



Registration of a Charge

Company Name: **ELEMENT HUMAN GROUP LIMITED**

Company Number: **08622361**



XC0PBRBS

Received for filing in Electronic Format on the: **03/04/2023**

Details of Charge

Date of creation: **30/03/2023**

Charge code: **0862 2361 0002**

Persons entitled: **BUZZ CAPITAL FINANCE LIMITED**

Brief description:

Contains fixed charge(s).

Contains floating charge(s) (floating charge covers all the property or undertaking of the company).

Contains negative pledge.

Authentication of Form

This form was authorised by: **a person with an interest in the registration of the charge.**

Authentication of Instrument

Certification statement: **I CERTIFY THAT THE ELECTRONIC COPY INSTRUMENT DELIVERED AS PART OF THIS APPLICATION FOR REGISTRATION IS A CORRECT COPY OF THE ORIGINAL INSTRUMENT.**

Certified by: **ALENA WALKER**



CERTIFICATE OF THE REGISTRATION OF A CHARGE

Company number: 8622361

Charge code: 0862 2361 0002

The Registrar of Companies for England and Wales hereby certifies that a charge dated 30th March 2023 and created by ELEMENT HUMAN GROUP LIMITED was delivered pursuant to Chapter A1 Part 25 of the Companies Act 2006 on 3rd April 2023 .

Given at Companies House, Cardiff on 6th April 2023

The above information was communicated by electronic means and authenticated by the Registrar of Companies under section 1115 of the Companies Act 2006



Companies House



**THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES**

Dated 30TH March 2023

Charge and Deed of Assignment

- (1) Element Human Group Limited
- (2) Buzz Capital Finance Limited

THIS CHARGE AND DEED OF ASSIGNMENT IS DATED

30TH March

2023

BETWEEN:

- (1) **ELEMENT HUMAN GROUP LIMITED** (Company No. 08622361 whose registered office is at 7 Savoy Court, London, WC2R 0EX (the "Chargor"); and
- (2) **BUZZ CAPITAL FINANCE LIMITED** (Company No. 11464767), whose registered address is Third Floor, Hanover House, 118 Queens Road, Brighton, East Sussex, BN1 3XG (the "Chargee").

RECITALS

- (A) Pursuant to the Loan Facility Agreement, the Chargee has agreed to make available the R&D Tax Credit Loan to the Chargor.
- (B) By way of security for the performance and discharge of its obligations under the Loan Facility Agreement, the Chargor has agreed to execute this Charge and Deed of Assignment as security for payment, satisfaction and discharge of the Secured Liabilities and has determined that it is in its commercial interests to do so.

1. INTERPRETATION

- 1.1 In this Charge and Deed of Assignment capitalised terms shall have the meanings set out in Schedule 1 and in the list of parties above (as applicable). Any capitalised term used but not defined in this Charge and Deed of Assignment shall have the meaning ascribed to it in the Loan Facility Agreement.
- 1.2 In this Charge and Deed of Assignment (a) any reference to the parties includes a reference to their respective successors in title and permitted assigns; (b) any reference to a person includes any body corporate, unincorporated association, partnership or other legal entity; (c) the singular includes the plural and vice versa; (d) words imparting gender include the other gender; (e) Clause headings are for convenience only and shall not be taken into account in the construction or interpretation of this Charge and Deed of Assignment; (f) references to a "Clause" or a "Schedule" are references to a clause of or a schedule to, respectively, this Charge and Deed of Assignment; (g) any references to an agreement, deed, instrument or document is to the same as amended, modified, supplemented or restated from time to time; (h) the covenants implied by Sections 2(1) and 3(1) of the Law of Property (Miscellaneous Provisions) Act 1994 shall apply to the assignment hereby created provided that the operation of such covenants shall be extended by the omission of the words following "third parties" in Section 3(1)(b).

2. CONSIDERATION

This Charge and Deed of Assignment is executed in consideration of:

- 2.1 the Chargee agreeing to make available the R&D Tax Credit Loan pursuant to the terms of the Loan Facility Agreement; and
- 2.2 the Chargee and Chargor agreeing to the terms of the Loan Facility Agreement.

3. COVENANT TO PAY

The Chargor hereby covenants with the Chargee to pay or discharge to the Chargee the Secured Liabilities (as and when they fall due under the Loan Facility Agreement or otherwise).

4. CHARGES

4.1 The Chargor, as owner with full title guarantee and as security for the payment, satisfaction and discharge of the Secured Liabilities, charges in favour of the Chargee (subject only to the Chargee's obligation to release specified in Clause 22.1 hereof) by way of first fixed charge, all of the Chargor's right, title and interest (whether now owned or hereafter acquired), if any, in and to the following:

- 4.1.1 the Accounts (including all monies standing to the credit of each Account, all interest accrued on each Account and all debts represented by the foregoing); and
- 4.1.2 the R&D Tax Credit Collateral;
- 4.1.3 all freehold and leasehold property owned or hereafter acquired by the Chargor;
- 4.1.4 all freehold and leasehold property now or in the future beneficially owned by but not vested in the Chargor;
- 4.1.5 all the plant machinery and fixtures and fittings furniture equipment implements and utensils now and in the future belonging to the Chargor;
- 4.1.6 all shares stocks and other securities held by the Chargor from time to time and any rights to the acquisition of any such shares stocks or securities;
- 4.1.7 all rights and interest of the Chargor in and claims under all policies of insurance and assurance now or hereafter held by or insuring to the benefit of the Chargor;
- 4.1.8 all uncalled capital and goodwill for the time being of the Chargor;
- 4.1.9 all its right, title and interest in any Intellectual Property Rights;
- 4.1.10 the benefit of all other contracts, guarantees, appointments and warranties relating to each Charged Property and other documents to which the Chargor is a party or which are in its favour or of which it has the benefit relating to any letting, development, sale, purchase, use or the operation of any Charged Property or otherwise relating to any Charged Property (including, in each case, but without limitation, the right to demand and receive all monies whatever payable to or for its benefit under or arising from any of them, all remedies provided for in any of them or available at law or in equity in relation to any of them, the right to compel performance of any of them and all other rights, interests and benefits whatever accruing to or for its benefit arising from any of them);
- 4.1.11 all licences, consents and authorisations (statutory or otherwise) held or required in connection with its business or the use of any Collateral, and all rights in connection with them;
- 4.1.12 all the Investments;
- 4.1.13 all monies from time to time standing to the credit of its accounts with any bank, financial institution or other person together with all other rights and benefits accruing to or arising in connection with each account (including, but not limited to, entitlements to interest);

- 4.1.14 all book debts and other debts now and from time to time hereafter due owing or incurred to the Chargor;
 - 4.1.15 the benefit of all licences, consents and authorisations (statutory or otherwise) held by Chargor in connection with its business or the use of any charged asset specified in any other sub-paragraph in this Clause and the right to recover and receive all compensation which may be payable to it in respect of them; and
 - 4.1.16 the proceeds of any or all of the foregoing.
- 4.2 The Chargor, as owner with full title guarantee and as security for the payment, satisfaction and discharge of the Secured Liabilities, charges in favour of the Chargee by way of first floating charge all of the Chargor's undertaking, rights, title, interest and assets, whether now owned or hereafter acquired or created (including but not limited to the stock in trade and cash in the bank or otherwise and (without limitation) any assets expressed to be charged or assigned pursuant to Clauses 4 and 5 to the extent the same are not for the time being effectively charged by way of first fixed charge or effectively assigned (whether at law or in equity) by way of security to the Chargee) and agrees not to part with, sell or dispose of the whole or part of such undertaking, rights, title, interest and assets except by sale in the ordinary course of business and for the purpose of carrying on the same. Paragraph 14, schedule B1 Insolvency Act 1986 (incorporated by schedule 16 Enterprise Act 2002) shall apply to any floating charge created pursuant to this Charge and Deed of Assignment, which floating charge is accordingly a qualifying floating charge for such purposes.
- 4.3 As a continuing security for the payment and discharge of the Secured Liabilities, the Chargor with full title guarantee charges to the Lender, by way of a first legal mortgage, all estates or interests in any freehold, leasehold or commonhold property now owned by it.
5. **ASSIGNMENT AND TRUST**
- 5.1 The Chargor, as owner with full title guarantee and as security for the payment, satisfaction and discharge of the Secured Liabilities, assigns absolutely to the Chargee (subject only to the right of re-assignment in favour of the Chargor specified in Clause 22.1 hereof), all of the Chargor's right, title and interest (whether now owned or hereafter acquired or created), if any, in and to the following:
- 5.1.1 the Accounts (including all monies standing to the credit of each Account, all interest accrued on each Account and all debts represented by the foregoing); and
 - 5.1.2 the R&D Tax Credit Collateral;
 - 5.1.3 all its rights in any insurance policy, including all claims, the proceeds of all claims and all returns of premiums in connection with each insurance policy and
 - 5.1.4 the proceeds of any or all of the foregoing.
- 5.2 The Chargor shall hold on trust for the Chargee (which trust the Chargor hereby declares) the Chargor's entire interest and benefit in and to the Collateral or any part thereof which cannot be charged or assigned by the Chargor together with all proceeds, money and other rights and benefits to which the Chargor is beneficially entitled in respect of such Collateral.
6. **WARRANTY AND NEGATIVE PLEDGE**
- 6.1 There shall be no charges or other security interests, encumbrance or arrangements having the effect of conferring security interests created by the Chargor or permitted by the

Chargor to arise over the Collateral or over any other of the Chargor's property otherwise than in favour of the Chargee or with the Chargee's prior written consent. Notwithstanding anything to the contrary contained herein, if the Chargor charges or otherwise encumbers any of the Collateral or over any other of the Chargor's property in any manner contemplated by this Clause 6.1 the charges created in favour of the Chargee shall rank in priority to such other charges or encumbrances whether they be fixed, floating or otherwise.

- 6.2 The Chargor hereby warrants and undertakes with the Chargee that it is or will be absolutely entitled to the benefit of those properties and of the agreements referred to in Clauses 4 and 5 hereof (as applicable) to which it is a party (subject to the terms of such agreements) and has full power, right and title to assign and/or charge the Collateral and is duly incorporated and validly existing and in good standing under the laws of England & Wales and has taken all action necessary to authorise the execution, performance and delivery of this Charge and Deed of Assignment.

7. DEFAULT

- 7.1 On the happening of any Event of Default or at any time thereafter, the floating charge created by Clause 4.2 shall automatically be converted with immediate effect into a fixed charge, the obligation of the Chargee to advance monies under any agreement shall immediately terminate, the security hereby created shall become enforceable and the Secured Liabilities shall immediately become due and payable.

8. EXERCISE OF RIGHTS

- 8.1 The Chargee may at any time after the security hereby created shall have become enforceable:
- 8.1.1 without prejudice to any other powers the Chargee may have by law, exercise all of the powers set out in the Law of Property Act 1925 and in schedule 1 to the Insolvency Act 1986 and any other powers the Chargee may have by law and, in addition, all of the powers set out in Clause 8.2 below; and
 - 8.1.2 in writing appoint a Receiver over the whole or any part of the Collateral upon customary terms as to remuneration or such reasonable variation thereof and otherwise as the Chargee shall think fit and may from time to time remove any Receiver so appointed and appoint another in his stead; and
 - 8.1.3 appoint an administrator of the Chargor.
- 8.2 If a Receiver is appointed he shall be the agent of the Chargor and, without prejudice to any other powers the Receiver may have by law, he shall have all the powers set out in the Law of Property Act 1925 and in schedule 1 to the Insolvency Act 1986 and in addition shall have power:
- 8.2.1 to take possession of, get in or realise the Collateral and to take, enforce, defend or abandon any actions, suits and proceedings in the name of the Chargor or otherwise in relation to the Collateral as he or the Chargee shall think fit;
 - 8.2.2 to settle, adjust, refer to arbitration, compromise and arrange any claims, accounts, disputes, questions and demands with or by any person who is or claims to be a creditor of the Chargor relating in any way to the Collateral or any part thereof;

- 8.2.3 to assign, sell, lease, license (including, but not in limitation, by appointing a replacement distributor to distribute and exploit the Collateral in place of the Chargor), grant options to sell, deal with or manage or concur in assigning, selling, leasing, licensing, granting options to sell, dealing with or managing and to vary, terminate or accept surrenders of leases, licences or tenancies of any of the Collateral in such manner and generally on such terms and conditions as the Chargee or he shall think fit and to carry any such transactions into effect in the name of and on behalf of the Chargor or otherwise;
- 8.2.4 to take any steps that may be necessary or desirable to effect compliance with all or any of the agreements hereby charged;
- 8.2.5 to exercise all the powers of the Chargor including to carry on manage or concur in carrying on and managing the business of the Chargor in relation to the Collateral or any part thereof and the Chargor acknowledges that it shall not seek to prevent the Receiver from so carrying on or managing;
- 8.2.6 to raise or borrow any money that may be required upon the security of the whole or any part of the Collateral or without such security;
- 8.2.7 to give valid receipts for all moneys and execute all assurances and things which may be proper or desirable for realising the Collateral;
- 8.2.8 to appoint and discharge advisers, managers, agents, employees, contractors and workmen in relation to the business of the Chargor relating to the Collateral at such salaries and for such periods as the Receiver may determine;
- 8.2.9 to make any arrangement or compromise, pay any compensation or incur any obligation and enter into any contracts in relation to the Collateral which the Receiver shall think expedient in the interests of the Chargee;
- 8.2.10 to make, effect and do all maintenance, repairs, developments, reconstructions, improvements, furnishings, equipment, insurances, alterations or additions to or in respect of the Collateral in the interests of the Chargee for maintaining the value of the Collateral in every such case as the Chargee or he shall think fit;
- 8.2.11 to make calls conditionally or unconditionally on the shareholders of the Chargor in respect of the uncalled capital of the Chargor (with the same powers for the purpose of enforcing payment of any calls so made as are by the Articles of Association of the Chargor conferred upon the Chargor or the directors of the Chargor (as the case may be) in respect of calls authorised to be made by them and to make the same in the name of the directors or in that of the Chargor or otherwise and to the exclusion of any other person's power in that behalf);
- 8.2.12 to promote the formation of companies with a view to purchasing, leasing, licensing or otherwise acquiring interests in all or any of the Collateral, to arrange for such companies to trade or cease to trade and to purchase, lease, license or otherwise acquire all or any of the Collateral on such terms and conditions whether or not including payment by instalments secured or unsecured as the Receiver shall think fit;
- 8.2.13 to manage, develop, reconstruct, improve, amalgamate or diversify or concur in managing, developing, reconstructing, improving, amalgamating or diversifying the business of the Chargor in relation to the Collateral;

8.2.14 to do all such other acts and things as may be considered to be incidental or conducive to any of the matters or powers aforesaid and which he lawfully may or can do; and

8.2.15 to exercise all such other power and authority in relation to the Collateral as the Chargee shall think fit and so that the Chargee may in relation to all or any part of the Collateral exercise and confer any powers and authorities which it could exercise and confer if it were the absolute beneficial owner thereof and to use the name of the Chargor for any such purposes,

PROVIDED ALWAYS THAT nothing herein contained shall make the Chargee liable to the Receiver in respect of his remuneration, costs, charges or expenses or otherwise for which together with the Receiver's acts, contracts, defaults and omissions the Chargor alone shall be liable.

8.3 In addition, but without prejudice, to the foregoing remedies if the security hereby created shall become enforceable the Chargee shall (without prejudice to the statutory power of sale conferred by the Law of Property Act 1925 which is applicable to this Charge and Deed of Assignment) be entitled to sell the Collateral or any part or parts thereof or otherwise exploit or turn to account the Collateral for such price and in such manner as the Chargee in its absolute discretion may think fit, without notice to the Chargor or any other formality, all of which are hereby waived by the Chargor. The Chargee shall be entitled to repayment of all costs and charges in connection therewith including all costs fees and charges it may incur as a consequence of the enforcement.

8.4 The restrictions contained in sections 93, 103 and 109 of the Law of Property Act 1925 shall not apply to the security hereby created.

8.5 The Chargee or the Receiver may enforce the security created by this Charge and Deed of Assignment in any order which the Chargee or the Receiver in their or its absolute discretion think(s) fit.

8.6 The Chargee may appoint more than one Receiver and in such event any reference in this Charge and Deed of Assignment to a Receiver shall apply to both or all of the Receivers so appointed and the appointment of Receivers so made shall be deemed to be a joint and several appointment and so that the rights, powers, duties and discretion vested in the Receivers so appointed may be exercised by them all jointly or severally by each of them.

8.7 The Chargee shall not nor shall the Receiver by reason of the Chargee or the Receiver entering into possession of the Collateral or any part thereof be liable to account as mortgagee in possession or for any default or omission of any nature whatsoever for which a mortgagee in possession might be liable, or be liable for any loss or damage occasioned by or upon realisation or diminution in value happening in or about the exercise of any power conferred hereby or by statute and the Chargor shall not have any right or action or claim against the Chargee on the grounds that a better price could or might have been obtained on any such realisation, sale or disposal. The Chargee and the Receiver shall be entitled to all the rights, powers, privileges and immunities conferred by statute on mortgagees and receivers.

8.8 If the Chargor shall without the express written agreement of the Chargee thereto create or permit to arise or subsist any encumbrance affecting the Collateral of which the Chargee shall receive notice, actual or constructive, the Chargee may open a new account for the Chargor in respect of the Collateral and if the Chargee does not in fact open such new account it shall nevertheless be treated as if it had done so at the time when it received

such notice and as from that time all payments made by or on behalf of the Chargor to the Chargee shall be credited or be treated as having been credited to the new account, and such payments shall not operate to reduce the amount due from the Chargor to the Chargee at the said time until such payments may be indefeasibly so applied by the Chargee (but this Clause shall not prejudice any security which apart from this Clause the Chargee would have had but for the discharge by the Chargor of liabilities or obligations incurred after that time).

- 8.9 The Chargee may at any time without prior notice transfer, where the Chargee has more than one account for the Chargor in its books, all or any part of any balance standing to the credit of any such account to any other such account which may be in debt, combine and consolidate all or any of the accounts for the time being of the Chargor with the Chargee and/or in any event set off any monies or other assets which the Chargee may at any time hold for the account of the Chargor against the Chargor's liability under this Charge and Deed of Assignment and without prejudice to any other right of set-off or similar right to which the Chargee may be entitled in law.
- 8.10 All moneys received, recovered or realised by the Chargee under this Charge and Deed of Assignment may at the sole discretion of the Chargee be credited by the Chargee to any suspense or impersonal account pending the application from time to time of such moneys and accrued interest thereon at the rate if any agreed in writing between the Chargor and the Chargee from time to time (as the Chargee shall be entitled to do in their discretion) in or towards the payment of the Secured Liabilities.
- 8.11 The proceeds of any Collateral obtained or disposed of pursuant to this Charge and Deed of Assignment shall be applied in payment of the Secured Liabilities and any and all expenses and fees (including, but not limited to, reasonable solicitor's fees) incurred by the Chargee in obtaining, taking possession of, removing, insuring, storing and disposing of the Collateral and any and all amounts incurred by the Chargee in connection therewith (including without limitation in connection with any proceedings brought in connection with any administration of the Chargor).
- 8.12 To the extent that the Collateral constitute Financial Collateral and this Charge and Deed of Assignment and the obligations of the Chargor under it constitute a Security Financial Collateral Arrangement, the Chargee shall have the right, at any time after the security constituted by this Charge and Deed of Assignment has become enforceable, to appropriate all or any of the Collateral in or towards the payment or discharge of the Secured Liabilities in any order that the Chargee may, in its absolute discretion, determine.
- 8.13 The value of any Collateral appropriated in accordance with clause 8.12 shall be the amount standing to the credit of each of the Chargor's accounts with any bank, financial institution or other person, together with any accrued but unpaid interest, at the time the right of appropriation is exercised; and the Chargor agrees that the methods of valuation provided for in this clause are commercially reasonable for the purposes of the Financial Collateral Regulations

9. INDEMNITY AND INTEREST

- 9.1 The Chargor indemnifies the Chargee, the Receiver and any administrator appointed by the Chargee in respect of, and agrees to keep the Chargee, the Receiver and any administrator appointed by the Chargee fully and effectively indemnified from and against, all liabilities and expenses properly incurred in the execution or purported execution of any of the powers, authorities or discretion vested in the Chargee, the Receiver or any administrator

appointed by the Chargee pursuant hereto and against all actions, proceedings, costs, claims and demands in respect of any matter or thing done or omitted by the Chargor in any way relating to the Collateral and the Chargee, the Receiver and any administrator appointed by the Chargee may retain and pay all sums in respect of the same out of any moneys received under the powers hereby conferred.

- 9.2 Any sums which are payable by the Chargor under this Charge and Deed of Assignment and which are paid by the Chargee or the Receiver or any administrator appointed by the Chargee, shall be repaid by the Chargor on demand together with interest at the Default Rate from the time of the same having been paid or incurred by the Chargee or, as the case may be, the Receiver or any administrator appointed by the Chargee to the time that payment is made in full by the Chargor (after as well as before judgment or demand therefor), and the payment of any such sum by the Chargee or the Receiver or any administrator appointed by the Chargee shall not constitute the Chargee or the Receiver or any administrator appointed by the Chargee a mortgagee in possession of the Collateral in respect of which such payment is made.

10. WARRANTIES, REPRESENTATIONS AND COVENANTS

- 10.1 The Chargor hereby covenants and undertakes with the Chargee that it will comply at all times with the terms (express or implied) of this Charge and Deed of Assignment and further covenants and undertakes that it shall so long as the Secured Liabilities have not been indefeasibly paid, satisfied or discharged (as applicable) to the Chargee and until the Chargee has no obligation, actual or contingent, to make further sums available:

- 10.1.1 remain liable under the contracts and agreements charged or assigned or to be charged or assigned hereunder to perform all the obligations assumed by it thereunder and the Chargee shall not be under any obligations or liability under or in respect of any of such contracts and agreements;
- 10.1.2 not require the Chargee to enforce any term of any of the said contracts and agreements against any party (it being acknowledged that in no circumstances shall the Chargee have any obligation so to enforce);
- 10.1.3 duly perform its obligations under the said agreements, notify the Chargee of any material default by itself and institute and maintain all such proceedings (subject to the terms hereof) as may be necessary or expedient to preserve or protect the interest of the Chargee and itself in the said agreements;
- 10.1.4 not exercise any right or power conferred on it by or available to it under the said agreements (including, without limitation, the right of termination) if to do so might adversely affect the position of the Chargee unless and until requested to do so by the Chargee. Thereupon it will exercise such right or power as the Chargee may direct;
- 10.1.5 not accept or make any claim that the said agreements have been frustrated or have ceased to be in full force and effect if to do so might adversely affect the position of the Chargee;
- 10.1.6 not assign or otherwise dispose of any of its rights under the said agreements;
- 10.1.7 do all such things as are necessary to maintain its corporate existence in good standing (including without limitation the filing of all necessary returns); and

- 10.1.8 upon the request of the Chargee give written notice (in such form and to such persons as the Chargee may require) of the security hereby created.
- 10.2 The Chargor further covenants and undertakes with the Chargee that until the Secured Liabilities have been indefeasibly paid, satisfied or discharged (as applicable) to the Chargee:
- 10.2.1 it shall not exercise any right or power conferred on it or available to it in relation to the Collateral that might adversely affect the interests of the Chargee unless and until requested to do so by the Chargee. Thereupon it will exercise such right or power as the Chargee may direct; and
- 10.2.2 it shall not assign or otherwise dispose of any of its copyright (if any) in the Collateral.
- 10.3 The Chargor hereby repeats in favour of the Chargee the warranties, representations, undertakings and covenants set out in the Loan Facility Agreement as if the same were set forth and incorporated herein.
- 10.4 The Chargor undertakes to ensure that all monies received by the Chargor by way of payment of the R&D Tax Credit at any time (whether or not the security constituted by this deed has become enforceable) shall:
- 10.4.1 be paid immediately to the Chargee in accordance with the terms of the Facility Agreement; and
- 10.4.2 until such time as such monies have been paid to the Lender, they shall be held on trust by the Chargor as trustee of the same for the benefit of the Chargee.
- 10.5 The Chargor undertakes to enter into and or file all R&D Tax Credit Documentation without delay as requested by Her Majesty's Revenue and Customs or as requested or required by the Chargee.

11. NATURE OF SECURITY

Subject to Clause 22, this Charge and Deed of Assignment shall be a continuing security to the Chargee notwithstanding any settlement of account or other act, omission, matter or thing whatsoever which but for this provision might operate to release or otherwise exonerate the Chargor from its obligations hereunder or affect such obligations or release or diminish the security conferred hereunder. Such security is in addition to, and shall not be merged into, or in any way prejudice any other security interest, charge document or right which the Chargee may now or at any time hereafter hold or have as regards the Chargor or any other person firm or corporation in respect of the Collateral and shall not in any way be prejudiced or affected thereby or by the invalidity thereof or by the Chargee now or hereafter dealing with, exchanging, releasing, modifying or abstaining from perfecting or enforcing any of the same or any rights which it now or hereafter has or by the Chargee giving time for payment or indulgence or compounding with any other person liable and this security shall remain in full force and effect as a continuing security unless and until the Chargee shall release and discharge this Charge and Deed of Assignment in accordance with Clause 22 hereof. The rights granted to the Chargee hereunder are in addition to, and in no way limit or restrict, the rights granted to the Chargee in the Loan Facility Agreement or any other agreement. The exercise by the Chargee of its rights under this Charge and Deed of Assignment shall in no way affect or be in substitution for such

other legal or equitable rights and remedies as the Chargee may have against the Chargor or any third party.

12. GRANT OF TIME OR INDULGENCE

The security created by this Charge and Deed of Assignment shall not be affected or prejudiced in any way by the Chargee giving time or granting any indulgence or accepting any composition from or compounding with or making any other arrangement with the Chargor or any other person firm or company in respect of the Secured Liabilities or otherwise.

13. PROTECTION OF THIRD PARTIES

13.1 No purchaser from the Chargee and/or the Receiver or other person dealing with the Chargee and/or the Receiver shall be concerned to enquire whether any of the powers which the Chargee or the Receiver have exercised or purported to exercise have arisen or become exercisable or whether the Secured Liabilities remain outstanding or as to the propriety or validity of the exercise or purported exercise of any such power and the title of a purchaser and the position of such a person shall not be prejudiced by reference to any of those matters.

13.2 The receipt of the Chargee or the Receiver shall be an absolute and conclusive discharge to a purchaser and shall relieve such person of any obligation to see to the application of any sums paid to or by the direction of the Chargee or the Receiver.

14. WAIVERS, REMEDIES CUMULATIVE

The powers which this Charge and Deed of Assignment confers on the Chargee are cumulative and without prejudice to its powers under general law and may be exercised as often as the Chargee deems appropriate. The rights of the Chargee and the Receiver (whether arising under this Charge and Deed of Assignment or under the general law) shall not be capable of being waived or varied otherwise than by an express waiver or variation in writing; and in particular any failure to exercise or any delay in exercising on the part of the Chargee or the Receiver any of such rights shall not operate as a waiver or variation of that or any other such right; any defective or partial exercise of any such right shall not preclude any other or further exercise of that or any other such right; and no act or course of conduct or negotiation on the part of either the Chargee or the Receiver or on its or their behalf shall in any way preclude either the Chargee or the Receiver from exercising any such right or constitute a suspension or variation of any such right.

15. GOVERNING LAW

This Charge and Deed of Assignment and any non-contractual obligations and/or liability arising out of or in connection with it shall be governed by and construed in accordance with the laws of England & Wales and the parties hereto submit to the non-exclusive jurisdiction of the English courts.

16. FURTHER ASSURANCE

16.1 The Chargor agrees to execute all further documents reasonably required by the Chargee to give effect to or perfect the security hereby created.

16.2 Without limiting the generality of Clause 16.1 hereof in the event that any of the agreements relating to the Collateral are executed by the Chargor after the date of this Charge and Deed of Assignment, the Chargor will, at the request of the Chargee and the

expense of the Chargor, execute supplementary charges and deeds of assignment in substantially the same form as this Charge and Deed of Assignment and execute all further documents reasonably required by the Chargee to give effect to such security and shall procure that the other party of any such agreements shall execute an acceptance of assignment of the benefit thereof in such form as may be required from time to time by the Chargee.

17. NOTICE OF DEFAULT

The Chargor shall give written notice to the Chargee at the address set out against such party at the beginning of this Charge and Deed of Assignment or as shall be notified from time to time to the Chargor hereafter of the occurrence of any Event of Default as soon as such occurrence becomes known to the Chargor.

18. POWER OF ATTORNEY

18.1 The Chargor hereby irrevocably appoints the Chargee and, if any Receiver or an administrator has been appointed, each of the Chargee, the Receiver and any administrator appointed by the Chargee to be an attorney of it in its name and on its behalf to sign, execute and deliver all deeds, R&D Tax Credit Documentation and documents and do all acts and things which the Chargee, the Receiver or an administrator appointed by the Chargee may reasonably require or reasonably deem appropriate for the purpose of exercising any of its powers or for the perfection, protection or realisation of any security hereby constituted. The Chargor hereby acknowledges that such appointment shall be irrevocable (until this Charge and Deed of Assignment is released and reassigned under Clause 22).

18.2 This appointment shall operate as a power of attorney for the purposes of Clause 18.1 only, made under Section 10 of the Powers of Attorney Act 1971, such appointment constituting a power coupled with an interest under English law. This power of attorney shall terminate without further notice on the release and discharge of this Charge and Deed of Assignment pursuant to sub-Clause 22.1 hereof but subject to sub-Clause 22.2 hereof.

18.3 The Chargor hereby covenants with the Chargee that on request it will ratify and confirm all documents, acts and things and all transactions entered into by the Chargee, the Receiver or an administrator appointed by the Chargee or by the Chargor at the instance of the Chargee, the Receiver or an administrator appointed by the Chargee in the exercise or purported exercise of the aforesaid powers.

19. INVALIDITY OF ANY PROVISION

If at any time any one or more of the provisions of this Charge and Deed of Assignment becomes invalid, illegal or unenforceable in any respect under any law, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

20. NO PARTNERSHIP

Nothing herein shall constitute a partnership or a joint venture between the parties and no party is or shall hold itself out as the agent or partner of the other.

21. ASSIGNMENT

The Chargee shall be entitled to assign, participate, transfer, charge, sub-charge or otherwise grant security over or deal in all or any of its right, title and interest in this Charge and Deed of Assignment.

22. RELEASE AND REASSIGNMENT

22.1 Upon unconditional and indefeasible payment, satisfaction and discharge to the Chargee of the Secured Liabilities in full, the Chargee will, at the written request of the Chargor and at the expense of the Chargor:

22.1.1 release the Collateral charged pursuant to Clause 4 hereof;

22.1.2 re-assign to the Chargor or any third party continuing to have a security interest in the Collateral, the Collateral assigned pursuant to Clause 5 hereof (but not any sums by then paid to the Chargee and retained to satisfy the Secured Liabilities in respect thereof); and

22.1.3 execute such documents and do such things as the Chargor shall reasonably require to give effect to sub-Clauses 22.1.1 and 22.1.2 hereof.

22.2 Where any release and discharge (whether in respect of the Secured Liabilities or otherwise) is made in whole or in part or any arrangement is made on the faith of any payment, security or other disposition which is avoided or must be repaid on bankruptcy, liquidation or otherwise, the security constituted by this Charge and Deed of Assignment (and the liability of the Chargor in respect thereof) shall continue or shall be reinstated as if there had been no such discharge or arrangement. The Chargee shall be entitled to concede or compromise any claim that any such payment, security or other disposition is liable to avoidance or repayment.

23. NOTICES

23.1 Manner of giving notices

Any notice or other information required or authorised by this Charge and Deed of Assignment to be given by either party shall be given by:

23.1.1 delivering it by hand;

23.1.2 sending it by mail, postage prepaid; or

23.1.3 sending it by email,

to the other party at the addresses given in Clause 23.4 or 23.5.

23.2 Notices sent by hand or by post

Any notice or other information delivered by hand as provided by Clause 23.1.1 shall be deemed given on the date delivered (if delivered during the business hours of the recipient, or (if not) at the start of the next Business Day thereafter). Any notice or other information sent by post in the manner as provided by Clause 23.1.2 which is not returned to the sender as undelivered shall be deemed to have been given on the seventh day after the day on which the envelope containing it was so posted.

23.3 Notices sent by email

Any notice or other information sent by email shall be deemed to have been duly given: (a) at the start of the next Business Day in the case of emails sent during business hours at the place of receipt; or (b) at the start of the second Business Day in the case of emails sent outside of business hours at the place of receipt; provided in either case that any email which produces an automated response reporting a failure to deliver, delayed delivery to the intended recipient or "out of office" reply, shall be deemed not to have been delivered.

23.4 Notices to the Chargee

Any notice or other communication required to be given to the Chargee under this Charge and Deed of Assignment shall be sent to the Chargee to the person and at the address detailed at the top of this Charge and Deed of Assignment or such other address and/or for such other attention as may be notified by the Chargee in accordance with this Clause 23.

23.5 Notices to the Chargor

Any notice or other communication required to be given to the Chargor under this Charge and Deed of Assignment shall be sent to the Chargor to the person and at the address detailed at the top of this Charge and Deed of Assignment or such other address and/or for such other attention as may be notified by the Chargor to the Chargee.

23.6 Notice on a business day

Any notice or other communication received or deemed given on a day which is not a Business Day or after business hours in the place of receipt shall be deemed received and given on the next Business Day.

24. NOTICES OF CHARGE AND ACKNOWLEDGEMENT

The Chargor must give notice to any relevant third party of this Charge and Deed of Assignment in a form approved by the Chargee and use reasonable endeavours to procure that each such third party acknowledges such notice in a form approved by the Chargee.

25. CLAWBACK

If the Chargee considers that an amount paid by the Chargor in respect of the Secured Liabilities is capable of being avoided or otherwise set aside on the liquidation or administration of the Chargor or otherwise, then that amount shall not be considered to have been irrevocably paid for the purposes of this Charge and Deed of Assignment.

26. LAW OF PROPERTY (MISCELLANEOUS PROVISIONS) ACT 1989

For the purposes of section 2 of the Law of Property (Miscellaneous Provisions) Act 1989, the terms of the Facility Agreement are incorporated into this deed.

27. PERPETUITY PERIOD

If the rule against perpetuities applies to any trust created by this Charge and Deed of Assignment, the perpetuity period shall be 125 years (as specified by section 5(1) of the Perpetuities and Accumulations Act 2009).

28. COUNTERPARTS

This Charge and Deed of Assignment may be executed in any number of counterparts and by the parties to it on separate counterparts, each of which shall be an original but all of which together shall constitute one and the same instrument.

SCHEDULE 1

DEFINITIONS

Accountant means the entity on behalf of the Chargor which may be receiving into its bank account, the payment of the R&D Tax Credit Proceeds;

Accounts mean any accounts opened by the Chargor;

Charged Property means any freehold, leasehold or commonhold property the subject of the security constituted by this Charge and Deed of Assignment and references to "Charged Property" shall include references to the whole or any part or part of it;

Collateral means the Chargor's right, title and interest in and to the property charged pursuant to Clauses 4.1 and 4.2 hereof, the property mortgaged pursuant to Clause 4.3 hereof and the property assigned pursuant to Clause 5 hereof;

Default Rate means the default rate set out in the Loan Facility Agreement, more particularly 3% per month;

Encumbrance means any mortgage, charge, lien, pledge, assignment, hypothecation or security interest or arrangement having similar effect;

Event of Default means any event of default specified in the Loan Facility Agreement or otherwise specified in clause 7;

Financial Collateral has the meaning given to that expression in the Financial Collateral Regulations.

Financial Collateral Regulations means the Financial Collateral Arrangements (No 2) Regulations 2003 (*SI 2003/3226*);

Guarantor means Element Human Limited;

Investments means all certificated shares, stock, debentures, bonds or other securities or investments (whether or not marketable) from time to time legally or beneficially owned by or on behalf of the Chargor;

Intellectual Property Rights means all patents, trademarks, service marks, rights (registered or unregistered) in any designs; applications for any of the foregoing; trade or business names; rights to domain names; copyright (including rights in computer software) and topography rights; lending and rental rights; know how; secret formulae and processes; and other confidential and proprietary knowledge and information; rights protecting goodwill and reputation; all rights to carry on actions for passing off; database rights and rights under licences and consents in relation to such things and all rights or forms of protection of a similar nature to any of the foregoing or having equivalent effect anywhere in the world and all source code relating to it;

Loan Facility Agreement means the Loan Facility Agreement dated on or about the date of this Charge and Deed of Assignment between the Chargee and the Chargor;

R&D Tax Credit means the tax credits in respect of research and development to which Chargor should be entitled to prior to, on or after the date of this Charge and Deed of Assignment;

R&D Tax Credit Collateral means the benefit of the R&D Tax Credit and the R&D Tax Credit Proceeds and the right to claim and be paid the R&D Tax Credit Proceeds and all other rights in connection with the R&D Tax Credit;

R&D Tax Credit Documentation means any document required and agreed by the Chargee in relation to the R&D Tax Credit and the payment of the R&D Tax Credit Proceeds;

R&D Tax Credit Loan means the loan made available or to be made available by the Chargee to the Chargor pursuant to the Loan Facility Agreement;

R&D Tax Credit Proceeds means the actual amount of the R&D Tax Credit which is received by and/or attributable to the Chargor.

Receiver means a receiver or administrative receiver (where such an administrative receiver may be appointed) of the Collateral;

Secured Liabilities means all or any money and liabilities which shall from time to time (and whether on or at any time after demand) be due, owing or incurred in whatsoever manner to the Chargee by the Chargor, the Accountant or by the Guarantor whether actually or contingently, solely or jointly and whether as principal or surety (or guarantor), including any money and liabilities of the Chargor, the Accountant or the Guarantor owed to a third party which have been assigned or novated or otherwise vested in the Chargee and whether pursuant to the Loan Facility Agreement or otherwise;

Security Financial Collateral Arrangement has the meaning given to that expression in the Financial Collateral Regulations.

EXECUTION PAGE

In Witness whereof this Charge and Deed of Assignment has been entered into the day and year first before written

EXECUTED and unconditionally delivered as a)
deed by)
ELEMENT HUMAN GROUP LIMITED)
acting by a Director)

Matt Celuszak
.....
Director

in the presence of:

Witness Name: David Cazalet
.....

Witness Signature: *David Cazalet*
.....

Witness Address: 22 Perryn Road,
London, W3 7LR
.....

Witness Occupation: Director
.....

EXECUTED and unconditionally delivered as a)
deed by)
BUZZ CAPITAL FINANCE LIMITED)
acting by a Director)

[Signature]
.....
Director

in the presence of:

Witness Name: *[Signature]*

Witness Signature: *[Signature]*

Witness Address:
Alena Walker
1a Mendip Crescent
Worthing
BN13 2LT
.....

Witness Occupation: Business Operations