

COMPANY NUMBER: 2461800

THE COMPANIES ACT 2006
PRIVATE COMPANY LIMITED BY SHARES

A

ARTICLES OF ASSOCIATION
OF
J. P. POLYMER SHEETINGS LIMITED
("COMPANY")

(Adopted by Special resolution passed on 18th June 2020)

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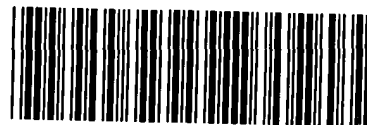
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PART 1
INTERPRETATION AND LIMITATION OF LIABILITY

1. Defined terms

1.1. In these Articles, unless the contrary intention appears and/or the context requires otherwise, the following definitions apply:

"Act"	the Companies Act 2006;
"Articles"	the Company's articles of association for the time being in force;
"Associate"	the meaning given in section 256 of the Act;
"Bankruptcy"	includes bankruptcy in England and Wales and individual insolvency proceedings in a jurisdiction other than England and Wales or Northern Ireland which have an effect similar to that of bankruptcy and "Bankrupt" and "Bankruptcy Order" shall be construed accordingly;
"Board"	the board of Directors of the Company from time to time;
"Business Day"	any day other than a Saturday, Sunday or public holiday in England on which day banks in London are open for business;
"Civil Partner"	in relation to a Shareholder, a civil partner as defined in the Civil Partnership Act 2004;
"Chairman"	the person chairing a meeting;
"Companies Acts"	the Companies Acts (as defined in section 2 of the Act), in so far as they apply to the Company;
"Conflict"	the meaning given in Article 15.1;
"Control"	the meaning given in section 1124 of the Corporation Taxes Act 2010;
"Controlling Interest"	an interest in shares giving the holder control of the Company within the meaning of section 450 of the Corporation Taxes Act 2010;
"Director"	a Director of the Company, and includes any person occupying the position of Director, by whatever name called;
"Distribution Recipient"	the meaning given in Article 38.1;

"Document"	includes, unless otherwise specified, any document sent or supplied in electronic form;
"Electronic form"	the meaning given in section 1168 of the Act;
"Eligible Director"	a Director who would be entitled to vote on the matter at a meeting of the Board (but excluding any Director whose vote is not to be counted in respect of the particular matter);
"Family Trust"	a trust (whether arising under a settlement, declaration of trust or other instrument by whomsoever or wheresoever made, or under a testamentary disposition or on an intestacy) under which no immediate beneficial interest in any of the Shares in question is for the time being vested in any person other than the particular Shareholder and/or any of the Privileged Relations of that Shareholder (and so that for this purpose a person shall be considered to be beneficially interested in a Share if such Share or the income thereof is liable to be transferred or paid or applied or appointed to or for the benefit of any such person or any voting or other rights attaching thereto are exercisable by or as directed by any such person pursuant to the terms of the relevant trusts or in consequence of an exercise of a power or discretion conferred thereby on a person or persons;
"Fully Paid"	in relation to a Share, means that the nominal value and any premium to be paid to the Company in respect of that Share have been paid to the Company;
"Group"	the Company and its Subsidiaries (if any) from time to time and "Group Company" shall be construed accordingly;
"Hard copy form"	the meaning given in section 1168 of the Act;
"Holder"	in relation to Shares means the person whose name is entered in the register of members as the holder of the Shares and "holds" shall be construed accordingly;
"Instrument"	a document in Hard copy form;
"Interested Director"	the meaning given to it in Article 15.1;
"Ordinary Resolution"	the meaning given in section 282 of the Act;

"Original Shareholder"	a Shareholder who holds Shares in the Company on the date of adoption of these Articles;
"Paid"	paid or credited as paid;
"Participate"	in relation to a Directors' meeting, has the meaning given in Article 10.1 and "Participating" shall be construed accordingly;
"Personal Representative"	the personal representative of a deceased shareholders appointed to deal with the deceased's estate;
"Privileged Relation"	in relation to a Shareholder who is an individual, means that Shareholder's: (a) spouse or Civil Partner; (b) children and grandchildren (including step and adopted children); or (c) any other person with whom the Shareholder lives as partner in an enduring family relationship;
"Proxy Notice"	the meaning given in Article 52.1;
"Qualifying Person"	either: (a) an individual who is a Shareholder; (b) a person authorised under section 323 of the Act (representations of corporations at meetings) to act as the representative of a corporation in relation to the meeting; or (c) a person appointed as a proxy of a member in relation to the meeting;
"Shareholder"	any Holder of Shares for the time being and shall as the context permits include any beneficial owner of Shares for the time being;
"Shares"	shares in the Company;
"Special Resolution"	the meaning given in section 283 of the Act;
"Subsidiary"	the meaning given in section 1159 of the Act;
"Transmittee"	on the death of a Shareholder, the personal representatives of such Shareholder or in the event of

Bankruptcy of a Shareholder, the trustee in bankruptcy of such Shareholder; and

"Writing"

the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in electronic form or otherwise.

- 1.2. Words and expressions which have particular meanings in the Act shall have the same meanings in these Articles.
- 1.3. Headings in these Articles are used for convenience only and shall not affect the construction or interpretation of these Articles.
- 1.4. A reference in this document to an **"Article"** is a reference to the relevant Article of these Articles unless expressly provided otherwise.
- 1.5. Unless expressly provided otherwise, a reference to a statute, statutory provision or subordinate legislation is a reference to it as it is in force on the date when these Articles become binding on the Company, taking account of:
 - 1.5.1. any subordinate legislation as at the date on which these Articles become binding on the Company, and
 - 1.5.2. any amendment or re-enactment and includes any statute, statutory provision or subordinate legislation which it amends or re-enacts.
- 1.6. Any phrase introduced by the terms **"including"**, **"include"**, **"in particular"** or any similar expression shall be construed as illustrative and shall not limit the sense of the words, description, definition, phrase or term preceding those terms.
- 1.7. Where the context permits, **"other"** and **"otherwise"** are illustrative and shall not limit the sense of the words preceding them.

2. Liability of members

The liability of the members is limited to the amount, if any, unpaid on the Shares held by them.

PART 2

DIRECTORS

DIRECTORS' POWERS AND RESPONSIBILITIES

3. Directors' general authority

Subject to the Articles, the Directors are responsible for the management of the Company's business, for which purpose they may exercise all the powers of the Company.

4. Shareholders' reserve power

- 4.1. The Shareholders may, by Special Resolution, direct the Directors to take, or refrain from taking, specified action(s).
- 4.2. No such Special Resolution invalidates anything which the Directors have done before the passing of the Special Resolution.

5. Directors' delegation

- 5.1. Subject to the Articles, the Directors may delegate any of the powers which are conferred on them under the Articles:
 - 5.1.1. to such person or committee;
 - 5.1.2. by such means (including by power of attorney);
 - 5.1.3. to such an extent;
 - 5.1.4. in relation to such matters or territories; and
 - 5.1.5. on such terms and conditionsas they think fit.
- 5.2. If the Directors so specify, any such delegation may authorise further delegation of the Directors' powers by any person to whom they are delegated.
- 5.3. The Directors may revoke any delegation in whole or part, or alter its terms and conditions.

6. Committees

- 6.1. Committees to which the Directors delegate any of their powers must follow procedures which are based as far as they are applicable on those provisions of the Articles which govern the taking of decisions by Directors.
- 6.2. The Directors may make rules of procedure for all or any committees, which prevail over rules derived from the Articles if they are not consistent with them.

DECISION MAKING BY DIRECTORS

7. Directors to take decisions collectively

- 7.1. The general rule about decision-making by Directors is that any decision of the Directors must be either a majority decision at a meeting of the Directors or a decision taken in accordance with Article 8.1.
- 7.2. If:
 - 7.2.1. the Company only has one Director for the time being; and
 - 7.2.2. no provision of the Articles requires it to have more than one Director;

the general rule does not apply, and the sole Director may take decisions without regard to any of the provisions of the Articles relating to Directors' decision-making.

8. Unanimous decisions

- 8.1. A decision of the Directors is taken in accordance with this Article 8 when all Eligible Directors indicate to each other by any means that they agree.
- 8.2. Such a decision may take the form of a resolution in Writing, where each Eligible Director has signed one or more copies of it, or to which each Eligible Director has otherwise indicated agreement in Writing.
- 8.3. A decision may not be taken in accordance with this Article 8 if the Eligible Directors would not have formed a quorum at such a meeting.

9. Calling a Directors' meeting

- 9.1. Any Director may call a Directors' meeting by giving notice of the meeting to the Directors or by authorising the company secretary (if any) to give such notice.
- 9.2. Notice of any Directors' meeting must indicate:
 - 9.2.1. its proposed date and time;
 - 9.2.2. where it is to take place; and
 - 9.2.3. if it is anticipated that Directors Participating in the meeting will not be in the same place, how it is proposed that they should communicate with each other during the meeting.
- 9.3. Notice of a Directors' meeting shall be given to each Director but need not be in Writing.
- 9.4. Notice of a Directors' meeting need not be given to Directors who waive their entitlement to notice of that meeting, by giving notice to that effect to the Company not more than seven days after the date on which the meeting is held. Where such notice is given after the meeting has been held, that does not affect the validity of the meeting, or of any business conducted at it.

10. Participation in Directors' meetings

- 10.1. Subject to the Articles, Directors Participate in a Directors' meeting, or part of a Directors' meeting, when:
 - 10.1.1. the meeting has been called and takes place in accordance with the Articles, and
 - 10.1.2. they can each communicate to the others any information or opinions they have on any item of the business of the meeting.
- 10.2. In determining whether Directors are Participating in a Directors' meeting, it is irrelevant where any Director is or how they communicate with each other.

- 10.3. If all the Directors Participating in a meeting are not in the same place, they may decide that the meeting is to be treated as taking place wherever any of them is.

11. Quorum for Directors' meetings

- 11.1. At a Directors' meeting, unless there is a quorum Participating, no proposal is to be voted on, except a proposal to call another meeting.
- 11.2. Where the Company has only one Director, the quorum for a Director's meeting shall be one Director Participating at a meeting and in any other case (subject to these Articles) shall be two Directors Participating at a meeting.
- 11.3. For the purposes of any meeting (or part of a meeting) held pursuant to Article 15 to authorise a Conflict, if there is only one Director in office besides the conflicted Director(s), the quorum for such meeting (or part of a meeting) shall be one Eligible Director.
- 11.4. If the total number of Directors in office for the time being is less than the quorum required, the Directors must not take any decision other than a decision:
- 11.4.1. to appoint further Directors; or
- 11.4.2. to call a general meeting so as to enable the Shareholders to appoint further Directors.

12. Chairing of Directors' meetings

- 12.1. The Directors may appoint a Director to chair their meetings.
- 12.2. The person so appointed for the time being is known as the Chairman.
- 12.3. The Directors may terminate the Chairman's appointment at any time.
- 12.4. If the Chairman is not Participating in a Directors' meeting within ten minutes of the time at which it was to start, the Participating Directors must appoint one of themselves to chair it.

13. Casting vote

- 13.1. If the numbers of votes for and against a proposal at a meeting of Directors are equal, the Chairman or other Director chairing the meeting shall have a casting vote.
- 13.2. Article 13.1 shall not apply in respect of a particular meeting (or part of a meeting) if, in accordance with the Articles, the Chairman or other Director chairing the meeting is not an Eligible Director for the purposes of that meeting (or that part of a meeting).

14. Transactions or other arrangements with the Company

- 14.1. Subject to sections 177(5), 177(6), 182(5) and 182(6) of the Act and provided a Director has declared the nature and extent of that Director's 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 committee of Directors) in respect of such contract or proposed contract in which the Director is 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, in respect of such contract or proposed contract in which the Director is interested;
 - 14.1.4. may act in a professional capacity for the Company (otherwise than as auditor) and the Director or the Director's firm shall be entitled to remuneration for professional services as if the Director was 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 the Director may otherwise agree, be accountable to the Company for any benefit which the Director (or a person connected with that Director 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 that Director's duty under section 176 of the Act.
- 14.2. For the purposes of this Article, references to proposed decisions and decision-making processes include any Directors' meeting or part of a Directors' meeting.
- 14.3. Subject to Article 14.4, if a question arises at a meeting of Directors or of a committee of Directors as to the right of a Director to Participate in the meeting (or part of the meeting) for voting or quorum purposes, the question may, before the conclusion of the meeting, be referred to the Chairman whose ruling in relation to any Director other than the Chairman is to be final and conclusive.
- 14.4. If any question as to the right to Participate in the meeting (or part of the meeting) should arise in respect of the Chairman, the question is to be decided by a decision of the Directors at that meeting, for which purpose the Chairman is not to be counted as Participating in the meeting (or that part of the meeting) for voting or quorum purposes.

15. Directors' conflicts of interest

- 15.1. The Directors may, in accordance with the requirements set out in this Article, authorise any matter or situation proposed to them by any Director which would, if not authorised, involve a Director ("**Interested Director**") breaching that Director's duty under section 175 of the Act to avoid conflicts of interest ("**Conflict**").
- 15.2. Subject to the provisions of this Article 15, an Interested Director is to be counted as participating in the decision making process for quorum and voting where:
 - 15.2.1. the Company, by Ordinary Resolution disapplies any provision of the Articles which would otherwise prevent a Director from being counted as participating in the decision making process;
 - 15.2.2. the Director's conflict of interest cannot be reasonably regarded as likely to give rise to a conflict of interest; or
 - 15.2.3. the Director's conflict of interest arises from a permitted cause, which for the purpose of this Article is:
 - 15.2.3.1. a guarantee given, or to be given, by or to a Director in respect of an obligation incurred by or on behalf of the Company or any of its Subsidiaries;
 - 15.2.3.2. subscription, or an agreement to subscribe for shares or other securities of the Company or any of its subsidiaries, or to underwrite, sub-underwrite or guarantee subscription for any such shares or securities; and
 - 15.2.3.3. arrangements pursuant to which benefits are made available to employees and Directors or former employees and Directors of the Company or any of its subsidiaries which do not provide special benefits for Directors or former Directors.
- 15.3. Any authorisation under this Article 15 will be effective only if:
 - 15.3.1. 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;
 - 15.3.2. 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
 - 15.3.3. the matter was agreed to without that Director's vote or would have been agreed to if that Director's vote had not been counted.
- 15.4. Any authorisation of a Conflict under this Article may (whether at the time of giving the authorisation or subsequently):

- 15.4.1. extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter so authorised;
- 15.4.2. provide that the Interested Director be excluded from the receipt of documents and information and the participation in discussions (whether at meetings of the Directors or otherwise) related to the Conflict;
- 15.4.3. provide that the Interested Director shall or shall not be an Eligible Director in respect of any future decision of the Directors in relation to any resolution related to the Conflict;
- 15.4.4. impose upon the Interested Director such other terms for the purposes of dealing with the Conflict as the Directors think fit;
- 15.4.5. provide that, where the Interested Director obtains, or has obtained (through the Interested Director's involvement in the Conflict and otherwise than through the position as a Director of the Company) information that is confidential to a third party, that Interested Director will not be obliged to disclose that information to the Company, or to use it in relation to the Company's affairs where to do so would amount to a breach of that confidence;
- 15.4.6. permit the Interested Director to be absent from the discussion of matters relating to the Conflict at any meeting of the Directors and be excused from reviewing papers prepared by, or for, the Directors to the extent they relate to such matters; and
- 15.4.7. 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.

- 15.5. In authorising a Conflict the Directors may decide (whether at the time of giving the authorisation or subsequently) that if an Interested Director has obtained any information through the Director's involvement in the Conflict otherwise than as a Director of the Company and in respect of which that Interested Director owes a duty of confidentiality to another person, the Director is under no obligation to:

- 15.5.1. disclose such information to the Directors or to any Director or other officer or employee of the Company; or
- 15.5.2. use or apply any such information in performing that Director's duties as a Director;

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

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

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

- 15.6.2. is not given any documents or other information relating to the Conflict;
and
- 15.6.3. may or may not be an Eligible Director at any future meeting of Directors
in relation to any resolution relating to the Conflict.
- 15.7. Where the Directors authorise a Conflict:
 - 15.7.1. the Interested Director will be obliged to act in accordance with any terms
imposed by the Directors in relation to the Conflict, and
 - 15.7.2. the Interested Director will not infringe any duty the Interested Director
owes to the Company by virtue of sections 171 to 177 of the Act provided
the Interested Director acts in accordance with such terms, limits and
conditions (if any) as the Directors impose in respect of its authorisation.
- 15.8. The Directors may revoke or vary such authorisation at any time, but this will not
affect anything done by the Interested Director, prior to such revocation or
variation, in accordance with the terms of such authorisation.
- 15.9. 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 that Director derives 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. Records of decisions

The Directors must ensure that the Company shall cause minutes of all proceedings
at meetings of Directors to be recorded in Writing or permanent form and kept for
at least 10 years from the date of the meeting.

17. Directors' discretion to make further rules

Subject to the Articles, the Directors may make any rule which they think fit about
how they take decisions, and about how such rules are to be recorded or
communicated to Directors.

APPOINTMENT OF DIRECTORS

18. Number of Directors

Unless otherwise determined by Ordinary Resolution, the number of Directors shall
not be subject to any maximum but shall not be less than one.

19. Methods of appointing Directors

- 19.1. Any person who is willing to act as a Director, and is permitted by law to do so,
may be appointed to be a Director of the Company by Ordinary Resolution.

- 19.2. In any case where the Company has no Directors, and all of the Shareholders are either deceased or subject to Bankruptcy, the Transmittée(s) of the last Shareholder to have died or to have a Bankruptcy Order made against that Shareholder (as the case may be) shall have the right, by notice in Writing, to appoint a natural person (including a Transmittée who is a natural person) who is willing to act and is permitted to do so, to be a Director.
- 19.3. For the purposes of Article 19.2, where two or more Shareholders die in circumstances rendering it uncertain who was the last to die, a younger Shareholder is deemed to have survived an older Shareholder.

20. Termination of Director's appointment

- 20.1. A person ceases to be a Director of the Company as soon as:
- 20.1.1. that person ceases to be a Director by virtue of any provision of the Act or is prohibited from being a Director by law;
 - 20.1.2. a Bankruptcy Order is made against that person;
 - 20.1.3. a composition is made with that person's creditors generally in satisfaction of that person's debts;
 - 20.1.4. that person ceases to be a Director as a result of their death;
 - 20.1.5. a registered medical practitioner who is treating that person gives a written opinion to the Company stating that that person has become physically or mentally incapable of acting as a Director and may remain so for more than three months; or
 - 20.1.6. resignation has taken effect in accordance with the terms of any notification of resignation received by the Company from a Director.

21. Directors' remuneration

- 21.1. Directors may undertake any services for the Company that the Directors decide.
- 21.2. Directors are entitled to such remuneration as the Directors determine:
- 21.2.1. for their services to the Company as Directors; and
 - 21.2.2. for any other service which they undertake for the Company.
- 21.3. Subject to the Articles, a Director's remuneration may:
- 21.3.1. take any form; and
 - 21.3.2. include any arrangements in connection with the payment of a pension, allowance or gratuity, or any death, sickness or disability benefits, to or in respect of that Director.

21.4. Unless the Directors decide otherwise, Directors' remuneration accrues from day to day.

21.5. Unless the Directors decide otherwise, Directors are not accountable to the Company for any remuneration which they receive as Directors or other officers or employees of the Company's Subsidiaries or of any other body corporate in which the Company is interested.

22. Directors' expenses

22.1. The Company may pay any reasonable expenses which the Directors and the secretary properly incur in connection with their attendance at:

22.1.1. meetings of Directors or committees of Directors;

22.1.2. general meetings; or

22.1.3. separate meetings of the holders of any class of Shares or of debentures of the Company

or otherwise in connection with the exercise of their powers and the discharge of their responsibilities in relation to the Company.

23. Secretary

The Directors may appoint any person who is willing to act as the secretary for such term, at such remuneration and upon such conditions as they may think fit and from time to time remove such person and, if the Directors so decide, appoint a replacement, in each case by a decision of the Directors.

PART 3

SHARES AND DISTRIBUTIONS

SHARES

24. Share issue

24.1. No Share is to be issued for less than the aggregate of its nominal value and any premium to be paid to the Company in consideration for its issue.

25. Purchase of Own Shares

25.1. Subject to the Act but without prejudice to any other provision of these Articles, the Company may purchase its own Shares in accordance with Chapter 4 of Part 18 of the Act, including (without limitation) out of capital up to any amount in a financial year not exceeding the lower of:

25.1.1. £15,000; and

25.1.2. the nominal value of 5% of the Company's Fully Paid Share capital at the beginning of each financial year of the Company.

26. Further issues of Shares: authority

- 26.1. The Directors shall not exercise any power to allot Shares or to grant rights to subscribe for, or to convert any security into, any Shares in the Company.

27. Further issues of Shares: pre-emption rights

- 27.1. In accordance with section 567(1) of the Act, sections 561 and 562 of the Act shall not apply to an allotment of 'equity securities' (as defined in section 560(1) of the Act) made by the Company.
- 27.2. Unless otherwise agreed by Special Resolution, if the Company proposes to allot any equity securities (other than any equity securities to be held under an employees' share option scheme entered into between employees of the Company and the Company from time to time), those equity securities shall not be allotted to any person unless the Company has first offered them to all Shareholders on the date of the offer on the same terms, and at the same price, as those equity securities are being offered to other persons on a pari passu and pro rata basis to the number of Shares held by those holders (as nearly as possible without involving fractions). The offer:
- 27.2.1. shall be in Writing, shall be open for acceptance for a period of 15 Business Days from the date of the offer and shall give details of the number and subscription price of the relevant equity securities; and
- 27.2.2. may stipulate that any Shareholder who wishes to subscribe for a number of equity securities in excess of the proportion to which that Shareholder is entitled shall, in that Shareholder's acceptance, state the number of excess equity securities ("**Excess Securities**") for which the Shareholder wishes to subscribe.
- 27.3. Any equity securities not accepted by Shareholders pursuant to the offer made to them in accordance with Article 27.2.1 shall be used for satisfying any requests for Excess Securities made pursuant to Article 27.2.2. If there are insufficient Excess Securities to satisfy such requests, the Excess Securities shall be allotted to the applicants pro rata to the number of Shares held by the applicants immediately before the offer was made to Shareholders in accordance with Article 27.2 (as nearly as possible without involving fractions or increasing the number of Excess Securities allotted to any Shareholder beyond that applied for by that Shareholder). After that allotment, any Excess Securities remaining shall be offered to any other person as the Directors may determine, at the same price and on the same terms as the offer to the Shareholders.
- 27.4. Subject to Articles 26, 27.2 and 27.3 and to section 551 of the Act, any equity securities shall be at the disposal of the Directors who may allot, grant options over or otherwise dispose of them to any persons at those times and generally on the terms and conditions they think proper.
- 27.5. No Shares shall be allotted to any employee, Director, prospective employee or prospective director unless such person has (if so required by the Board) entered

into a joint election with the Company under section 431 of the Income Tax (Earnings and Pensions) Act 2003.

28. Powers to issue different classes of Share

- 28.1. Subject to the Articles, but without prejudice to the rights attached to any existing Share, the Company may issue Shares with such rights or restrictions as may be determined by Ordinary Resolution.
- 28.2. The Company may issue Shares which are to be redeemed, or are liable to be redeemed at the option of the Company or the Holder, and the Directors may determine the terms, conditions and manner of redemption of any such Shares.

29. Company not bound by less than absolute interests

Except as required by law, no person is to be recognised by the Company as holding any Share upon any trust, and except as otherwise required by law or the Articles, the Company is not in any way to be bound by or recognise any interest in a Share other than the Holder's absolute ownership of it and all the rights attaching to it.

30. Share certificates

- 30.1. The Company must issue each Shareholder, free of charge, with one or more certificates in respect of the Shares which that Shareholder holds.
- 30.2. Every certificate must specify:
 - 30.2.1. in respect of how many Shares, of what class, it is issued;
 - 30.2.2. the nominal value of those Shares;
 - 30.2.3. that the Shares are Fully Paid; and
 - 30.2.4. any distinguishing numbers assigned to them.
- 30.3. No certificate may be issued in respect of Shares of more than one class.
- 30.4. If more than one person holds a Share, only one certificate may be issued in respect of it.
- 30.5. Certificates must:
 - 30.5.1. have affixed to them the Company's common seal; or
 - 30.5.2. be otherwise executed in accordance with the Companies Acts.

31. Replacement Share certificates

- 31.1. If a certificate issued in respect of a Shareholder's Shares is:
 - 31.1.1. damaged or defaced; or
 - 31.1.2. said to be lost, stolen or destroyed;

that Shareholder is entitled to be issued with a replacement certificate in respect of the same Shares.

31.2. A Shareholder exercising the right to be issued with such a replacement certificate:

31.2.1. may at the same time exercise the right to be issued with a single certificate or separate certificates;

31.2.2. must return the certificate which is to be replaced to the Company if it is damaged or defaced; and

31.2.3. must comply with such conditions as to evidence, indemnity and the payment of a reasonable fee as the Directors decide.

32. Share transfers

32.1. Shares may be transferred by means of an Instrument of transfer in any usual form or any other form approved by the Board, which is executed by or on behalf of the transferor.

32.2. No fee may be charged for registering any Instrument of transfer or other document relating to or affecting the title to any Share.

32.3. The Company may retain any Instrument of transfer which is registered.

32.4. The transferor remains the Holder of a Share until the transferee's name is entered in the register of members as Holder of it.

32.5. No transfer of a Share (other than a transfer made in accordance with Article 10) shall be registered unless the Board resolve to accept such transfer. The Board may, in their absolute discretion, decline to register any transfer of any Share (other than a transfer made in accordance with Article 10) whether or not it is a Fully Paid Share, and if they do so, the Instrument of transfer must be returned to the transferee with the notice of refusal unless they suspect that the proposed transfer may be fraudulent.

33. Permitted Transfers

33.1. Any Share may be transferred by an Original Shareholder:

33.1.1. to a Privileged Relation of the Original Shareholder;

33.1.2. to trustees to be held upon a Family Trust (subject to Article 29); or

33.1.3. to a company, partnership or other organisation in respect of which a Shareholder has Control; or

33.1.4. to an existing Shareholder of the Company,

each a "**Permitted Transferee**".

33.2. Where any Share has been transferred to pursuant to Articles 33.1.1 or 33.1.2 the Privileged Relation or the trustees (as the case may be) may transfer any such Shares to a person or persons shown to the reasonable satisfaction of the Board to be:

33.2.1. the trustees for the time being (on a change of trustee) of the Family Trust in question; and/or

33.2.2. the Original Shareholder or any Privileged Relation of the Original Shareholder.

33.3. Where Shares are held by trustees on a Family Trust and any such Shares cease to be held upon Family Trust (otherwise than in consequence of a transfer authorised under Article 33.2) the trustees shall forthwith transfer such Shares to a transferee permitted under Article 33.2.

33.4. Where, under a deceased Shareholder's will (or the laws as to intestacy) the persons legally or beneficially entitled to any Shares (whether immediately or contingently) are Permitted Transferees of the deceased Shareholder, the personal representative of the deceased Shareholder may transfer any Shares to those Permitted Transferees, in each case without restriction as to price or otherwise. Shares previously transferred as permitted by this Article 33.4 may be transferred by the transferee to any other Permitted Transferee without any price or other restriction.

34. Transmission of Shares

34.1. If title to a Share passes to a Transmitttee, the Company may only recognise the Transmitttee as having any title to that Share.

34.2. A Transmitttee who produces such evidence of entitlement to Shares as the Directors may properly require:

34.2.1. may, subject to the Articles, choose either to become the Holder of those Shares or to have them transferred to another person, and

34.2.2. subject to the Articles, and pending any transfer of the Shares to another person, has the same rights as the Holder had.

34.3. Subject to Article 19.2, Transmitttees do not have the right to attend or vote at a general meeting, or agree to a proposed written resolution, in respect of Shares to which they are entitled, by reason of the Holder's death or Bankruptcy or otherwise, unless they become registered as the holders of those Shares.

35. Exercise of Transmitttees' rights

35.1. Transmitttees who wish to become the holders of Shares to which they have become entitled must notify the Company in Writing of that wish.

35.2. If the Transmitttee wishes to have a Share transferred to another person, the Transmitttee must execute an Instrument of transfer in respect of it.

- 35.3. Any transfer made or executed under this Article is to be treated as if it were made or executed by the person from whom the Transmittree has derived rights in respect of the Share, and as if the event which gave rise to the transmission had not occurred.
- 35.4. All the Articles relating to the transfer of Shares shall apply to any notice or Instrument of transfer given pursuant to this Article 35 as if it were an Instrument of transfer executed by the Shareholder and the death or Bankruptcy of the Shareholder had not occurred.

36. Transmittrees bound by prior notices

- 36.1. If a notice is given to a Shareholder in respect of Shares and a Transmittree is entitled to those Shares, the Transmittree is bound by the notice if it was given to the Shareholder before the Transmittree's name, or the name of any person nominated under Article 35.2, has been entered in the register of members.

DIVIDENDS AND OTHER DISTRIBUTIONS

37. Procedure for declaring dividends

- 37.1. The Company may by Ordinary Resolution declare dividends, and the Directors may decide to pay interim dividends.
- 37.2. A dividend must not be declared unless the Board has made a recommendation as to its amount. Such a dividend must not exceed the amount recommended by the Board.
- 37.3. No dividend may be declared or paid unless it is in accordance with Shareholders' respective rights.
- 37.4. Unless the Shareholders' resolution to declare or Directors' decision to pay a dividend, or the terms on which Shares are issued, specify otherwise, it must be paid by reference to each Shareholder's holding of Shares on the date of the resolution or decision to declare to pay it.
- 37.5. If the Company's Share capital is divided into different classes, no interim dividend may be paid on Shares carrying deferred or non-preferred rights if, at the time of payment, any preferential dividend is in arrears.
- 37.6. The Directors may pay at intervals any dividend payable at a fixed rate if it appears to them that the profits available for distribution justify the payment.
- 37.7. If the Directors act in good faith, they do not incur any liability to the holders of Shares conferring preferred rights for any loss they may suffer by the lawful payment of an interim dividend on Shares with deferred or non-preferred rights.

38. Payment of dividends and other distributions

- 38.1. In these Articles, "**Distribution Recipient**" means, in respect of a Share in respect of which a dividend or other sum is payable:

- 38.1.1. the Holder of the Share; or
 - 38.1.2. if the Share has two or more joint holders, whichever of them is named first in the register of members; or
 - 38.1.3. if the Holder is no longer beneficially entitled to the Share by reason of death or Bankruptcy, or otherwise by operation of law, any Transmittree notified to the Company in Writing.
- 38.2. Where a dividend or other sum which is a distribution is payable in respect of a Share, it must be paid by one or more of the following means:
- 38.2.1. transfer to a bank or building society account specified by the Distribution Recipient in Writing or as the Directors may otherwise decide;
 - 38.2.2. sending a cheque made payable to the Distribution Recipient by post to the Distribution Recipient's registered address (if the Distribution Recipient is a Holder of the Share), or in any other case, to an address specified by the Distribution Recipient either in Writing or as the Directors may otherwise decide;
 - 38.2.3. sending a cheque made payable to such person by post to such person at such address as the Distribution Recipient has specified in Writing or as the Directors may otherwise decide; or
 - 38.2.4. any other means of payment as the Directors agree with the Distribution Recipient in Writing or by such other means as the Directors decide.

39. No interest on distributions

- 39.1. The Company may not pay interest on any dividend or other sum payable in respect of a Share unless otherwise provided by:
 - 39.1.1. the terms on which the Share was issued; or
 - 39.1.2. the provisions of another agreement between the Holder of that Share and the Company.

40. Unclaimed distributions

- 40.1. All dividends or other sums which are:
 - 40.1.1. payable in respect of Shares; and
 - 40.1.2. unclaimed after having been declared or become payable
 may be invested or otherwise made use of by the Board for the benefit of the Company until claimed.
- 40.2. The payment of any such dividend or other sum into a separate account does not make the Company a trustee in respect of it.

40.3. If:

40.3.1. twelve years have passed from the date on which a dividend or other sum became due for payment; and

40.3.2. the Distribution Recipient has not claimed it;

the Distribution Recipient is no longer entitled to that dividend or other sum and it ceases to remain owing by the Company.

41. Non-cash distributions

41.1. Subject to the terms of issue of the Share in question, the Company may, by Ordinary Resolution on the recommendation of the Directors, decide to pay all or part of a dividend or other distribution payable in respect of a Share by transferring non-cash assets of equivalent value (including, without limitation, Shares or other securities in any company).

41.2. For the purposes of paying a non-cash distribution, the Directors may make whatever arrangements they think fit, including, where any difficulty arises regarding the distribution:

41.2.1. fixing the value of any assets;

41.2.2. paying cash to any Distribution Recipient on the basis of that value in order to adjust the rights of recipients; and

41.2.3. vesting any assets in trustees.

42. Waiver of distributions

42.1. Distribution Recipients may waive their entitlement to a dividend or other distribution payable in respect of a Share by giving the Company notice in Writing to that effect, but if:

42.1.1. the Share has more than one Holder, or

42.1.2. more than one person is entitled to the Share, whether by reason of the death or Bankruptcy of one or more joint holders, or otherwise,

the notice is not effective unless it is expressed to be given, and signed, by all the holders or persons otherwise entitled to the Share.

CAPITALISATION OF PROFITS

43. Authority to capitalise and appropriation of capitalised sums

43.1. Subject to the Articles, the Directors may, if they are so authorised by an Ordinary Resolution:

43.1.1. decide to capitalise any profits of the Company (whether or not they are available for distribution) which are not required for paying a preferential

dividend, or any sum standing to the credit of the Company's share premium account or capital redemption reserve; and

43.1.2. appropriate any sum which they so decide to capitalise ("**capitalised sum**") to the persons who would have been entitled to it if it were distributed by way of dividend ("**persons entitled**") and in the same proportions.

43.2. Capitalised sums must be applied:

43.2.1. on behalf of the persons entitled; and

43.2.2. in the same proportions as a dividend would have been distributed to them.

43.3. Any capitalised sum may be applied in paying up new Shares of a nominal amount equal to the capitalised sum which are then allotted credited as Fully Paid to the persons entitled or as they may direct.

43.4. A capitalised sum which was appropriated from profits available for distribution may be applied in paying up new debentures of the Company which are then allotted credited as Fully Paid to the persons entitled or as they may direct.

43.5. Subject to the Articles the Directors may:

43.5.1. apply capitalised sums in accordance with Articles 43.3 and 43.4 partly in one way and partly in another;

43.5.2. make such arrangements as they think fit to deal with Shares or debentures becoming distributable in fractions under this Article (including the issuing of fractional certificates or the making of cash payments); and

43.5.3. authorise any person to enter into an agreement with the Company on behalf of all the persons entitled which is binding on them in respect of the allotment of Shares and debentures to them under this Article.

PART 4

DECISION-MAKING BY SHAREHOLDERS

ORGANISATION OF GENERAL MEETINGS

44. Attendance and speaking at general meetings

44.1. A person is able to exercise the right to speak at a general meeting when that person is in a position to communicate to all those attending the meeting, during the meeting, any information or opinions which that person has on the business of the meeting.

44.2. A person is able to exercise the right to vote at a general meeting when:

- 44.2.1. that person is able to vote, during the meeting, on resolutions put to the vote at the meeting; and
- 44.2.2. that person's vote can be taken into account in determining whether or not such resolutions are passed at the same time as the votes of all the other persons attending the meeting.
- 44.3. The Directors may make whatever arrangements they consider appropriate to enable those attending a general meeting to exercise their rights to speak or vote at it.
- 44.4. In determining attendance at a general meeting, it is immaterial whether any two or more members attending it are in the same place as each other.
- 44.5. Two or more persons who are not in the same place as each other attend a general meeting if their circumstances are such that if they have (or were to have) rights to speak and vote at that meeting, they are (or would be) able to exercise them.

45. Quorum for general meetings

- 45.1. No business other than the appointment of the Chairman of the meeting is to be transacted at a general meeting if the persons attending it do not constitute a quorum, which in the case where the Company has only one member, shall be one Qualifying Person present at a meeting and which in any other case (subject to these Articles) shall be two Qualifying Persons present at a meeting unless:
 - 45.1.1. each is a Qualifying Person only because that person is authorised under section 323 of the Act to act as the representative of a corporation in relation to the meeting, and they are representatives of the same corporation and;
 - 45.1.2. each is a Qualifying Person only because that person is appointed as a proxy of a member in relation to the meeting, and they are proxies of the same member.

46. Chairing general meetings

- 46.1. If the Directors have appointed a Chairman, the Chairman shall chair general meetings if present and willing to do so.
- 46.2. If the Directors have not appointed a Chairman, or if the Chairman is unwilling to chair the meeting or is not present within ten minutes of the time at which a meeting was due to start:
 - 46.2.1. the Directors present; or
 - 46.2.2. (if no Directors are present), the meeting;
 must appoint a Director or Shareholder of the Company to chair the meeting, and the appointment of the chairman of the meeting must be the first business of the meeting.

- 46.3. The person chairing a meeting in accordance with this Article is referred to as "**the Chairman of the meeting**".

47. Attendance and speaking by Directors and non-shareholders

- 47.1. Directors may attend and speak at general meetings, whether or not they are Shareholders.
- 47.2. The Chairman of the meeting may permit other persons who are not:
- 47.2.1. Shareholders of the Company; or
 - 47.2.2. otherwise entitled to exercise the rights of Shareholders in relation to general meetings
- to attend and speak at a general meeting.

48. Adjournment

- 48.1. If the persons attending a general meeting within half an hour of the time at which the meeting was due to start do not constitute a quorum, or if during a meeting a quorum ceases to be present, the Chairman of the meeting must adjourn it.
- 48.2. The Chairman of the meeting may adjourn a general meeting at which a quorum is present if:
- 48.2.1. the meeting consents to an adjournment, or
 - 48.2.2. it appears to the Chairman of the meeting that an adjournment is necessary to protect the safety of any person attending the meeting or ensure that the business of the meeting is conducted in an orderly manner.
- 48.3. The Chairman of the meeting must adjourn a general meeting if directed to do so by the meeting.
- 48.4. When adjourning a general meeting, the Chairman of the meeting must:
- 48.4.1. either specify the time and place to which it is adjourned or state that it is to continue at a time and place to be fixed by the Board, and
 - 48.4.2. have regard to any directions as to the time and place of any adjournment which have been given by the meeting.
- 48.5. If the continuation of an adjourned meeting is to take place more than 14 days after it was adjourned, the Company must give at least 7 clear days' notice of it (that is, excluding the day of the adjourned meeting and the day on which the notice is given):
- 48.5.1. to the same persons to whom notice of the Company's general meetings is required to be given; and
 - 48.5.2. containing the same information which such notice is required to contain.

- 48.6. No business may be transacted at an adjourned general meeting which could not properly have been transacted at the meeting if the adjournment had not taken place.

VOTING AT GENERAL MEETINGS

49. Voting: general

- 49.1. A resolution put to the vote of a general meeting must be decided on a show of hands unless a poll is duly demanded in accordance with the Articles.
- 49.2. If the numbers of votes for and against a resolution put to the vote of a general meeting on a show of hands or a poll are equal, the Chairman shall have a casting vote.

50. Errors and disputes

- 50.1. No objection may be raised to the qualification of any person voting at a general meeting except at the meeting or adjourned meeting at which the vote objected to is tendered, and every vote not disallowed at the meeting is valid.
- 50.2. Any such objection must be referred to the Chairman of the meeting, whose decision is final.

51. Poll votes

- 51.1. A poll on a resolution may be demanded:
- 51.1.1. in advance of the general meeting where it is to be put to the vote; or
 - 51.1.2. at a general meeting, either before a show of hands on that resolution or immediately after the result of a show of hands on that resolution is declared.
- 51.2. A poll may be demanded at any general meeting by any Qualifying Person present and entitled to vote at the meeting.
- 51.3. A demand for a poll may be withdrawn if:
- 51.3.1. the poll has not yet been taken; and
 - 51.3.2. the Chairman of the meeting consents to the withdrawal.
- A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made.
- 51.4. Polls must be taken immediately and in such manner as the Chairman of the meeting directs.

52. Content of proxy notices

52.1. Proxies may only validly be appointed by a notice in Writing ("**Proxy Notice**") which:

52.1.1. states the name and address of the Shareholder appointing the proxy;

52.1.2. identifies the person appointed to be that Shareholder's proxy and the general meeting in relation to which that person is appointed;

52.1.3. is signed by or on behalf of the Shareholder appointing the proxy, or is authenticated in such manner as the Directors may determine; and

52.1.4. 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 to be exercised and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate;

and a Proxy Notice which is not delivered in such manner shall be invalid.

52.2. The Company may require Proxy Notices to be delivered in a particular form, and may specify different forms for different purposes.

52.3. Proxy Notices may specify how the proxy appointed under them is to vote (or that the proxy is to abstain from voting) on one or more resolutions.

52.4. Unless a Proxy Notice indicates otherwise, it must be treated as:

52.4.1. allowing the person appointed under it as a proxy discretion as to how to vote on any ancillary or procedural resolutions put to the meeting; and

52.4.2. appointing that person as a proxy in relation to any adjournment of the general meeting to which it relates as well as the meeting itself.

53. Delivery of Proxy Notices

53.1. A person who is entitled to attend, speak or vote (either on a show of hands or on a poll) at a general meeting remains so entitled in respect of that meeting or any adjournment of it, even though a valid Proxy Notice has been delivered to the Company by or on behalf of that person, and if the person so entitled to attend, speak and vote at a general meeting does so, their Proxy Notice shall be deemed to have been revoked.

53.2. An appointment under a Proxy Notice may be revoked by delivering to the Company a notice in Writing given by or on behalf of the person by whom or on whose behalf the Proxy Notice was given.

53.3. A notice revoking a proxy appointment only takes effect if it is delivered before the start of the meeting or adjourned meeting to which it relates.

- 53.4. If a Proxy Notice is not executed by the person appointing the proxy, it must be accompanied by written evidence of the authority of the person who executed it to execute it on the appointor's behalf.

54. Amendments to resolutions

- 54.1. An Ordinary Resolution to be proposed at a general meeting may be amended by Ordinary Resolution if:
- 54.1.1. notice of the proposed amendment is given to the Company in Writing by a person entitled to vote at the general meeting at which it is to be proposed not less than 48 hours before the meeting is to take place (or such later time as the Chairman of the meeting may determine), and
 - 54.1.2. the proposed amendment does not, in the reasonable opinion of the Chairman of the meeting, materially alter the scope of the resolution.
- 54.2. A Special Resolution to be proposed at a general meeting may be amended by Ordinary Resolution, if:
- 54.2.1. the Chairman of the meeting proposes the amendment at the general meeting at which the resolution is to be proposed, and
 - 54.2.2. the amendment does not go beyond what is necessary to correct a grammatical or other non-substantive error in the resolution.
- 54.3. If the Chairman of the meeting, acting in good faith, wrongly decides that an amendment to a resolution is out of order, such error does not invalidate the vote on that resolution.

PART 5

ADMINISTRATIVE ARRANGEMENTS

55. Means of communication to be used

- 55.1. Subject to the Articles, anything sent or supplied by or to the Company under the Articles may be sent or supplied in any way in which the Act provides for documents or information which are authorised or required by any provision of the Act to be sent or supplied by or to the Company.
- 55.2. Any notice, document or other information shall be deemed served on or delivered to the intended recipient:
- 55.2.1. 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 (or five Business Days after posting either to an address outside the United Kingdom or from outside the United Kingdom to an address within the United Kingdom if (in each case) sent by reputable international overnight courier addressed to the intended recipient, provided that delivery in at least five Business Days was guaranteed at the time of sending and the

sending party receives a confirmation of delivery from the courier service provider);

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

55.2.3. if properly addressed and sent or supplied by electronic means, one hour after the document or information was sent or supplied; and

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

55.3. 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.

55.4. Subject to the Articles, any notice or document to be sent or supplied to a Director in connection with the taking of decisions by Directors may also be sent or supplied by the means by which that Director has asked to be sent or supplied with such notices or documents for the time being.

55.5. A Director may agree with the Company that notices or documents sent to that Director in a particular way are to be deemed to have been received within a specified time of their being sent, and for the specified time to be less than 48 hours.

56. No right to inspect accounts and other records

Except as provided by law or authorised by the Board or an Ordinary Resolution of the Company, no person is entitled to inspect any of the Company's accounting or other records or documents merely by virtue of being a Shareholder.

57. Provision for employees on cessation of business

57.1. The Directors may decide to make provision for the benefit of persons employed or formerly employed by the Company or any of its Subsidiaries (other than a Director or former Director or shadow Director) in connection with the cessation or transfer to any person of the whole or part of the undertaking of the Company or that Subsidiary.

DIRECTORS' INDEMNITY AND INSURANCE

58. Indemnity

58.1. Subject to Article 58.2, but without prejudice to any indemnity to which a relevant officer is otherwise entitled:

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

58.1.1.1. in the actual or purported execution and/or discharge of that officer's duties, or in relation to them; and

58.1.1.2. in relation to the Company's (or any associated company's) activities as trustee of an occupational pension scheme (as defined in section 235(6) of the Act),

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

58.1.2. the Company may provide any relevant officer with funds to meet expenditure incurred or to be incurred by that officer in connection with any proceedings or application referred to in Article 58.1.1 and otherwise may take any action to enable any such relevant officer to avoid incurring such expenditure.

58.2. This Article 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.

58.3. In this Article:

58.3.1. companies are associated if one is a Subsidiary of the other or both are Subsidiaries of the same body corporate; and

58.3.2. a "**relevant officer**" means any Director or other officer or former Director or other officer of the Company or an associated 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 associated company) as auditor (whether or not the officer is also a Director or other officer) to the extent the officer acts in that capacity as auditor).

59. Insurance

59.1. 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 relevant loss.

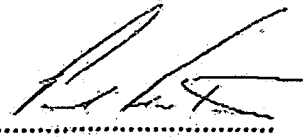
59.2. In this Article:

59.2.1. companies are associated if one is a Subsidiary of the other or both are Subsidiaries of the same body corporate;

59.2.2. a "relevant officer" shall have the meaning set out in Article 58.3.2; and

59.2.3. a "relevant loss" means any loss or liability which has been or may be incurred by a relevant officer in connection with that relevant officer's duties or powers in relation to the Company, any associated company or any pension fund or employees' share scheme of the Company or associated company.

***I certify that this is a true copy of the Articles of Association of the Company
adopted by Special Resolution on 19th June, 2020***


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Chairman