties and duty of care and skill in the performance of his office as are owed by a Director

15.7 An alternate Director shall be entitled to contract and be interested in and benefit from contracts or arrangements or transactions and to be repaid expenses and to be indemnified to the same extent *mutatis mutandis* as if he were a Director but he shall not be entitled to receive from the Company in respect of his appointment as alternate Director any remuneration except only 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

15.8 Regulations 65 to 69 shall not apply

16 RATCHET/EXIT PROVISIONS

16.1 If an Exit has not occurred before the date ("**Audit Date**") on which the Auditors sign their auditors' report on the annual accounts of the Company for its financial year ending on 31 December 2010, then (except as may otherwise be agreed in writing between the A&B Majority and the holders of a majority of the then issued 'C' Ordinary Shares) on the Audit Date and subject to the terms and conditions of Article 16.4 (as if references therein to the Exit were to the Audit Date), if the Pre-Exit Ratchet Trigger Event has occurred, such numbers of 'A' Ordinary Shares and 'B' Ordinary Shares shall be converted into and redesignated as Deferred Shares (rounded up or down to the nearest whole number) so that the A&B Ordinary Proportion immediately following conversion is equal to the A&B Pre-Exit Ratcheted Proportion (such that the respective numbers of 'A' Ordinary Shares and 'B' Ordinary Shares so converted and redesignated shall be in the AB Ratio)

- 16 2 In the event of an Exit, and following, for the avoidance of doubt, the operation of the remainder of this Article 16, the holders of the 'A' Ordinary Shares, the 'B' Ordinary Shares and the 'C' Ordinary Shares shall be entitled (in proportion to the number of 'A' Ordinary Shares, 'B' Ordinary Shares or 'C' Ordinary Shares, as the case may be, held, respectively, by each of them) to share *pari passu* in the Exit proceeds
- 16 3 Except as may otherwise be agreed in writing between the A&B Majority and the holders of a majority of the then issued 'C' Ordinary Shares, immediately prior to an Exit and conditionally upon such Exit occurring and subject to the following terms and conditions of this Article 16, in the event that either or both of the Exit Ratchet Trigger Events has or have occurred then such numbers of 'A' Ordinary Shares and 'B' Ordinary Shares shall be converted into and redesignated as Deferred Shares (rounded up or down to the nearest whole number) so that the A&B Ordinary Proportion immediately following conversion is equal to the A&B Exit Ratcheted Proportion (such that the respective numbers of 'A' Ordinary Shares and 'B' Ordinary Shares so converted and redesignated shall be in the AB Ratio) PROVIDED that if conversion of any 'A' Ordinary Shares and 'B' Ordinary Shares pursuant to this Article 16 3 is to take place after any conversion of any Preference Shares into Ordinary Shares pursuant to Article 3 5 the definition of 'A&B Exit Ratcheted Proportion' shall for the purposes of the operation of this Article 16 3 in such circumstances be deemed amended such that the number 5 in the expression '5%' within such definition shall be reduced appropriately (as determined by the Board) to reflect such conversion of Preference Shares and the resultant change in the A&B Ordinary Proportion
- 16 4 The 'A' Ordinary Shares to be converted into Deferred Shares under this Article 16 shall be selected pro rata as nearly as may be (without involving any conversion of fractions of such a share) between the holders of the 'A' Ordinary Shares in proportion to the number of such shares held by them respectively immediately prior to the Exit and the 'B' Ordinary Shares to be converted into Deferred Shares under this Article 16 shall be selected pro rata as nearly as may be (without involving any conversion of fractions of such a share) between the holders of the 'B' Ordinary Shares in proportion to the number of such shares held by them respectively immediately prior to the Exit
- 16 5 At least fourteen days prior to an Exit (or, if later, as soon as practicable after it becomes aware of the real possibility thereof) the Board shall estimate the likely date of such Exit, procure that the calculations for determination of the Exit Value (and the apportionment of the Exit proceeds between the holders of the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares to be included in the Exit) are carried out and that the Auditors certify that such calculations have, in their opinion, been performed in accordance with the provisions of these Articles, and notify the holders of the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares of the results of such calculations. The Directors shall use all reasonable endeavours to procure the agreement within seven days after giving such notifications, of the holders of three quarters or more in nominal value of each such class of shares as to the accuracy of such calculations and in such period to obtain a record of that agreement in a certificate signed by or on behalf of the holders of three quarters or more in nominal value of each such class of shares. If they fail to procure such agreement, the Directors shall procure the determination of the accuracy of such calculations by the Auditors who shall issue a certificate to

such effect accordingly and shall for such purposes be deemed to be acting as experts and not as arbitrators and whose certificate shall be final and binding on all Shareholders, each of whom shall be sent a copy as soon as practicable following its issue. Any such certificate of the Auditors shall be obtained at the expense of the holders of the 'A' Ordinary Shares, 'B' Ordinary Shares and 'C' Ordinary Shares pro rata to their holdings of Ordinary Shares PROVIDED ALWAYS THAT if the Exit shall not occur by the date as at which or on the terms on which the said calculations were made, the procedures set out in this Article 16.5 shall be repeated (if the Exit is still likely to occur) by reference to the next date on which the Directors estimate the Exit is likely to occur and/or by reference to the actual terms concerned, as appropriate.

16.6 On an Exit such adjustments and arrangements shall be made as shall be necessary to give effect to the foregoing provisions of this Article to the intent (without limitation) that any proceeds of an Exit shall be duly apportioned between the holders of the shares of the Company included in the Exit as required by these Articles and that all necessary conversions of Ordinary Shares into Deferred Shares and (subject thereto) such conversions or redesignations of all Ordinary Shares into ordinary shares ranking *pari passu* shall be effected for such purpose, and the Directors are hereby authorised (as if a Special Resolution to that effect had been hereby passed and as if all separate resolutions or consents required under these Articles had been passed or given) to effect any such conversions and redesignations so required. For these purposes

16.6.1 on a Listing the Company shall use all reasonable endeavours to procure the admission to the Official List or the grant of permission for dealings to take place in the ordinary shares arising on conversion on the London Stock Exchange (or on any other relevant recognised investment exchange) if as part of any Listing arrangements then contemplated the ordinary shares in issue or to be allotted are or will be so admitted or permission for dealings to take place in the same has been or will be granted as aforesaid,

16.6.2 upon determination as provided in this Article of the number of shares to be converted as aforesaid, the Company shall give notice thereof to the holders of the shares concerned who (subject to receipt of such notice) shall be obliged to surrender to the Company the certificates in respect of such shares (or to provide an appropriate indemnity in a form reasonably satisfactory to the Company) so as to be received by the Company before the Exit Date, as appropriate,

16.6.3 any redesignations or allotments of shares upon or arising from any conversion (whatever the manner of conversion) shall be effected on the Exit Date and immediately prior to the Exit provided that the Company shall be entitled but not obliged to effect any redesignations and/or such allotments in respect of shares converted for which it has not received the certificates (or an appropriate indemnity) as provided above. On a Sale or (in the case of any other Exit) within fourteen days after the date of conversion, the Company shall send to each holder whose shares have been converted a definitive certificate for the appropriate number of fully-paid ordinary shares then relevant to the

certificates surrendered by him or to his enlarged shareholding as appropriate,

- 16 6 4 on a Sale, notwithstanding anything to the contrary in the terms and conditions governing such Sale, if so required by the Investors, the selling Shareholders involved in the Sale shall procure that the consideration (whenever received) shall be placed in a designated trust account and distributed appropriately between such selling Shareholders in such amounts and in such order of priority as would be applicable pursuant to Article 3 2 on a return of assets

17 **NOTICES**

Notices shall be given to a member whose registered address is outside the United Kingdom Regulation 112 shall be modified accordingly

18 **INDEMNITY**

- 18 1 Without prejudice to any indemnity to which such officer may otherwise be entitled, every Director, Auditor, Secretary or other officer of the Company shall be indemnified by the Company against all costs, charges, losses, expenses, and liabilities incurred by him in the execution and discharge of his duties or in relation thereto including any liability incurred by him in defending any proceedings, civil or criminal, which relate to anything done or omitted or alleged to have been done or omitted by him as an officer or employee of the Company and in which judgment is given in his favour (or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his part) or in which he is acquitted or in connection with any application under any statute for relief from liability in respect of any such act or omission in which relief is granted to him by the Court Regulation 118 shall not apply

- 18 2 The Company may purchase and maintain for any Director, Secretary or other officer of the Company insurance against any liability which by virtue of any rule of law would otherwise attach to him in respect of any negligence, default, breach of duty or breach of trust of which he may be guilty in relation to the Company

19 **CLASS RIGHTS**

- 19 1 In addition to any other approval required by law or these Articles and notwithstanding any other provision of these Articles, those matters relating to the Company set out in Schedule 2 to these Articles shall require the prior consent of each Founder Investor for so long as it continues to hold 'A' Ordinary Shares (in the case of Canopius or any Permitted Transferee within Article 5 1 4 in relation thereto) or 'B' Ordinary Shares (in the case of Equity or any Permitted Transferee within Article 5 1 4 in relation thereto) in issue from time to time given in accordance with Article 19 2 save to the extent that consent has been given to the occurrence of a specific matter under clause 10 of the Investment Agreement in which event consent shall be deemed to have been given in accordance with Article 19 2 to the occurrence of such specific matter

- 19.2 Any consent required by Article 19.1 shall be in writing and may consist of one document or several documents whether or not in like form. The Company shall seek such consent after the matter requiring such consent has been considered at a duly convened meeting of the directors by giving to the Founder Investors (or, in each case, any Permitted Transferee within Article 5.1.4 in relation thereto) written notice that a decision in respect of such matter is required. Such notice shall be accompanied by the recommendation of the Board with regard to the decision to be made.
- 19.3 The power to give any consent required by this Article 19 may from time to time be delegated by a Founder Investor (or any Permitted Transferee within Article 5.1.4 in relation thereto) to any Investor Director(s) appointed by that Founder Investor from time to time by notice in writing to that effect served on the Company (and withdrawn in like manner). Any such notice shall be binding on the relevant Founder Investor or Permitted Transferee within Article 5.1.4 in relation thereto (as the case may be) at the relevant time.

SCHEDULE 1

EXAMPLES OF THE CALCULATION OF 'A&B EXIT RATCHETED PROPORTION'

Base exit date for
calculation of ratchet 31/12/2010

	Exit date				
	30/06/2009	31/12/2009	31/12/2010	31/12/2011	31/05/2012
Exit value of £100m					
Exit value (ie 'P') in £m	100 0	100 0	100 0	100 0	100 0
Time from 31 Dec 2010 in years ('n')	(1 50)	(1 00)	0 00	1 00	1 42
100×1.3^n	67 4	76 9	100 0	130 0	145 0
$(P / (100 \times 1.3^n)) - 1$	0 48	0 30	0 00	(0 23)	(0 31)
$5\% \times (P / (100 \times 1.3^n)) - 1$	2 4%	1 5%	0 0%	(1 2%)	(1 6%)
Ratchet given to Arista mgmt (max 5%, min 0%)	2 4%	1.5%	0 0%	0 0%	0.0%

Exit value of £125m					
Exit value (ie 'P') in £m	125 0	125 0	125 0	125 0	125 0
Time from 31 Dec 2010 in years ('n')	(1 50)	(1 00)	0 00	1 00	1 42
100×1.3^n	67 4	76 9	100 0	130 0	145 0
$(P / (100 \times 1.3^n)) - 1$	0 85	0 63	0 25	(0 04)	(0 14)
$5\% \times (P / (100 \times 1.3^n)) - 1$	4 3%	3 1%	1 3%	(0 2%)	(0 7%)
Ratchet given to Arista mgmt (max 5%, min 0%)	4 3%	3.1%	1 3%	0.0%	0 0%

Exit value of £150m					
Exit value (ie 'P') in £m	150 0	150 0	150 0	150 0	150 0
Time from 31 Dec 2010 in years ('n')	(1 50)	(1 00)	0 00	1 00	1 42
100×1.3^n	67 4	76 9	100 0	130 0	145 0
$(P / (100 \times 1.3^n)) - 1$	1 23	0 95	0 50	0 15	0 03

5% x (P/ (100 x 1 3 ⁿ)) -1	6 1%	4 8%	2 5%	0 8%	0 2%
Ratchet given to Arista mgmt (max 5%, min 0%)	5 0%	4.8%	2 5%	0 8%	0 2%

SCHEDULE 2

MATTERS REQUIRING THE CONSENT OF THE FOUNDER INVESTORS

- (a) permit or cause to be proposed any alteration to the Company's share capital (including any increase thereof) or the rights attaching to its shares or waive any right to receive payment on any of its shares issued partly paid,
- (b) create, allot, issue, buy-in or redeem any share or loan capital or grant or agree to grant any options or warrants for the issue of any share or loan capital or issue any securities convertible into shares, or establish any employee incentive scheme except in accordance with these Articles or the Investment Agreement,
- (c) permit or cause to be proposed any amendment to the Company's memorandum of association or articles of association,
- (d) other than the Preference Dividend, propose or pay any dividend or propose or make any other distribution (as defined under sections 209, 418 and 419 of ICTA),
- (e) issue any notice where the Company or the Board has a right to issue a notice pursuant to these Articles,
- (f) subscribe or otherwise acquire, or dispose of any shares in the capital of any other company,
- (g) acquire the whole or part of the undertaking of any other person or dispose of the whole or part of the undertaking of the Company or merge the Company or any part of its business with any other person,
- (h) enter into or give or permit or suffer to subsist any guarantee of or indemnity or contract of suretyship for or otherwise commit itself in respect of the due payment of money or the performance of any contract, engagement or obligation of any other person or body outside the ordinary and normal course of the Company's business,
- (i) incur any capital expenditure (other than any capital expenditure forecast in the Annual Budget approved by the Investor Directors pursuant to clause 9.2 of the Investment Agreement) in relation to any individual item or project exceeding £25,000,
- (j) dispose (other than in accordance with any relevant capital disposals forecast in the Annual Budget approved by the Investor Directors pursuant to clause 9.2 of the Investment Agreement) of any asset of a capital nature having a book or market value greater than £25,000,
- (k) negotiate or permit the disposal of shares in the Company amounting to a Sale or Listing other than as required by these Articles,
- (l) cease or propose to cease to carry on the business of the Company or for it to be wound up save where it is insolvent,

- (m) apply or permit its directors to apply to petition to the Court for an administration order to be made in respect of the Company,
- (n) make any material change to the nature of the business carried on by the Company or the jurisdiction where such business is managed and/or controlled,
- (o) establish any new branch, agency, trading establishment or business or close any such branch, agency, trading establishment or business (for the avoidance of doubt this paragraph does not apply to the Company entering into or terminating a terms of business or other agreement with a broker pursuant to which the Company agrees as agent for an insurer to pay fees or commissions to the broker in respect of insurance business introduced by that broker to the Company and such insurer),
- (p) do any act or thing outside the ordinary and normal course of the business carried on by the Company,
- (q) make any change to
 - (i) the Company's auditors,
 - (ii) the Company's bankers or the terms of the mandate given to such bankers in relation to its account(s),
 - (iii) the Company's accounting reference date, or
 - (iv) the Company's accounting policies, bases or methods (other than as recommended by the auditors of the Company),
 - (v) any budget approved by the Investor Directors pursuant to clause 9 2 of the Investment Agreement,
- (r) factor any of its debts, borrow monies or accept credit (other than normal trade credit),
- (s) engage any employee with a basic salary in excess of £70,000,
- (t) vary or make any binding decisions on the material terms of employment and service of any director or company secretary of the Company, increase or vary the salary or other benefits of any such officer or appoint or dismiss any such officer,
- (u) mortgage or charge or permit the creation of or suffer to subsist any mortgage or fixed or floating charge, lien (other than a lien arising by operation of law) or other encumbrance (other than by way of suppliers' retention of title clauses) over the whole or any part of the Company's undertaking, property or assets,
- (v) make any loan or advance or give any credit to any person other than in the normal course of business or acquire any loan capital of any body corporate (wherever incorporated),
- (w) permit the appointment of any person as a director of the Company (other than as an Investor Director) or remove any director appointed pursuant to Articles 14 1 and 14 2,

- (x) deal in any way (including the acquisition or disposal, whether outright or by way of licence or otherwise howsoever) with intellectual property other than in the ordinary and normal course of the Company's business,
- (y) conduct any litigation material to the Company,
- (z) propose or implement any pension scheme to which the Company is required to make contributions or any share option scheme or permit or propose any amendment to any such schemes,
- (aa) take or agree to take any leasehold interest in or licence over any real property,
- (bb) other than where expressly contemplated by the Investment Agreement, enter into or vary any transaction or arrangement with, or for the benefit of any of the Company's directors or shareholders or any other person who is a "connected person" (having the meaning given to it in s 252 of the 2006 Act) with any of the Company's directors or shareholders,
- (cc) enter into any transaction or make any payment other than on an arm's length basis for the benefit of the Company,
- (dd) permit the Company to enter into any partnership, joint venture or consortium agreement,
- (ee) enter into either any unusual or onerous contract or any other material or major or long term contract,
- (ff) fail to enforce (where the Company or the Board has a right to enforce and both the Investors have requested in writing that the Company or the Board so enforces) or permit any variation to, or take any action in respect of, any of the Company's rights under these Articles or the Investment Agreement,
- (gg) enter into or vary any trading or binding authority agreements with any insurers (except as envisaged by the Business Plan)