
ARTICLES OF ASSOCIATION

of

EXPECT DISTRIBUTION GROUP LIMITED
(Company Number: 13767389)

(Adopted on 22 December 2021)

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Company Number: 13767389

THE COMPANIES ACT 2006
PRIVATE COMPANY LIMITED BY SHARES
ARTICLES OF ASSOCIATION
OF
EXPECT DISTRIBUTION GROUP LIMITED/

(Adopted by special resolution on 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 Director: a Director appointed by the holders for the time being of a majority of the A Shares in accordance with article 11.1;

A Shareholders: all those persons who are the holders of A Shares;

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;

B Director: a Director appointed by the holders for the time being of a majority of the B Shares in accordance with article 11.2;

B Shareholders: all those persons who are the holders of B Shares;

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 before the second anniversary of the Adoption Date, but excluding where they are a Good Leaver;

Business Day: a day (other than a Saturday, Sunday or public holiday) when the banks in London are open for business;

C Shareholders: all those persons who are the holders of C Shares;

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 7.2;

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; and
- (b) acquired by the Relevant Shareholder 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 either 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;

Departing Employee Shareholder: a Shareholder who ceases to be an employee, director, worker or consultant of any Group Company and does not remain, or immediately thereupon become, an employee, director, worker or consultant of another Group Company;

Director: a duly appointed director of the Company from time to time;

Early Leaver: an A Shareholder or a B Shareholder who becomes a Departing Employee Shareholder on or after the second anniversary of the Adoption Date and before the fifth anniversary of the Adoption Date, but excluding where they are a Good Leaver;

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:

- (a) at any time as a result of:
 - (i) the death of that Shareholder;
 - (ii) disability or incapacity through ill health (other than where such ill health arises from the abuse of alcohol or drugs);
 - (iii) any other reason which the Directors resolve, in their absolute discretion within 20 Business Days of the Shareholder ceasing to be employed or engaged by a Group Company, shall result in the Shareholder being a Good Leaver for the purposes of these Articles;
 - (iv) that Shareholder being made redundant by any Group Company; or
 - (v) the termination of the employment of a Shareholder by any Group Company other than for cause, where "**cause**" shall mean (i) the lawful termination of that person's contract of employment without notice or payment in lieu of notice as a consequence of that person's misconduct; and/or (ii) that person's fair dismissal pursuant to the Employment Rights Act 1996 (excluding by way of redundancy); or
- (b) where the Departing Employee Shareholder is an A Shareholder or a B Shareholder, for any reason on or after the fifth anniversary of the Adoption Date; or
- (c) where the Departing Employee Shareholder is a C Shareholder, for any reason on or after the second anniversary of the Adoption Date;

Group: the Company and its subsidiaries from time to time and references to a "**Group Company**" shall be construed accordingly;

Market Value: the price per Sale Share determined in accordance with article 6.5;

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 have notified the Company that an event shall be treated as a Transfer Event in accordance with article 7.1;

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 6.2.1;

Share: any share of any class in the capital of the Company from time to time;

Shareholder: a registered holder of an issued Share from time to time, as recorded in the register of members of the Company;

Relevant Agreement: any agreement made between the Company and/or the Shareholders that may be in force from time to time in relation to the governance of the Company;

Subscription Price: in relation to any Share, the amount paid up or credited as paid up on such Share including the full amount of any premium at which such Share was issued;

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 7.1; and

Transfer Notice: a notice in accordance with article 6 that a Shareholder wishes to transfer their Shares; and

Valuers: the accountants or auditors (as the case may be) of the Company from time to time or, if the accountants/auditors are unable or unwilling to act in connection with the reference in question, a chartered accountant nominated by the Directors and, in either case, engaged on such terms as the Directors 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 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;

1.3.2 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);

1.3.3 “**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

- 1.3.4 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 The contents table and headings in these Articles are for convenience only and do not affect their interpretation.
- 1.5 Words importing the singular include the plural and vice versa and words importing a gender include every gender.
- 1.6 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 this agreement as it applies in relation to that Act.
- 1.7 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.

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.

4. Issue of Shares

- 4.1 The Directors are generally and unconditionally authorised for the purposes of section 551 of the Act to exercise any power of the Company to allot Relevant Securities. The authority granted under this article 4.1 shall:
- 4.1.1 be limited to a maximum amount in nominal value of £1,000;
- 4.1.2 only apply in so far as it is not renewed, waived or revoked by ordinary resolution of the Shareholders; and
- 4.1.3 expire on the day immediately preceding the fifth anniversary of the Adoption Date, provided that the Directors may allot Relevant Securities after the expiry of such period in pursuance of an offer or agreement to do so made by the Company within such period.
- 4.2 The Directors may allot, grant or otherwise dispose of Relevant Securities to such persons at such times and generally on such terms and conditions as they think fit in their absolute discretion, provided that no Share shall be issued at a discount.
- 4.3 In accordance with section 567(1) of the Act, sections 561 and 562 of the Act shall not apply to the Company.

- 4.4 Notwithstanding any other provision of these Articles, no Share shall be allotted to a person who is not already a party to any Relevant Agreement unless that person has entered into a deed of adherence to, and (if applicable) in the form required by, such Relevant Agreement.

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) is of unsound mind; or
- 5.1.2 unless the transfer is made in accordance with article 6, 7, 8 or 9 and (in any case other than in respect of a transfer under article 8 or 9) the transferee, if not already a party to any Relevant Agreement, has entered into a deed of adherence to, and (if applicable) in the form required by, the Relevant Agreement.

- 5.2 The Directors may only refuse to register a transfer of Shares which is made in accordance with articles 6, 7, 8 or 9 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 four transferees; or
- 5.2.5 the transfer has not been properly stamped or certified as being not liable to stamp duty.

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;
- 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 9 are required to be or ought to have been triggered,

the Directors may from time to time 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 reasonably believe to have information relevant to such purpose provides, such information and evidence as the Directors may reasonably require for such purpose. Pending such information or evidence being provided, the Directors are entitled to 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, 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 10 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 10 Business Days. Notwithstanding any other provision of these Articles, unless the Directors resolve 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 Where any Share is transferred to an existing Shareholder holding Shares, such Share shall 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.

6. Pre-emption on transfer of Shares

Transfer Notice

- 6.1 Except as provided for in articles 8 and 9, 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.
- 6.2 Subject to article 6.3, a Transfer Notice shall:
- 6.2.1 state the number and class of Shares ("**Sale Shares**") which the Seller wishes to transfer;
 - 6.2.2 state the name of the person (if any) to whom the Seller wishes to transfer the Sale Shares;
 - 6.2.3 state the price per Share ("**Proposed Price**") at which the Seller wishes to transfer the Sale Shares;
 - 6.2.4 state if the Transfer Notice is conditional upon all (and not only part) of the Sale Shares being sold pursuant to this article 6 ("**Total Transfer Condition**");
 - 6.2.5 relate to only one class of Share;
 - 6.2.6 constitute the Company as the agent of the Seller in relation to the sale of the Sale Shares in accordance with this article 6; and
 - 6.2.7 not be capable of variation or cancellation without the consent of the Directors.
- 6.3 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 7.2):
- 6.3.1 it shall relate to all the Shares registered in the name of the Seller;

- 6.3.2 it shall not contain a Total Transfer Condition;
- 6.3.3 subject to article 7.3, the Transfer Price shall be determined in accordance with articles 6.4.2 and 6.4.3;
- 6.3.4 it shall be irrevocable; and
- 6.3.5 subject to articles 5.5 and 7.6, the Seller may retain any Sale Shares for which Buyers (as defined in article 6.14) are not found.

Transfer Price

- 6.4 The Sale Shares will be offered for sale in accordance with this article 6 at the following price ("**Transfer Price**"):
- 6.4.1 subject to the consent of the Directors, the Proposed Price; or
- 6.4.2 such other price as may be agreed between the Seller and the Directors within 10 Business Days of the date of service (or deemed service) of the Transfer Notice; or
- 6.4.3 if no price is agreed pursuant to article 6.4.2 above within the period specified therein, or if the Directors direct at any time during that period, whichever is the lower of (i) the Proposed Price and (ii) the Market Value.
- 6.5 If the Seller and the Directors are unable to agree on the Transfer Price in accordance with article 6.4.2, the Directors shall forthwith instruct the Valuers to determine and certify the Market Value of each Sale Share calculated on the basis that:
 - 6.5.1 the Market Value is the sum which a willing buyer would agree with a willing seller to be the purchase price for all the Shares then in issue, divided by the number of Shares then in issue;
 - 6.5.2 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
 - 6.5.3 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.
- 6.6 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 Market Value shall, subject to article 6.7, 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.
- 6.7 Where in the case of a Transfer Notice which is deemed to have been given by virtue of any provision of these Articles, the Market 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.

Board Invitees

- 6.8 In these Articles, the expression "**Board Invitee**" shall mean any of:
 - 6.8.1 the Company (subject to compliance by the Company with the provisions of the Act); and/or
 - 6.8.2 any person(s) (being a current or future employee or officer of a Group Company) nominated by the Directors,

as selected by the Directors in the period of 40 Business Days after the date on which the Transfer Price is agreed or determined in accordance with these Articles.

Offer Notice

6.9 Subject to article 6.10, 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:

6.9.1 the period prescribed in article 6.8 for the selection of Board Invitees having expired; or

6.9.2 the identity of all Board Invitees having been determined; or

6.9.3 the Directors determining that none of the Sale Shares are to be offered to a Board Invitee,

or, if later, within 5 Business Days of the Transfer Price being agreed or determined in accordance with these Articles.

6.10 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.

6.11 An Offer Notice shall:

6.11.1 state the Transfer Price;

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

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

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

6.12 For the purposes of allocating the Sale Shares amongst the Shareholders and any Board Invitees, Sale Shares of a class specified in the first column of the table set out below will be treated as offered:

6.12.1 firstly, to all persons in the category set out in the corresponding line in the second column in the table below; and

6.12.2 secondly, to the extent not already accepted by persons in the second column, to all persons in the category set out in the corresponding line in the third column in the table below;

Class of Sale Shares	First offer to:	Second offer to:
A Shares	Board Invitees	B Shareholders
B Shares	Board Invitees	A Shareholders
C Shares	Board Invitees	A Shareholders and B Shareholders

Allocation of Sale Shares

- 6.13 After the expiry of the period specified in the Offer Notice or, if sooner, upon all Shareholders holding shares of a class specified in a column in the table in article 6.12 having responded to the Offer Notice and the Company having received valid applications for all the Sale Shares (in either case the "**Allocation Date**"), the Directors shall allocate the Sale Shares in accordance with the applications received in the priorities and in respect of each class of persons set out in the table in article 6.12 provided that:
- 6.13.1 if there are applications from any class of offerees for more than the number of Sale Shares available for that class, 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 of the class entitling them to receive such offer held by each of them respectively; and
 - 6.13.2 the allocation of any fractional entitlements to Sale Shares amongst the Shareholders of a particular class of Shares shall be dealt with by the Directors in such manner as they see fit; and
 - 6.13.3 the allocation of Sale Shares between two or more Board Invitees shall be at the absolute discretion of the Directors.
- 6.14 Within 5 Business Days of the Allocation Date the Directors shall give notice in writing ("**Allocation Notice**") to the Seller and each Shareholder or Board Invitee to whom Sale Shares have been allocated pursuant to article 6.13 (each a "**Buyer**"). An Allocation Notice shall state:
- 6.14.1 the number and class of Sale Shares allocated to that Buyer;
 - 6.14.2 the name and address of the Buyer;
 - 6.14.3 the aggregate purchase price payable by the Buyer in respect of the Sale Shares allocated to them; and
 - 6.14.4 the place, date and time (being not less than two 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.
- 6.15 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.
- 6.16 Subject to article 6.17, the service of an Allocation Notice 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.
- 6.17 If after following the procedure set out in this article 6 the total number of Shares applied for and allocated to the Buyers remains less than the total number of Sale Shares, then:
- 6.17.1 if the Transfer Notice contained a Total Transfer Condition, then notwithstanding any other provision of this article 6 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 6; and
 - 6.17.2 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.

Default by the Seller

- 6.18 If a Seller shall fail for any reason (including death) to transfer any Sale Shares to a Buyer when required by this article 6, the Directors may authorise and instruct any Director to execute each necessary transfer 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 6.18 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.

Transfers following exhaustion of pre-emption rights

- 6.19 If any Sale Shares are not allocated to a Buyer under any of the foregoing provisions of this article 6 the Seller may, at any time within three calendar months of the date of service of the notice referred to in article 6.17.2, sell any of those unallocated Sale Shares to the person named in the Transfer Notice (or, if none was so named, any other person) at not less than the Transfer Price (without any deduction, rebate or allowance to the proposed purchaser) provided that:
- 6.19.1 no Share shall be sold to, and the Directors shall not register a transfer to, a person who is not already a Shareholder without the prior written consent of the Directors;
 - 6.19.2 if the Transfer Notice contained a Total Transfer Condition, the Seller shall not be entitled to sell only some of the Sale Shares without the prior written consent of the Directors; and
 - 6.19.3 the Directors shall not register the transfer if as a result of such transfer the proposed purchaser would be required to make an offer in accordance with article 9 until such time as that offer has been made and, if accepted, completed.

7. Compulsory Transfers

- 7.1 In this article 7 each of the following shall be a "**Transfer Event**":

- 7.1.1 the death of that Shareholder;
- 7.1.2 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;
- 7.1.3 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;
- 7.1.4 the Shareholder being unable to pay their debts as they fall due (within the meaning of section 268 Insolvency Act 1986);
- 7.1.5 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;

- 7.1.6 any proceedings or orders equivalent or analogous to any of those described in articles 7.1.2 to 7.1.5 above occurring in respect of the Shareholder under the law of any jurisdiction outside England and Wales;
- 7.1.7 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;
- 7.1.8 that Shareholder becoming a Departing Employee Shareholder; or
- 7.1.9 that Shareholder breaching any provision of these Articles or any Relevant Agreement which breach has not been remedied to the reasonable satisfaction of the Directors within 10 Business Days of a notice from the Directors to the Shareholder requesting such remedy,

and in any such case, the Directors (excluding the Relevant Shareholder) notifying the Company within six months of the occurrence of such event (or, if later, within six months of the date on which the Directors (excluding the Relevant Shareholder) 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 7.

- 7.2 Upon the Directors notifying the Company that an event is a Transfer Event in respect of a Shareholder in accordance with article 7.1, 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.

- 7.3 The Compulsory Transfer Shares shall be offered for sale in accordance with the provisions of article 6 as if the Compulsory Transfer Shares were Sale Shares except that where the relevant Transfer Event falls within the provisions of article 7.1.8, the Transfer Price in respect of the Compulsory Transfer Shares shall be:

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

- 7.3.1.1 their Market Value; and

- 7.3.1.2 their Subscription Price,

provided that the Directors 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 Market Value) and the Transfer Price shall be determined by the notice served pursuant to this article 7.3.1 on the date upon which such notice is received at the registered office of the Company;

- 7.3.2 where the Relevant Shareholder is an Early Leaver:

- 7.3.2.1 after the second anniversary of the Adoption Date and on or before the third anniversary of the Adoption Date, 25% of their Market Value;

- 7.3.2.2 after the third anniversary of the Adoption Date and on or before the fourth anniversary of the Adoption Date, 50% of their Market Value; or

- 7.3.2.3 after the fourth anniversary of the Adoption Date and on or before the fifth anniversary of the Adoption Date, 75% of their Market Value; or

- 7.3.3 where the Relevant Shareholder is a Good Leaver, their Market Value.

- 7.4 Any dispute as to whether the provisions of article 7.3.1, 7.3.2 or 7.3.3 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 6 in respect thereof. However, any Buyer acquiring Compulsory Transfer Shares pursuant to a Compulsory Transfer Notice while such dispute is continuing shall pay to the Seller whichever is the lower of the disputed amounts and shall, in addition, pay to the Company an amount equal to the difference between the two disputed amounts. The Company shall hold such amount as trustee and shall, upon final resolution of the relevant dispute, pay such amount (together with interest thereon but less any applicable bank charges) to:
- 7.4.1 the Seller, in respect of any Compulsory Transfer Shares which are determined to be sold for more than the amount already paid to the Seller; or
 - 7.4.2 the Buyer, in respect of any Compulsory Transfer Shares which are determined to be sold for the amount already paid to the Seller.
- 7.5 For the purposes of article 7.1.8 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:
- 7.5.1 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 the Group (or, if later, the date specified in any such notice as being the termination date), regardless of whether any such notice constitutes unfair or wrongful dismissal;
 - 7.5.2 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;
 - 7.5.3 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;
 - 7.5.4 the date of any event which results in the termination of the contract of employment or engagement under the doctrine of frustration; or
 - 7.5.5 in any circumstances other than those specified in articles 7.5.1 to 7.5.4, the date on which the Shareholder actually ceases to be employed or engaged by the Group.
- 7.6 Notwithstanding any other provision of these Articles, unless the Directors resolve 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).
- 7.7 Articles 27(2)(a) and 28 of the Model Articles shall not apply to the Company.

8. Drag Along

- 8.1 If the holders of not less than 75% of the Shares (together the "**Selling Shareholders**") wish to transfer all their Shares to a proposed purchaser ("**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 8.

- 8.2 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:
- 8.2.1 that the Remaining Shareholders are required to transfer all their Shares ("**Remaining Shares**") pursuant to this article 8;
 - 8.2.2 the identity of the Proposed Purchaser;
 - 8.2.3 the consideration for which, or the price at which, the Remaining Shares are to be transferred, determined in accordance with article 8.4 ("**Drag Along Consideration**"); and
 - 8.2.4 the proposed date of transfer (if known).
- 8.3 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.
- 8.4 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.
- 8.5 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 Directors and all of the Remaining Shareholders shall agree otherwise).
- 8.6 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 8.
- 8.7 The provisions of this article 8 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 6 shall automatically be revoked by the service of a Drag Along Notice.
- 8.8 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 8.8 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 8 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:
- 8.8.1 the date on which a Drag Along Notice is deemed to have been served on the New Shareholder pursuant to this article 8.8; and
 - 8.8.2 the date of completion of the sale and purchase of the Remaining Shares pursuant to the original Drag Along Notice.

9. Tag Along

- 9.1 Subject to article 8 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 9, from all the Shareholders other than the Third Party 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 9.3.
- 9.2 A Tag Along Notice shall:
- 9.2.1 state the Tag Along Consideration;
 - 9.2.2 state the identity of the Third Party Purchaser;
 - 9.2.3 invite the relevant offerees to respond in writing to the Third Party Purchaser stating that they wish to accept the Tag Along Offer; and
 - 9.2.4 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.
- 9.3 For the purposes of this article 9 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.

10. General Meetings

- 10.1 No business shall be transacted at any general meeting unless the requisite quorum is present at the commencement of the business and also when such business is voted upon. A quorum shall be two or more Shareholders together holding not less than 75% of the Shares present either in person, by proxy or by a duly appointed corporate representative.
- 10.2 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.".
- 10.3 The Company shall not be required to give notice of a general meeting to a Shareholder:
- 10.3.1 whose registered address is outside the United Kingdom unless they have provided an address for service within the United Kingdom; or
 - 10.3.2 for whom the Company no longer has a valid United Kingdom address.

11. Appointment of Directors

- 11.1 The holder for the time being of a majority of the A Shares shall have the right, exercisable from time to time and on more than one occasion to appoint themselves to be a Director. Any Director appointed pursuant to this article 11.1 shall be known as an "**A Director**".
- 11.2 The holder for the time being of a majority of the B Shares shall have the right, exercisable from time to time and on more than one occasion to appoint themselves to be a Director. Any Director appointed pursuant to this article 11.2 shall be known as a "**B Director**".
- 11.3 Any appointment pursuant to article 11.1 or 11.2 shall be made by notice in writing to the Company. Such notice must be left at or sent by post to the registered office of the Company

and the appointment shall take effect when the notice is received by the Company or, if later, on such date (if any) as may be specified in the notice.

- 11.4 Upon written request from the holder for the time being of a majority of the A Shares or a holder for the time being of a majority of the B Shares (as applicable), the Company shall procure that any Director appointed pursuant to article 11.1 or 11.2 is forthwith appointed as a director of any other Group Company indicated in such request.
- 11.5 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.

12. Alternate Directors

- 12.1 Any Director (in this article 12, an “**appointor**”) may appoint as an alternate any other Director, or any other person approved by resolution of the Directors, to:
 - 12.1.1 exercise that director’s powers; and
 - 12.1.2 carry out that director’s responsibilities,in relation to the taking of decisions by the Directors, in the absence of the alternate’s appointor.
- 12.2 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.
- 12.3 The notice must:
 - 12.3.1 identify the proposed alternate; and
 - 12.3.2 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.
- 12.4 An alternate Director may act as alternate director to more than one Director and has the same rights in relation to any decision of the Directors as the alternate’s appointor.
- 12.5 Save as provided otherwise in these Articles, alternate Directors:
 - 12.5.1 are deemed for all purposes to be Directors;
 - 12.5.2 are liable for their own acts and omissions;
 - 12.5.3 are subject to the same restrictions as their appointors; and
 - 12.5.4 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.
- 12.6 A person who is an alternate Director but not a Director:
 - 12.6.1 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);

- 12.6.2 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
- 12.6.3 shall not be counted as more than one Director for the purposes of articles 12.6.1 and 12.6.2.
- 12.7 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 one Director for the purposes of determining whether a quorum is present.
- 12.8 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.
- 12.9 The appointment of an alternate Director terminates:
 - 12.9.1 when the alternate's appointor revokes the appointment by notice in writing to the Company specifying when it is to terminate;
 - 12.9.2 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;
 - 12.9.3 on the death of the alternate's appointor;
 - 12.9.4 when the appointment of the alternate's appointor as a Director terminates; or
 - 12.9.5 when written notice from the alternate, resigning their office, is received by the Company.

13. Proceedings of Directors

- 13.1 Save where the Company has a sole Director, two Eligible Directors of whom one shall be an A Director (or their alternate) and one shall be a B Director (or their alternate), 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 20 if there is only one Eligible Director in office other than the conflicted Director(s), the quorum for such meeting shall be one Eligible Director. Article 11(2) of the Model Articles shall not apply to the Company.
- 13.2 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. Transactions or other arrangements with the Company

- 14.1 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:
 - 14.1.1 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;

- 14.1.2 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;
- 14.1.3 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;
- 14.1.4 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;
- 14.1.5 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
- 14.1.6 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.

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

15. Directors' Conflicts of Interest

- 15.1 The Directors may, in accordance with the requirements set out in this article 15, 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**").
- 15.2 Any authorisation under this article will be effective only if:
 - 15.2.1 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;
 - 15.2.2 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
 - 15.2.3 the matter was agreed to without the Director in question or would have been agreed to if their vote had not been counted.
- 15.3 Any authorisation of a Conflict under this article 15 may (whether at the time of giving the authorisation or subsequently):
 - 15.3.1 extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter so authorised;
 - 15.3.2 be subject to such terms and for such duration, or impose such limits or conditions as the Directors may determine; and
 - 15.3.3 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.

- 15.4 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:
- 15.4.1 disclose such information to the Directors or to any Director or other officer or employee of the Company; or
 - 15.4.2 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.
- 15.5 Where the Directors authorise a Conflict they may (whether at the time of giving the authorisation or subsequently) provide, without limitation, that the Director:
- 15.5.1 is excluded from discussions (whether at meetings of Directors or otherwise) related to the Conflict;
 - 15.5.2 is not given any documents or other information relating to the Conflict; and
 - 15.5.3 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.
- 15.6 Where the Directors authorise a Conflict:
- 15.6.1 the relevant Director will be obliged to conduct themselves in accordance with any terms imposed by the Directors in relation to the Conflict; and
 - 15.6.2 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.
- 15.7 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.

16. Service of Documents

- 16.1 Any notice, document or other information given in accordance with these Articles shall be deemed served on or delivered to the intended recipient:
- 16.1.1 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;
 - 16.1.2 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;
 - 16.1.3 if properly addressed and delivered by hand, when it was given or left at the appropriate address;
 - 16.1.4 if properly addressed and sent or supplied by electronic means, one hour after the document or information was sent or supplied; and

- 16.1.5 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 16.1, no account shall be taken of any part of a day that is not a working day.

- 16.2 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.

17. Indemnity

- 17.1 Subject to article 17.2, but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

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

17.1.2 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 17.1.1 and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.

- 17.2 This article 17 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.

- 17.3 In this article 17 and in article 18 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).

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

18. Insurance

- 18.1 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.

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

19. Change of Name

- 19.1 The name of the Company may be changed by a decision of the Directors.