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Clarion

ARTICLES OF ASSOCIATION

of

AIRE GLOBAL LIMITED
(company number: 11254539)

(Adopted on 21 October 2021)



Clarion Solicitors Limited
Elizabeth House
13-19 Queen Street
Leeds
LS1 2TW

Ref: EMS/411136.5

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Company Number: 11254539

THE COMPANIES ACT 2006

PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

OF

AIRE GLOBAL LIMITED

(Adopted by special resolution on 21 October 2021)

1 Definitions and Interpretations

1.1 In these Articles the following words and expressions have the following meanings unless the context otherwise requires:

"**A Shares**"	the A ordinary shares of £1.00 each in the capital of the Company from time to time having the rights and being subject to the restrictions set out in these Articles;
"**Act**"	the Companies Act 2006;
"**Adoption Date**"	the date of the adoption of these Articles by the Company;
"**Available Profits**"	the profits available for distribution within the meaning of Part 23 the Act;
"Average EBITDA"	the average EBITDA for the three years prior to service (or deemed service) of a Transfer Notice;
"**B Shares**"	the B ordinary shares of £1.00 each in the capital of the Company from time to time having the rights and being subject to the restrictions set out in these Articles;
"**Bad Leaver**"	a Shareholder who becomes a Departing Employee Shareholder in circumstances where that Shareholder has been found by the Company to have been fraudulent, dishonest or committed gross misconduct or gross negligence;
"**Business Day**"	a day (other than a Saturday, Sunday or public holiday) when the banks in London are open for business;
"C Shares"	the C ordinary shares of £1.00 each in the capital of the Company from time to time having the rights and being subject to the restrictions set out in these Articles;
"**Change of Control**"	the acquisition (by any means) by a Third Party Purchaser of any interest in any Shares if, upon completion of that acquisition, that Third Party Purchaser (together with any person connected with that Third Party Purchaser) would be entitled to exercise more than 50% of the total voting rights normally exercisable at any general meeting of the Company;
"**Compulsory Transfer Notice**"	has the meaning given in article 8.2;

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"**Compulsory Transfer Shares**"	in relation to a Relevant Shareholder, any Shares: (a) held by the Relevant Shareholder at the time of the relevant Transfer Event; (b) held at the time of the relevant Transfer Event by any Spouse/Partner of the Relevant Shareholder; and (c) acquired by the Relevant Shareholder, Spouse/Partner and/or personal representatives after the occurrence of the Transfer Event pursuant to any share option agreement or any other scheme or arrangement entered into prior to the Transfer Event, together with, in any case, any further Shares received by any person referred to above at any time after the relevant Transfer Event by way of rights or on a capitalisation in respect of any of the Shares referred to above;
"D Shares"	the D ordinary shares of £1.00 each in the capital of the Company from time to time having the rights and being subject to the restrictions set out in these Articles;
"**Departing Employee Shareholder**"	a Shareholder who ceases to be an employee, worker or consultant of or provide services (whether directly or via a service company) to a Group Company and does not remain, or immediately thereupon become, an employee, worker or consultant of or provide services to another Group Company;
"**Director**"	a duly appointed director of the Company from time to time;
"E Shares"	the E ordinary shares of £1.00 each in the capital of the Company from time to time having the rights and being subject to the restrictions set out in these Articles;
"EBITDA"	the earnings before interest, taxes, depreciation and amortisation of the Group calculated in accordance with the accounting principles, policies and methodologies adopted by the Group in the preparation of its annual accounts;
"**Eligible Director**"	a Director who would be entitled to vote on a matter at a meeting of the Directors (but excluding any Director whose vote is not to be counted in respect of the particular matter) and references to "eligible directors" in article 8 of the Model Articles shall be construed accordingly;
"**Good Leaver**"	a Shareholder who becomes a Departing Employee Shareholder in circumstances where they are not a Bad Leaver;
"**Group**"	the Company and its subsidiaries from time to time and references to a "**Group Company**" shall be construed accordingly;
"**Model Articles**"	the model articles for private companies limited by shares contained in Schedule 1 of the Companies (Model Articles) Regulations 2008 as amended prior to, and in force as at, the Adoption Date;
"**Relevant Shareholder**"	a Shareholder in respect of whom the Directors or a Shareholder Majority have/has notified the Company that an event shall be treated as a Transfer Event in accordance with article 8.1;

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"**Relevant Securities**"	any Shares, or any right to subscribe for or convert any securities into any Shares;
"**Sale Shares**"	has the meaning given in article 7.1.2.1;
"**Share**"	a share of any class in the capital of the Company;
"**Shareholder**"	a registered holder of an issued Share from time to time, as recorded in the register of members of the Company;
"Share Value"	the price per Sale Share determined in accordance with article 7.2.2;
"**Shareholders' Agreement**"	any agreement made between the Company and the Shareholders as is in place from time to time;
"Shareholder Majority"	the holders of not less than 50% of the of the voting rights attaching to the Shares in issue from time to time;
"Spouse/Partner"	relation to any Shareholder, the spouse or civil partner of that Shareholder from time to time;
"**Subscription Price**"	in relation to any Share, the nominal value of the Share;
"**Third Party Purchaser**"	any person who is not a Shareholder from time to time or a person connected with such a Shareholder;
"**Transfer Event**"	each of the events set out in article 8.1;
"**Transfer Notice**"	a notice in accordance with article 7 that a Shareholder wishes to transfer their Shares; and
"**Valuers**"	an independent firm of chartered accountants nominated by the Directors with the consent of a Shareholder Majority and, engaged on such terms as the Directors with the consent of a Shareholder Majority and as agent for the Company and each relevant Shareholder shall, in their absolute discretion, see fit.

1.2 These Articles and the provisions of the Model Articles (subject to any modifications set out in these Articles) shall constitute all the articles of association of the Company.

1.3 In these Articles a reference to:

1.3.1 a "**subsidiary**" shall include a reference to a "subsidiary" and a "subsidiary undertaking" (each as defined in the Act) and a reference to a "**holding company**" shall include a reference to a "holding company" and a "parent undertaking" (each as defined in the Act);

1.3.2 a statutory provision includes a reference to the statutory provision as replaced, modified or re-enacted from time to time before or after the date of these Articles and any subordinate legislation made under the statutory provision before or after the date of these Articles;

1.3.3 a person includes a reference to an individual, body corporate, association, government, state, agency of state or any undertaking (whether or not having a legal personality and irrespective of the jurisdiction in or under the law of which it was incorporated or exists);

1.3.4 "**these Articles**" is to these articles of association (including the provisions of the Model Articles incorporated therein), and a reference to an article is to an article of these Articles, in each case as amended from time to time in accordance with the terms of these Articles and the Act; and

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1.3.5 any agreement or document is to that agreement or document as in force for the time being and as amended from time to time in accordance with the terms of that agreement or document or with the agreement of all the relevant parties.

1.4 All consents or approvals to be given by a Shareholder Majority in respect of any provision of these Articles must be given in writing.

1.5 The contents table and headings in these Articles are for convenience only and do not affect their interpretation.

1.6 Words importing the singular include the plural and vice versa and words importing a gender include every gender.

1.7 Any question as to whether a person is connected with another shall be determined in accordance with section 1122 of the Corporation Tax Act 2010 (except that in construing section 1122 "control" has the meaning given by section 1124 or section 450 of that Act so that there is control whenever section 1122 or 450 requires) which shall apply in relation to these Articles as it applies in relation to that Act.

1.8 The Contracts (Rights of Third Parties) Act 1999 shall not apply to any rights under these Articles.

2 Dividends

2.1 Subject always to there being Available Profits, either the Board or the Company in a general meeting may resolve to declare that the Company makes a distribution of Available Profits and may resolve to distribute the Available Profits to Shareholders of any one class of share or classes of share as they deem fit.

2.2 Subject to the Act and to these Articles, the Board may pay interim dividends to the holders of the Shares if the Available Profits for the relevant period justify such payment.

2.3 Each dividend shall be distributed to the appropriate Shareholders in accordance with article 2.1 and shall accrue daily (assuming a 365 day year). All dividends are expressed net and shall be paid in cash.

2.4 The Company shall procure that each of its subsidiaries from time to time which has profits available for distribution shall, from time to time and to the extent to which it may lawfully do so, declare and pay to the Company (or its immediate holding company, as the case may be) the dividends necessary to enable the prompt and lawful payment of the dividends referred to in this article 2 in accordance with these Articles.

3 Return of Capital

3.1 On a return of capital, whether on liquidation, capital reduction or otherwise (but excluding a purchase of own shares or redemption of shares made in accordance with the provisions of these Articles), any surplus assets of the Company remaining after the payment of its liabilities shall be applied pro rata to all holders of Shares.

3.2 Where the surplus assets available for distribution to any particular class of share in accordance with article 3.1 is less than the total amount specified to be distributed to that class in that article, the available assets shall be distributed amongst the holders of Shares of that class pro rata according to the number of Shares of the relevant class held by each of them respectively.

4 Issue of Shares

4.1 Unless otherwise determined by special resolution of the Company, any Relevant Securities which the Directors propose to allot, grant or otherwise dispose of shall, before they are so allotted, granted or otherwise disposed of, be offered to the Shareholders. Such offer shall be made by means of a notice ("**Subscription Notice**") served by the Directors on all Shareholders which shall:

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4.1.1 state the number and class of Relevant Securities offered;

4.1.2 state the subscription price per Relevant Security, which shall be determined by the Directors with the consent of a Shareholder Majority;

4.1.3 invite the relevant offerees to respond in writing to the Company stating the number of Relevant Securities for which they wish to subscribe; and

4.1.4 expire, and the offer made therein to an offeree shall be deemed to be withdrawn if not previously accepted by such offeree, on the date specified therein, being not less than 10 nor more than 20 Business Days after the date of the Subscription Notice.

4.2 After the expiry of the period referred to in the Subscription Notice or, if sooner, upon all Shareholders having responded to the Subscription Notice (in either case, the "**Subscription Allocation Date**"), the Directors shall allocate the Relevant Securities in accordance with the applications received provided that:

4.2.1 if there are applications for more than the number of Relevant Securities available, the Relevant Securities shall be allocated to the relevant applicants in proportion (as nearly as practicable but without allocating to any applicant more Relevant Securities than they applied for) to the number of Shares held by each of them respectively; and

4.2.2 the allocation of any fractional entitlements to Relevant Securities amongst the Shareholders shall be dealt with by the Directors, with the consent of a Shareholder Majority, in such manner as they see fit.

4.3 Within 5 Business Days of the Subscription Allocation Date the Directors shall give notice in writing ("**Subscription Allocation Notice**") to each Shareholder to whom Relevant Securities have been allocated pursuant to article 4.2 (each a "**Subscriber**"). A Subscription Allocation Notice shall state:

4.3.1 the number and class of Relevant Securities allocated to that Subscriber;

4.3.2 the aggregate subscription price payable by the Subscriber in respect of the Relevant Securities allocated to them; and

4.3.3 the place, date and time (being not less than 2 nor more than 5 Business Days after the date of the Subscription Allocation Notice) at which completion of the subscription for the Relevant Securities shall take place.

4.4 Completion of a subscription for Relevant Securities pursuant to a Subscription Allocation Notice shall take place at the place, date and time specified in the Subscription Allocation Notice when the Subscriber will pay the relevant subscription monies to the Company in cleared funds and the Company will allot or grant the Relevant Securities to that Subscriber and deliver to that Subscriber a duly executed share certificate or certificate of grant (as the case may be) in respect thereof. If a Subscriber shall fail for any reason to pay the relevant subscription monies in respect of any Relevant Securities to the Company in cleared funds by the date specified in the Subscription Allocation Notice they shall be deemed to have declined the offer made to them in respect of those Relevant Securities which shall immediately be deemed to be released from the provisions of articles 4.1 to 4.3.

4.5 Any Relevant Securities which are not accepted pursuant to articles 4.1 to 4.3, and any Relevant Securities released from the provisions of those articles either by virtue of a Subscriber's default in accordance with article 4.4 or by virtue of a special resolution of the Company, may be offered by the Directors to any person approved by a Shareholder Majority and such Relevant Securities shall, subject to the provisions of the Act, be at the disposal of the Directors who may allot, grant or otherwise dispose of them to such persons at such times and generally on such terms and conditions as they think fit in their absolute discretion, provided that:

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4.5.1 no Share shall be issued at a discount;

4.5.2 no Relevant Securities shall be allotted, granted or otherwise disposed of on terms which are more favourable than those on which they were offered to the Shareholders pursuant to article 4.1; and

4.5.3 no Relevant Securities shall be allotted, granted or otherwise disposed of more than 3 months after the date of the relevant Subscription Notice in respect thereof (or, in the case of Relevant Securities released from the provisions of articles 4.1 to 4.3 by virtue of a special resolution, the date of that special resolution) unless the procedure in articles 4.1 to 4.3 is repeated in relation to that Relevant Security.

4.6 In accordance with section 567(1) of the Act, sections 561 and 562 of the Act shall not apply to the Company.

4.7 Notwithstanding any other provision of these Articles, no Share shall be allotted to a person who is not already a party to the Shareholders' Agreement unless that person has entered into a deed of adherence to, and in the form required by, the Shareholders' Agreement.

4.8 Where any Share is issued to an existing Shareholder, such new Share shall, if so required by the Directors or a Shareholder Majority, on and from the time of registration of the allotment of that Share in the register of members of the Company, be immediately and automatically (without resolution of the Shareholders or Directors) redesignated as a Share of the same class as the Shares already held by such Shareholder.

5 Transfer of Shares - General

5.1 Notwithstanding any other provision of these Articles, the Directors shall not register a transfer of any interest in a Share:

5.1.1 if it is to a minor, undischarged bankrupt, trustee in bankruptcy or person who (in the opinion of the Directors or a Shareholder Majority) is of unsound mind; or

5.1.2 unless:

5.1.2.1 the transfer is permitted by article 6; or

5.1.2.2 the transfer is made in accordance with article 7, 8, 9 or 10.

and in either case (other than in respect of a transfer under article 9 or 10) the transferee, if not already a party to the Shareholders' Agreement, has entered into a deed of adherence to, and in the form required by, the Shareholders' Agreement.

5.2 The Directors may only refuse to register a transfer of Shares which is either permitted under article 6 or made in accordance with articles 7, 8, 9 or 10 if:

5.2.1 the transfer has not been lodged at the Company's registered office (or such other place as the Directors may nominate for this purpose);

5.2.2 the transfer is not accompanied by the certificate for the Shares to which it relates and such other evidence (if any) as the Directors may reasonably require to show the right of the transferor to make the transfer;

5.2.3 the transfer is in respect of more than one class of Shares;

5.2.4 the transfer is in favour of more than 4 transferees; or

5.2.5 the transfer has not been properly stamped or certified as being not liable to stamp duty.

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In all other cases, the Directors must register such a transfer of Shares. Article 26(5) of the Model Articles shall not apply to the Company.

5.3 For the purposes of ensuring that:

5.3.1 a transfer of any Share is in accordance with these Articles; or

5.3.2 no circumstances have arisen whereby a Shareholder is required to give or may be deemed to have given a Transfer Notice in respect of any Share; or

5.3.3 no circumstances have arisen whereby the provisions of article 10 are required to be or ought to have been triggered,

the Directors may from time to time (and shall, if so requested to do by a Shareholder Majority) require any Shareholder to provide, or to procure that any person named as the transferee in any transfer lodged for registration or any other person whom the Directors or a Shareholder Majority reasonably believes to have information relevant to such purpose provides, such information and evidence as the Directors or a Shareholder Majority may reasonably require for such purpose. Pending such information or evidence being provided, the Directors are entitled to (and shall, if requested to do so by a Shareholder Majority) refuse to register any relevant transfer of Shares.

5.4 If any information or evidence provided pursuant to article 5.3 discloses to the reasonable satisfaction of the Directors that circumstances have arisen whereby a Shareholder may be required to give or be deemed to have given a Transfer Notice, the Directors may with the consent of a Shareholder Majority (and shall, if requested to do so by a Shareholder Majority), by notice in writing to the relevant Shareholder, require that a Transfer Notice be given in respect of the Shares concerned.

5.5 In any case where a Shareholder is required to give a Transfer Notice in accordance with the provisions of these Articles and such Transfer Notice is not duly given within a period of 5 Business Days of written notice from the Directors to the relevant Shareholder requesting that such Transfer Notice be duly given, such Transfer Notice shall be deemed to have been given immediately upon the expiry of that period of 5 Business Days. Notwithstanding any other provision of these Articles, unless a Shareholder Majority resolves otherwise, any Shares which are the subject of a Transfer Notice deemed to have been served in accordance with this article 5.5 (and any Shares received after the date of service, or deemed service, of any such Transfer Notice by way of rights or on a capitalisation in respect of the Shares which are the subject of that Transfer Notice) shall with effect from the date of the relevant Transfer Notice (or, if later, the date on which such Shares are issued), cease to confer upon the holder thereof any right to receive notice of, or attend, speak or vote at, any general meeting of the Company (or at any meeting of the holders of any class of Shares) or any right to receive or vote on any written resolution of the Company (or the holders of any class of Shares) until such time as another person is entered in the register of members of the Company as the holder of those Shares.

5.6 Notwithstanding any other provision of these Articles, an obligation to transfer a Share under these Articles shall be deemed to be an obligation to transfer the entire legal and beneficial interest in such Share free from any lien, charge or other encumbrance.

5.7 Notwithstanding any other provision of these Articles, no transfer of any Share which is the subject of a Transfer Notice (including a Compulsory Transfer Notice deemed to have been given in accordance with article 8.2), shall be permitted pursuant to article 6.

5.8 Where any Share is transferred to an existing Shareholder, such Share shall, if so required by the Directors or a Shareholder Majority, on and from the time of registration of the transfer of that Share in the register of members of the Company, be immediately and automatically (without resolution of the Shareholders or Directors) redesignated as a Share of the same class as the Shares already held by such Shareholder.

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6 Permitted Transfers

6.1 Transfer with Consent

Any Shares may be transferred at any time with the prior consent of all the Shareholders.

6.2 Transfer to Spouses/Partners

6.2.1 Subject to the remainder of article 6.2.1, any Shareholder may at any time transfer any of the Shares held by him to his Spouse/Partner to be held jointly by them.

6.2.2 Where, following a transfer of Shares pursuant to article 6.2.1, the transferee of those Shares ceases for any reason to be a Spouse/Partner of the original transferor of those Shares, such transferee shall forthwith, and in any event within 20 Business Days of the date on which the transferee ceased to be a Spouse/Partner of the original transferor, transfer all their interest in the Shares to the original transferor, failing which the Directors may at any time require such transferee to serve a Transfer Notice in respect of their interest in the Shares held by him and the provisions of article 6 shall apply.

6.2.3 A Spouse/Partner to whom an interest in Shares has been transferred pursuant to this article 6.2.1 may transfer those Shares back to the original transferor at any time but may not otherwise transfer such Shares pursuant to articles 6.2.1 to 6.2.2.

6.3 Transfer to the Company

Any Shareholder may at any time, with the consent of all the Shareholders, transfer Shares to the Company in accordance with the Act and these Articles.

7 Pre-emption on transfer of Shares

7.1 Transfer Notice

7.1.1 Except as permitted under article 6 or as provided for in articles 9 and 10, any Shareholder ("**Seller**") who wishes to transfer any Share (or any interest in any Share) shall, before transferring or agreeing to transfer such Share or interest therein, give notice in writing ("**Transfer Notice**") to the Company of their wish.

7.1.2 Subject to article 7.1.3, a Transfer Notice shall:

7.1.2.1 state the number and class of Shares ("**Sale Shares**") which the Seller wishes to transfer;

7.1.2.2 state the name of the person (if any) to whom the Seller wishes to transfer the Sale Shares;

7.1.2.3 state the price per Share ("**Proposed Price**") at which the Seller wishes to transfer the Sale Shares;

7.1.2.4 state if the Transfer Notice is conditional upon all (and not only part) of the Sale Shares being sold pursuant to this article 7 ("**Total Transfer Condition**");

7.1.2.5 relate to only one class of Share;

7.1.2.6 constitute the Company as the agent of the Seller in relation to the sale of the Sale Shares in accordance with this article 7; and

7.1.2.7 not be capable of variation or cancellation without the consent of the a Shareholder Majority or as provided for in article 7.2.5.

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7.1.3 Where a Transfer Notice is one which is deemed to have been given by virtue of any provision of these Articles (including a Compulsory Transfer Notice deemed to have been served in accordance with article 8.2):

7.1.3.1 it shall relate to all the Shares registered in the name of the Seller;

7.1.3.2 it shall not contain a Total Transfer Condition;

7.1.3.3 subject to article 8.3, the Transfer Price shall be determined in accordance with articles 7.2.1.2 and 7.2.1.3;

7.1.3.4 it shall be irrevocable; and

7.1.3.5 subject to articles 5.5 and 8.6, the Seller may retain any Sale Shares for which Buyers (as defined in article 7.6.2) are not found provided that the Seller shall not at any time thereafter be permitted to transfer all or any of such retained Sale Shares pursuant to article 6.

7.2 Transfer Price

7.2.1 The Sale Shares will be offered for sale in accordance with this article 7 at the following price ("**Transfer Price**"):

7.2.1.1 subject to the consent of the Shareholder Majority, the Proposed Price; or

7.2.1.2 such other price as may be agreed between the Seller and the Directors, with the consent of a Shareholder Majority, within 10 Business Days of the date of service (or deemed service) of the Transfer Notice; or

7.2.1.3 if no price is agreed pursuant to article 7.2.1.2 within the period specified therein, or if a Shareholder Majority directs at any time during that period, whichever is the lower of (i) the Proposed Price and (ii) the Share Value.

7.2.2 If the Seller and the Directors are unable to agree on the Transfer Price in accordance with article 7.2.1.2 or if a Shareholder Majority directs in accordance with article 7.2.1.3, the Directors shall forthwith instruct the Valuers to determine and certify the Share Value of each Sale Share calculated on the basis that:

7.2.2.1 the Share Value is the sum equal to 4.5% x the Average EBITDA, divided by the number of Shares then in issue;

7.2.2.2 no account shall be taken of the size of the holding which the Sale Shares comprise or whether the Sale Shares represent a majority or minority interest; and

7.2.2.3 any difficulty in applying any of the bases set out above shall be resolved by the Valuers as they, in their absolute discretion, think fit.

7.2.3 The decision of the Valuers (who shall be deemed to act as an expert and not as an arbitrator) shall be final and binding on the Shareholders, save in the event of fraud or manifest error, and their costs for reporting on their opinion of the Share Value shall, subject to article 7.2.4, be borne as directed by the Valuers (taking into account the conduct of the parties and the merits of their respective arguments in relation to any matters in dispute) or, in the absence of any such direction, as to one half by the Seller and the other half by the Company.

7.2.4 Where either:

7.2.4.1 the Seller revokes the Transfer Notice in accordance with article 7.2.5; or

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7.2.4.2 in the case of a Transfer Notice which is deemed to have been given by virtue of any provision of these Articles, the Share Value is less than the price proposed by the Directors to the Seller not less than 5 Business Days prior to receipt of the Valuers' report by the Company,

then the Valuers' fees shall be borne wholly by the Seller.

7.2.5 Where the Share Value is less than the Proposed Price the Seller may, by notice in writing served on the Company within 5 Business Days of the date on which the notification of the Share Value was first served on the Seller by the Company or the Valuers, revoke any Transfer Notice which was not stated to be, or which is not deemed by virtue of any provision of these Articles to be, irrevocable.

7.3 Board Invitees

7.3.1 In these Articles, the expression "**Board Invitee**" shall mean any of:

7.3.1.1 an employee benefit trust ("**EBT**"), being either a trust established or to be established by the Company, to encourage or to facilitate the holding of Shares by employees or officers of the Group, or such other vehicle established for this purpose; and

7.3.1.2 any person(s) (being a current or future employee or officer of a Group Company) nominated by the Directors, with the consent of a Shareholder Majority, in the period of 5 Business Days after the date on which the Transfer Price is agreed or determined in accordance with these Articles.

7.4 Offer Notice

7.4.1 Subject to article 7.4.2, the Directors shall serve a notice ("**Offer Notice**") on all Shareholders and any Board Invitees (as the case may be) within 10 Business Days of whichever is the first to occur of:

7.4.1.1 the period prescribed in article 7.3.1 for the selection of Board Invitees having expired; or

7.4.1.2 the identity of all Board Invitees having been determined with the consent of a Shareholder Majority; or

7.4.1.3 the Directors determining, with the consent of a Shareholder Majority, that none of the Sale Shares are to be offered to a Board Invitee,

or, if later, within 10 Business Days of the Transfer Price being agreed or determined in accordance with these Articles.

7.4.2 An Offer Notice shall not be sent, and no Sale Shares shall be treated as offered to, the Seller or to any Shareholder who, at the date of the Offer Notice, is bound to give, or has given or is deemed to have given a Transfer Notice in respect of any Shares registered in their name.

7.4.3 An Offer Notice shall:

7.4.3.1 state the Transfer Price;

7.4.3.2 contain the other information set out in the Transfer Notice;

7.4.3.3 invite the relevant offerees to respond in writing to the Company stating the number of Sale Shares which they wish to purchase; and

7.4.3.4 expire, and the offer made therein to an offeree shall be deemed to be withdrawn if not previously accepted by such offeree, on a date which

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is not less than 20 nor more than 40 Business Days after the date of the Offer Notice.

7.5 For the purposes of allocating the Sale Shares amongst the offerees, the Sale Shares shall be treated as offered:

7.5.1 firstly, to Board Invitees (if any);

7.5.2 secondly, to the extent not already accepted by any Board Invitees, to the Company (subject always to the Act); and

7.5.3 thirdly, to the extent not already accepted by any Board Invitees and the Company, to the holders of the holders of all Shares as if they constituted one class of Share.

7.6 Allocation of Sale Shares

7.6.1 After the expiry of the period specified in the Offer Notice or, if sooner, upon all offerees to whom an Offer Notice was sent having responded to that Offer Notice (in either case the "**Allocation Date**"), the Directors shall allocate the Sale Shares in accordance with the applications received provided that where Sale Shares are offered to the Shareholders:

7.6.1.1 if there are applications for more than the number of Sale Shares available, the Sale Shares shall be allocated to the relevant applicants in proportion (as nearly as practicable but without allocating to any applicant more Sale Shares than they applied for) to the number of Shares held by each of them respectively; and

7.6.1.2 the allocation of any fractional entitlements to Sale Shares amongst the Shareholders shall be dealt with by the Directors in such manner as it sees fit.

7.6.2 Within 5 Business Days of the Allocation Date the Directors shall give notice in writing ("**Allocation Notice**") to the Seller and each offeree to whom Sale Shares have been allocated pursuant to article 7.6.1 (each a "**Buyer**"). An Allocation Notice shall state:

7.6.2.1 the number and class of Sale Shares allocated to that Buyer;

7.6.2.2 the name and address of the Buyer;

7.6.2.3 the aggregate purchase price payable by the Buyer in respect of the Sale Shares allocated to them;

7.6.2.4 the information (if any) required pursuant to article 7.6.4; and

7.6.2.5 the place, date and time (being not less than 2 nor more than 5 Business Days after the date of the Allocation Notice) at which completion of the sale and purchase of the relevant Sale Shares shall take place.

7.6.3 Subject to article 7.6.4, completion of a sale and purchase of Sale Shares pursuant to an Allocation Notice shall take place at the place, date and time specified in the Allocation Notice when the Seller will, upon payment of the Transfer Price in respect of the Sale Shares allocated to a Buyer, transfer those Sale Shares, and deliver the relevant share certificate(s) therefor, to that Buyer.

7.6.4 If the Transfer Notice contained a Total Transfer Condition and the total number of Shares applied for and allocated to the Buyers in accordance with article 7.6.1 is less than the total number of Sale Shares then:

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7.6.4.1 the Allocation Notice will refer to the Total Transfer Condition and will contain a further offer ("**Further Offer**") to the Buyers inviting them to apply for further Sale Shares at the Transfer Price;

7.6.4.2 the Further Offer shall expire, and shall be deemed to be withdrawn, upon the expiry of the period (being not more than 20 Business Days) specified in the Allocation Notice;

7.6.4.3 any Sale Shares accepted by the Buyers pursuant to the Further Offer shall be allocated amongst them in accordance with the provisions of articles 7.6.1.1 and 7.6.1.2; and

7.6.4.4 following the allocation of any Sale Shares amongst the Buyers in accordance with article 7.6.4.3, and provided all the Sale Shares have then been allocated, the Directors shall issue revised Allocation Notices in accordance with article 7.6.2 but omitting article 7.6.2.4 of that article 7.6.2.

7.6.5 Subject to article 7.6.6, the service of an Allocation Notice (or a revised Allocation Notice in accordance with article 7.6.4) shall constitute the acceptance by a Buyer of the offer to purchase the number of Sale Shares specified therein on the terms offered to that Buyer.

7.6.6 If after following the procedure set out in this article 7 the total number of Shares applied for and allocated to the Buyers remains less than the total number of Sale Shares, then:

7.6.6.1 if the Transfer Notice contained a Total Transfer Condition, then notwithstanding any other provision of this article 7 no Sale Shares shall be deemed to have been allocated to any Buyer and the Seller and the Buyers shall not be bound to sell or purchase any Sale Shares in accordance with this article 7; and

7.6.6.2 the Company shall notify the Seller that it has failed to find Buyers for all or some (as the case may be) of the Sale Shares.

7.7 Default by the Seller

If a Seller shall fail for any reason (including death) to transfer any Sale Shares to a Buyer when required by this article 7, the Directors may (and will if requested to do so by a Shareholder Majority) authorise and instruct any Director to execute each necessary transfer or buyback agreement of Sale Shares on the Seller's behalf and to deliver that transfer to the relevant Buyer. The Company may receive the purchase money from a Buyer on behalf of the Seller and thereafter shall, subject to due stamping, enter the name of that Buyer in the register of members of the Company as the holder of the Sale Shares so transferred to them. The receipt of the Company for the purchase money shall constitute a good discharge to the Buyer (who shall not be bound to see to the application of it) and after the Buyer has been registered in purported exercise of the power conferred by this article 7.7 the validity of the proceedings shall not be questioned by any person. The Company shall hold the relevant purchase money on trust for the Seller (but without interest) and the Company shall not pay such money to the Seller until they have delivered the share certificate(s) in respect of the relevant Shares (or a suitable indemnity in a form reasonably satisfactory to the Directors) to the Company.

7.8 Transfers following exhaustion of pre-emption rights

7.8.1 If any Sale Shares are not allocated to a Buyer under any of the foregoing provisions of this article 7 the Seller shall retain their Sale Shares (and shall not be permitted to otherwise transfer or dispose of the Sale Shares) and the Company shall be entitled at any time to serve a notice on the Seller pursuant to which a Transfer Notice shall be deemed served, and the Sale Shares shall be offered again for sale in accordance with the pre-emption procedure set out in this article 7 save

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that the Transfer Price shall be the Transfer Price agreed or determined upon service (or deemed service) of the original Transfer Notice.

8 Compulsory Transfers

8.1 In this article 8 each of the following shall be a "**Transfer Event**":

8.1.1 in the case of an individual Shareholder:

8.1.1.1 the death of that Shareholder;

8.1.1.2 an order being made for the bankruptcy of that Shareholder or a petition being presented for such bankruptcy which petition is not withdrawn or dismissed within 10 Business Days of being presented;

8.1.1.3 the Shareholder convening a meeting of their creditors or circulating a proposal in relation to, or taking any other steps with a view to, making an arrangement or composition in satisfaction of their creditors generally;

8.1.1.4 the Shareholder being unable to pay their debts as they fall due (within the meaning of section 268 Insolvency Act 1986);

8.1.1.5 any step being taken for the appointment of a receiver, manager or administrative receiver over all or any material part of the Shareholder's assets, or any other steps being taken to enforce any mortgage, charge or other encumbrance over all or any material part of the Shareholder's assets or any Shares held by that Shareholder;

8.1.1.6 any proceedings or orders equivalent or analogous to any of those described in articles 8.1.1.2 to 8.1.1.5 occurring in respect of the Shareholder under the law of any jurisdiction outside England and Wales;

8.1.1.7 that Shareholder suffering from mental disorder and being admitted to hospital or, by reason of their mental health, being subject to any court order which wholly or partly prevents that Shareholder from personally exercising any powers or rights which that Shareholder would otherwise have;

8.1.1.8 that Shareholder becoming a Departing Employee Shareholder;

8.1.1.9 that Shareholder breaching any provision of these Articles or the Shareholders' Agreement which breach has not been remedied to the reasonable satisfaction of a Shareholder Majority within 10 Business Days of a notice from a Shareholder Majority to the Shareholder requesting such remedy;

8.1.2 in the case of a corporate Shareholder:

8.1.2.1 an order being made or a resolution passed for the winding up of that Shareholder or for the appointment of a provisional liquidator to that Shareholder (other than a voluntary liquidation for the purposes of a bona fide scheme of solvent amalgamation or reconstruction) or for an administration order in respect of that Shareholder;

8.1.2.2 a receiver, manager or administrative receiver being appointed over all or any part of the undertaking or assets of that Shareholder; or

8.1.2.3 any proceedings or orders equivalent or analogous to any of those described above in articles 8.1.2.1 and 8.1.2.2 occurring in respect of

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that Shareholder under the law of any jurisdiction outside England and Wale; or/,

8.1.2.4 that Shareholder ceasing to be within the control (as defined in section 1124 Corporation Tax Act 2010) of the person(s) who controlled it on the Adoption Date or the date on which it became a Shareholder (whichever is the later);

8.1.2.5 that Shareholder breaching any provision of these Articles or the Shareholders' Agreement which breach has not been remedied to the reasonable satisfaction of the Director/a Shareholder Majority within 10 Business Days of a notice from the Directors a Shareholder Majority to the Shareholder requesting such remedy,

and in any such case, whether under articles 8.1.1 or 8.1.2, the Directors or a Shareholder Majority notifying the Company within 12 months of the occurrence of such event (or, if later, within 12 months of the date on which the Directors or a Shareholder Majority first become aware of the occurrence of such event) that such event is a Transfer Event in relation to that Shareholder for the purposes of this article 8.

8.2 Upon the Directors or a Shareholder Majority notifying the Company that an event is a Transfer Event in respect of a Shareholder in accordance with article 8.1, the Relevant Shareholder and any other person holding Compulsory Transfer Shares, shall be deemed to have served a Transfer Notice ("**Compulsory Transfer Notice**") in respect of all the Compulsory Transfer Shares then held by each of them respectively. A Compulsory Transfer Notice shall supersede any current Transfer Notice in respect of any Compulsory Transfer Shares.

8.3 The Compulsory Transfer Shares shall be offered for sale in accordance with the provisions of article 7 as if the Compulsory Transfer Shares were Sale Shares except that where the relevant Transfer Event falls within the provisions of article 8.1.1.8, the Transfer Price in respect of the Compulsory Transfer Shares shall be:

8.3.1 where the Relevant Shareholder is a Bad Leaver, whichever is the lower of:

8.3.1.1 their Share Value; and

8.3.1.2 their Subscription Price,

provided that the Directors or a Shareholder Majority may at any time by notice to the Company specify that in respect of any particular Relevant Shareholder the Transfer Price for all Compulsory Transfer Shares shall, on that occasion, be the Subscription Price (in which case there shall be no need in respect of that Relevant Shareholder on that occasion to establish the Share Value) and the Transfer Price shall be determined by the notice served pursuant to this article 8.3.1 on the date upon which such notice is received at the registered office of the Company; or

8.3.2 where the Relevant Shareholder is a Good Leaver, the higher of (i) their Subscription Price and (ii) their Share Value.

8.4 Any dispute as to whether the provisions of article 8.3.1 or 8.3.2 apply in relation to any Compulsory Transfer Notice shall not affect the validity of a Compulsory Transfer Notice nor shall it delay the procedure to be followed under article 7 in respect thereof.

8.5 For the purposes of article 8.1.1.8 the date of cessation of a Shareholder's employment, directorship or engagement shall be (or be deemed to be) whichever is the first to occur of:

8.5.1 the date of a notice given by a Group Company to the Shareholder terminating (or purporting to terminate) that Shareholder's employment, directorship or engagement with Group (or, if later, the date specified in any such notice as being

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the termination date), regardless of whether any such notice constitutes unfair or wrongful dismissal;

8.5.2 the date of a notice given by a Shareholder to a Group Company terminating (or purporting to terminate) that Shareholder's employment, directorship or engagement with the Group (or, if later, the date specified in any such notice as being the termination date), regardless of whether any such notice may lawfully be given by the Shareholder;

8.5.3 the date on which a repudiatory breach of any contract of employment or engagement by either the Shareholder or a Group Company is accepted by the other party to that contract;

8.5.4 the date of any event which results in the termination of the contract of employment or engagement under the doctrine of frustration; or

8.5.5 in any circumstances other than those specified in articles 8.5.1 to 8.5.4, the date on which the Shareholder actually ceases to be employed or engaged by the Group

8.6 Notwithstanding any other provision of these Articles, unless a Shareholder Majority resolves otherwise, any Compulsory Transfer Shares shall, with effect from the date of the relevant Compulsory Transfer Notice (or, if later, the date on which such Shares are issued), cease to confer upon the holder thereof any right to receive notice of, or attend, speak or vote at, any general meeting of the Company (or at any meeting of the holders of any class of Shares) or any right to receive or vote on any written resolution of the Company (or the holders of any class of Shares) until such time as another person is entered in the register of members of the Company as the holder of those Compulsory Transfer Shares (or other Shares).

8.7 Articles 27(2)(a) and 28 of the Model Articles shall not apply to the Company.

9 Drag Along

9.1 If holders of not less than 71% of the Shares (together the "**Selling Shareholders**") wish to transfer all their Shares to a proposed bona fide third party purchaser on arm's length terms ("**Proposed Purchaser**"), they shall have the option ("**Drag Along Option**") to require all or any of the other Shareholders ("**Remaining Shareholders**") to transfer all their Shares with full title guarantee to the Proposed Purchaser (or as the Proposed Purchaser shall direct) in accordance with this article 9.

9.2 The Selling Shareholders shall exercise the Drag Along Option by giving notice to that effect ("**Drag Along Notice**") to each of the Remaining Shareholders at any time before the registration of the transfer of the Selling Shareholders' Shares. A Drag Along Notice shall specify:

9.2.1 that the Remaining Shareholders are required to transfer all their Shares ("**Remaining Shares**") pursuant to this article 9;

9.2.2 the identity of the Proposed Purchaser;

9.2.3 the consideration for which, or the price at which, the Remaining Shares are to be transferred, determined in accordance with article 9.4 ("**Drag Along Consideration**"); and

9.2.4 the proposed date of transfer (if known).

9.3 A Drag Along Notice may be revoked by the Selling Shareholders at any time prior to the completion of the sale and purchase of the Remaining Shares.

9.4 The Drag Along Consideration shall be the same consideration per Remaining Share (in the same form and due at the same time(s) as that offered, given, paid or payable by, or due from, the Proposed Purchaser in respect of each Share held by the Selling Shareholders

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together with the relevant proportion of any other consideration (in cash or otherwise) received or receivable by the Selling Shareholders which, having regard to the substance of the transaction as a whole, can reasonably be regarded as an addition to the price paid or consideration given in respect of the Shares held by those Selling Shareholders.

9.5 Prior to completion of the sale and purchase of the Remaining Shares, a Shareholder Majority may resolve that the Remaining Shareholders are paid the cash equivalent of any non-cash consideration due to the Selling Shareholders from the Proposed Purchaser in lieu of such non-cash consideration. Such cash consideration in lieu may be paid to the Remaining Shareholders either on completion or at the same time as the relevant non-cash consideration is received by the Selling Shareholders at the absolute discretion of a Shareholder Majority. The decision of a Shareholder Majority as to the amount of any cash consideration in lieu of any non-cash consideration shall be final and binding on the Company and all the Shareholders.

9.6 Completion of the sale and purchase of the Remaining Shares shall take place on the same date as completion of the sale and purchase of the Selling Shareholders' Shares (unless the Selling Shareholders and all of the Remaining Shareholders shall agree otherwise).

9.7 Upon the service of a Drag Along Notice each Remaining Shareholder shall be deemed to have irrevocably appointed each of the Selling Shareholders (severally) as the agent of the Remaining Shareholder to execute, in the name of and on behalf of that Remaining Shareholder, any stock transfer form and covenant for full title guarantee in respect of the Remaining Shares registered in the name of that Remaining Shareholder and to do such other things as the agent may consider necessary or desirable to transfer and complete the sale of the Remaining Shares pursuant to this article 9.

9.8 The provisions of this article 9 shall prevail over any contrary provisions of these Articles and, for the avoidance of doubt, the rights of pre-emption and other restrictions on transfer of Shares contained in these Articles shall not apply to the transfer of any Shares to a Proposed Purchaser named in a Drag Along Notice (or as that Proposed Purchaser may direct). Any Transfer Notice or Compulsory Transfer Notice served in respect of a Share which has not been allocated to a Buyer in accordance with article 7 shall automatically be revoked by the service of a Drag Along Notice.

9.9 Upon any person ("**New Shareholder**") becoming, at any time after the service of a Drag Along Notice, a registered holder of any Share pursuant to the exercise of any option, warrant or other right to subscribe for or acquire Shares, a Drag Along Notice, on the same terms as the then current Drag Along Notice, shall immediately be deemed to have been served upon that New Shareholder. Upon the deemed service of a Drag Along Notice pursuant to this article 9.9 the New Shareholder shall become bound to sell and transfer to the Proposed Purchaser (or as the Proposed Purchaser may direct) any Share acquired by them as a result of the exercise of any such option, warrant or other right to subscribe for or acquire Shares. The provisions of this article 9 shall apply mutatis mutandis to the sale of any such Shares by such New Shareholder provided that completion of the sale and purchase of those Shares shall take place on whichever is the later of:

9.9.1 the date on which a Drag Along Notice is deemed to have been served on the New Shareholder pursuant to this article 9.9; and

9.9.2 the date of completion of the sale and purchase of the Remaining Shares pursuant to the original Drag Along Notice.

10 Tag Along

10.1 Subject to article 9 and save in the case of a transfer of Shares which is permitted in accordance with the provisions of article 6, but otherwise notwithstanding any other provision of these Articles, no sale or other disposition of any Shares ("**Committed Shares**") which would result in a Change of Control shall be made or registered unless before the transfer is lodged for registration the relevant Third Party Purchaser has made a bona fide offer ("**Tag Along Offer**") by notice in writing ("**Tag Along Notice**") to acquire, in accordance with this article 10, from all the Shareholders other than the Third Party

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Purchaser (or persons connected with them) all the Shares which are not Committed Shares ("**Uncommitted Shares**") for the consideration, or at the price, ("**Tag Along Consideration**") calculated in accordance with article 10.3.

10.2 A Tag Along Notice shall:

10.2.1 state the Tag Along Consideration;

10.2.2 state the identity of the Third Party Purchaser;

10.2.3 invite the relevant offerees to respond in writing to the Third Party Purchaser stating that they wish to accept the Tag Along Offer; and

10.2.4 expire, and the offer made therein to an offeree shall be deemed to be withdrawn if not previously accepted by such offeree, on the date (being not less than 5 nor more than 20 Business Days after the date of the Tag Along Notice) specified therein.

10.3 For the purposes of this article 10 the Tag Along Consideration shall be the same consideration per Uncommitted Share (in the same form and due at the same time(s) as that offered, given, paid or payable by, or due from, the Third Party Purchaser in respect of each Committed Share together with the relevant proportion of any other consideration (in cash or otherwise) received or receivable by the holders of the Committed Shares which, having regard to the substance of the transaction as a whole, can reasonably be regarded as an addition to the price paid or consideration given in respect of the Committed Shares.

11 General Meetings

11.1 Article 41 of the Model Articles shall be amended by the addition of the following as a new paragraph 41(7) in that article: "If within half an hour of the time appointed for the holding of an adjourned meeting a quorum is not present, the Shareholder(s) present (either in person, by proxy or by a duly appointed corporate representative) shall constitute a quorum".

11.2 Article 39 of the Model Articles shall not apply to the Company.

11.3 A poll may be demanded at any general meeting by:

11.3.1 the chairman; or

11.3.2 by any Shareholder present (in person, by proxy or by a duly appointed corporate representative) and entitled to vote on the relevant resolution.

Article 44(2) of the Model Articles shall not apply to the Company.

11.4 Article 44(3) of the Model Articles shall be amended by the insertion of the following as a new paragraph at the end of that article: "A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made.".

11.5 Article 45(1) of the Model Articles shall be amended as follows:

11.5.1 by the deletion of the words in Article 45(1)(d) and the substitution therefor of the following: "is delivered to the Company in accordance with the articles not less than 48 hours before the time appointed for holding the meeting or adjourned meeting at which the right to vote is exercised and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate."; and

11.5.2 by the insertion of the following as a new paragraph at the end of Article 45(1): "and a proxy notice which is not delivered in such manner shall be invalid unless the Directors, in their discretion subject to the consent of a Shareholder Majority accept the proxy notice at any time before the meeting.".

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11.6 The Company shall not be required to give notice of a general meeting to a Shareholder for whom the Company no longer has a valid United Kingdom address.

12 Appointment and removal of Directors

12.1 Unless and until determined otherwise by ordinary resolution of the Company, the number of Directors (other than alternate directors) shall not be less than 3, and is not subject to any maximum.

12.2 In any case where, as a result of death or bankruptcy, the Company has no Shareholders and no Directors, the transmittee(s) of the last Shareholder to have died or to have a bankruptcy order made against them (as the case may be) has the right, by notice in writing, to appoint a natural person who is willing to act and is permitted to do so, to be a Director. Article 27(3) of the Model Articles shall be modified accordingly.

13 Alternate Directors

13.1 Any Director (in this article 13, an "**appointor**") may appoint as an alternate any other Director, or any other person approved by resolution of the Directors, to:

13.1.1 exercise that director's powers; and

13.1.2 carry out that director's responsibilities,

in relation to the taking of decisions by the Directors, in the absence of the alternate's appointor.

13.2 Any appointment or removal of an alternate must be effected by notice in writing to the Company signed by the appointor, or in any other manner approved by the Directors.

13.3 The notice must:

13.3.1 identify the proposed alternate; and

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

13.4 An alternate Director may act as alternate director to more than 1 Director and has the same rights in relation to any decision of the Directors as the alternate's appointor.

13.5 Save as provided otherwise in these Articles, alternate Directors:

13.5.1 are deemed for all purposes to be Directors;

13.5.2 are liable for their own acts and omissions;

13.5.3 are subject to the same restrictions as their appointors; and

13.5.4 are not deemed to be agents of or for their appointors,

and, in particular (without limitation), each alternate Director shall be entitled to receive notice of all meetings of Directors and of all meetings of committees of Directors which their appointor is a member.

13.6 A person who is an alternate Director but not a Director:

13.6.1 may be counted as participating for the purposes of determining whether a quorum is present (but only if that person's appointor is not participating);

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13.6.2 may participate in a unanimous decision of the Directors (but only if their appointor is an Eligible Director in relation to that decision and does not themselves participate); and

13.6.3 shall not be counted as more than 1 Director for the purposes of articles 13.6.1 and 13.6.2.

13.7 A Director who is also an alternate Director is entitled, in the absence of their appointor, to a separate vote on behalf of their appointor, in addition to their own vote on any decision of the Directors (provided that their appointor is an Eligible Director in relation to that decision), but shall not count as more than 1 Director for the purposes of determining whether a quorum is present.

13.8 An alternate Director is not entitled to receive any remuneration from the Company for serving as an alternate Director except such part of the remuneration of the alternate's appointor as the appointor may direct by notice in writing to the Company. An alternate Director shall be entitled to be reimbursed by the Company such expenses as might properly be reimbursed to them if they were a Director.

13.9 The appointment of an alternate Director terminates:

13.9.1 when the alternate's appointor revokes the appointment by notice in writing to the Company specifying when it is to terminate;

13.9.2 on the occurrence, in relation to the alternate, of any event which, if it occurred in relation to the alternate's appointor, would result in the termination of the appointor's appointment as a Director;

13.9.3 on the death of the alternate's appointor;

13.9.4 when the appointment of the alternate's appointor as a Director terminates; or

13.9.5 when written notice from the alternate, resigning their office, is received by the Company.

14 Proceedings of Directors

14.1 3 Eligible Directors, present either in person or by a duly appointed alternate, shall be a quorum. For the purpose of any meeting held to authorise a director's conflict of interest under article 16 or section 175 of the Act if there is only 1 Eligible Director in office other than the conflicted Director(s), the quorum for such meeting shall be 1 Eligible Director. Article 11(2) of the Model Articles shall not apply to the Company.

14.2 If the number of votes for and against a proposal at a Directors' meeting are equal the chairman or other Director chairing the meeting shall not have a casting vote. Article 13 of the Model Articles shall not apply to the Company.

14.3 Where any decision is to be made by the Company or any Group Company in relation to the exercise, enforcement or waiver of any of its rights under, or the giving of any consent under:

14.3.1 the Shareholders' Agreement; or

14.3.2 the exercise, enforcement or waiver of any rights against a Shareholder or a Director (or any person connected with any such Shareholder or Director),

then, notwithstanding any other provision of these Articles, a Shareholder Majority shall have (without limitation) exclusive conduct of any proceedings of any nature arising in connection with any such rights and no Director (or Shareholder) shall have power to take any decision or settle or compromise any claim in relation thereto without the consent of a Shareholder Majority.

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14.4 Article 5 of the Model Articles shall be modified so that the Directors may only delegate any of their powers (or revoke or alter the terms and conditions of any such delegation) to a person or committee with the prior consent of a Shareholder Majority. Article 6(2) of the Model Articles shall be amended by the insertion of the following words before the word "may": "with the consent of a Shareholder Majority.

14.5 Article 16 of the Model Articles shall be amended by the insertion of the following words after the word "may": "with the consent of a Shareholder Majority.".

15 Transactions or other arrangements with the Company

15.1 Subject to sections 177 and 182 of the Act, and provided they have declared the nature and extent of their interest in accordance with the requirements of the Act, a Director who is in any way (whether directly or indirectly) interested in an existing or proposed transaction or arrangement with the Company:

15.1.1 may be a party to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise (directly or indirectly) interested;

15.1.2 shall be an Eligible Director for the purposes of any proposed decision of the Directors (or a committee of Directors) in respect of such contract or proposed contract in which they are interested;

15.1.3 shall be entitled to vote at a meeting of Directors (or of a committee of the Directors) or participate in any unanimous decision of the Directors, in respect of such contract or proposed contract in which they are interested;

15.1.4 may act by themselves or their firm in a professional capacity for the Company (otherwise than as auditor) and they or their firm shall be entitled to remuneration for professional services as if they were not a Director;

15.1.5 may be a Director or other officer of, or employed by, or a party to a transaction or arrangement with, or otherwise interested in, any body corporate in which the Company is otherwise (directly or indirectly) interested; and

15.1.6 shall not, save as they may otherwise agree, be accountable to the Company for any benefit which they (or a person connected with them (as defined in section 252 of the Act)) derives from any such contract, transaction or arrangement or from any such office or employment or from any interest in any such body corporate and no such contract, transaction or arrangement shall be liable to be avoided on the grounds of any such interest or benefit nor shall the receipt of any such remuneration or other benefit constitute a breach of their duty under section 176 of the Act.

15.2 Articles 14(1) to 14(4) of the Model Articles shall not apply to the Company.

16 Directors' Conflicts of Interest

16.1 Subject to the consent of a Shareholder Majority, the Directors may, in accordance with the requirements set out in this article 16, authorise any matter or situation proposed to them by any Director which would, if not authorised, involve a Director breaching their duty under section 175 of the Act to avoid conflicts of interest ("**Conflict**").

16.2 Any authorisation under this article will be effective only if:

16.2.1 the matter in question shall have been proposed by any Director for consideration at a meeting of Directors in the same way that any other matter may be proposed to the Directors under the provisions of these Articles or in such other manner as the Directors may determine;

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16.2.2 any requirement as to the quorum at the meeting of the Directors at which the matter is considered is met without counting the Director in question; and

16.2.3 the matter was agreed to without the Director in question or would have been agreed to if their vote had not been counted.

16.3 Any authorisation of a Conflict under this article 16 may (whether at the time of giving the authorisation or subsequently):

16.3.1 extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter so authorised;

16.3.2 be subject to such terms and for such duration, or impose such limits or conditions as the Directors may determine; and

16.3.3 be terminated or varied by the Directors at any time.

This will not affect anything done by the Director prior to such termination or variation in accordance with the terms of the authorisation.

16.4 In authorising a Conflict the Directors may decide (whether at the time of giving the authorisation or subsequently) that if a Director has obtained any information through their involvement in the Conflict otherwise than as a Director of the Company and in respect of which they owe a duty of confidentiality to another person, the Director is under no obligation to:

16.4.1 disclose such information to the Directors or to any Director or other officer or employee of the Company; or

16.4.2 use or apply any such information in performing their duties as a Director,

where to do so would amount to a breach of that confidence.

16.5 Where the Directors authorise a Conflict they may (whether at the time of giving the authorisation or subsequently) provide, without limitation, that the Director:

16.5.1 is excluded from discussions (whether at meetings of Directors or otherwise) related to the Conflict;

16.5.2 is not given any documents or other information relating to the Conflict; and

16.5.3 may or may not vote (or may or may not be counted in the quorum) at any future meeting of Directors in relation to any resolution relating to the Conflict.

16.6 Where the Directors authorise a Conflict:

16.6.1 the relevant Director will be obliged to conduct themselves in accordance with any terms imposed by the Directors in relation to the Conflict; and

16.6.2 the Director will not infringe any duty they owe to the Company by virtue of sections 171 to 177 of the Act provided they act in accordance with such terms, limits and conditions (if any) as the Directors impose in respect of its authorisation.

16.7 A Director is not required, by reason of being a director (or because of the fiduciary relationship established by reason of being a director), to account to the Company for any remuneration, profit or other benefit which they derive from or in connection with a relationship involving a Conflict which has been authorised by the Directors or by the Company in general meeting (subject in each case to any terms, limits or conditions attaching to that authorisation) and no contract shall be liable to be avoided on such grounds.

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17 Service of Documents

17.1 Any notice, document or other information given in accordance with these Articles shall be deemed served on or delivered to the intended recipient:

17.1.1 if properly addressed and sent by prepaid United Kingdom first class post to an address in the United Kingdom, 48 hours after it was posted;

17.1.2 if properly addressed and sent by reputable international overnight courier to an address outside the United Kingdom or from outside the United Kingdom to an address within the United Kingdom, 5 Business Days after posting provided that delivery in at least 5 Business Days was guaranteed at the time of sending and the sending party receives a confirmation of delivery from the courier service provider;

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

17.1.4 if properly addressed and sent or supplied by electronic means, 1 hour after the document or information was sent or supplied; and

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

For the purposes of this article 17.1, no account shall be taken of any part of a day that is not a working day.

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

18 Indemnity

18.1 Subject to article 18.2, but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

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

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

18.1.1.2 in relation to the activities of the Company (or any Group Company) as trustee of an occupational pension scheme (as defined in section 235(6) of the Act),

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

18.1.2 the Company may provide any relevant officer with funds to meet expenditure incurred or to be incurred by them in connection with any proceedings or application referred to in article 18.1.1 and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.

18.2 This article 18 does not authorise any indemnity which would be prohibited or rendered void by any provision of the Act or by any other provision of law.

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18.3 In this article 18 and in article 19:

18.3.1 a relevant officer means any director or other officer or former director or other officer of the Company or any Group Company (including any company which is a trustee of an occupational pension scheme (as defined by section 235(6) of the Act), but excluding in each case any person engaged by the Company (or any Group Company as auditor (whether or not they are also a director or other officer), to the extent they act in their capacity as auditor).

18.4 Article 52 of the Model Articles shall not apply to the Company.

19 Insurance

19.1 The Directors may decide to purchase and maintain insurance, at the expense of the Company, for the benefit of any relevant officer in respect of any loss or liability which has been or may be incurred by that relevant officer in connection with their duties or powers in relation to the Company, any Group Company or any pension fund or employees' share scheme of the Company or Group Company.

19.2 Article 53 of the Model Articles shall not apply to the Company.