

THE COMPANIES ACT 2006

PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

of

NURTURE HE GROUP LIMITED (the "Company")

26 June 2018 (the "Circulation Date")

Pursuant to Chapter 2 of Part 13 of the Companies Act 2006, the directors of the Company propose that the following resolutions be passed as written resolutions of the Company, having effect as in the case of resolutions 2 and 3 as ordinary resolutions ("Ordinary Resolutions"), and in the case of resolutions 1 and 4 as special resolutions ("Special Resolutions") (together the "Resolutions"):-

SPECIAL RESOLUTIONS

1. THAT the regulations annexed to this resolution be hereby adopted as the new Articles of Association of the Company in substitution for all existing regulations.

ORDINARY RESOLUTIONS

2. THAT, subject to the approval of Resolution 1, the share capital of the Company be reorganised by re-designating the existing 100 ordinary shares of £1.00 each as 100 B Ordinary Shares of £1.00 each, having the rights and being subject to the restrictions set out in the articles of association adopted pursuant to Resolution 1.

3. THAT the directors be generally and unconditionally authorised, in accordance with section 551 of the Companies Act 2006 to allot shares in the Company and to grant rights to subscribe for, or to convert any security into, shares of the Company ("Rights") as follows:-

- 3.1.1 to Andrew Collin 50 A Ordinary Shares of £1.00 each; and
- 3.1.2 to Stephen Haefig 44 B Ordinary Shares of £1.00 each.

provided that this authority will expire on the date being five years from the date on which this resolution is passed, but the Company may before this authority expires make an offer or agreement which would or might require shares to be allotted or Rights granted after this authority expires and the directors may allot shares and grant Rights pursuant to such offer or agreement as if this authority had not expired.

SPECIAL RESOLUTIONS

4. THAT, subject to the passing of Resolutions 2 and 3, the Directors be hereby given power in accordance with section 570 of the Act to allot equity securities (within the meaning of section 560 of the Act) pursuant to the authority conferred by Resolution 3 above as if section 581(1) of the Act did not apply to the allotment provided that such power shall expire on the date being five years from the date on which this Resolution is passed unless previously renewed, varied or revoked by the Company in general meeting but the Company may before such expiry make an offer or agreement



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which would or might require equity securities to be allotted after such expiry and the Directors may elect equity securities in pursuance of that offer or agreement as if this power had not expired.

AGREEMENT

Please read the notes at the end of this document before signing your agreement to the Resolutions.

The undersigned, a person entitled to vote on the Resolutions on the Circulation Date, hereby irrevocably agrees to the Resolutions.

Stephen Healy

Date 26th

26th June 2018

PM

Angus Lally

Date 26th

26th June 2018

PM

NOTES

1. You can choose to agree to all of the Resolutions or none of them but you cannot agree to only some of the Resolutions. If you agree to all of the Resolutions, please indicate your agreement by signing and dating this document where indicated above and returning it to the Company using one of the following methods:-
2. By Hand: delivering the signed copy to Phiscent Masons LLP at 1 Park Row, Leeds LS1 6AB marked for the attention of Louise Blair.
3. Post: returning the signed copy by post to Phiscent Masons LLP at 1 Park Row, Leeds LS1 6AB marked for the attention of Louise Blair.
4. E-mail: by attaching a scanned copy of the signed document to an e-mail and sending it to louise.blair@phiscentmasons.com. Please enter "Written resolutions" in the e-mail subject box.
If you do not agree to all of the Resolutions, you do not need to do anything; you will not be deemed to agree if you fail to reply.
5. Once you have indicated your agreement to the Resolutions, you may not revoke your agreement.
6. Unless, by 21 days from the Circulation Date, sufficient agreement has been received for the Resolutions to pass, they will lapse. If you agree to the Resolutions, please ensure that your agreement reaches us before or during this date.

Company No 10579168

THE COMPANIES ACT 2006

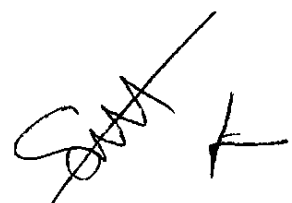
PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of

NURTURE HE GROUP LIMITED

Incorporated 23 January 2017
(Adopted by special resolution on 16 June 2018)

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Company No 10579168

THE COMPANIES ACT 2006

PRIVATE COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of

NURTURE HE GROUP LIMITED (the "Company")

Incorporated 23 January 2017

(Adopted by special resolution on 26 June 2018)

1. EXCLUSION OF MODEL ARTICLES

None of the regulations contained in the Companies (Model Articles) Regulations 2008 apply to the Company and these Articles alone are the articles of association of the Company.

2. INTERPRETATION

2.1 In these Articles, the following words and expressions shall have the following meanings:-

"Accepting Shareholders" has the meaning given in Article 10.6

"Act" the Companies Act 2006

"Adoption Date" 26 June 2018

**"Alternate Director" or
"Alternate"** has the meaning given in Article 33.1

"A Ordinary Shares" the A Ordinary Shares of £1.00 each in the capital of the Company having rights as set out in these Articles

"Appointor" has the meaning given in Article 33.1

"Approved Transferees" has the meaning given in Article 8.16

"Articles" these articles of association as amended from time to time (and reference to an **"Article"** shall be construed accordingly)

"Associate"	<ul style="list-style-type: none"> (a) the husband, wife, common law spouse, civil partner, mother, father, grandmother, grandfather, brother, sister, child (including adopted or step child) or other lineal descendant of the relevant person; (b) the trustees of any settlement (whether or not set up by the relevant person) under which the relevant person and/or any other Associate of the relevant person is or is capable of being a beneficiary; (c) any nominee or bare trustee for the relevant person or any other Associate of the relevant person; (d) if the relevant person is a company, any subsidiary or holding company of the relevant person and any other subsidiary of any such holding company; (e) any person with whom the relevant person or any Associate of the relevant person is connected, the question of whether any such person is so connected falling to be determined for this purpose in accordance with the provisions of sections 1122 and 1123 Corporation Tax Act 2010; and (f) any person with whom the relevant person is acting in concert (such expression to have the same definition and meaning as that ascribed thereto in the City Code on Take-overs and Mergers as for the relevant time being current)
"Auditors"	the auditors of the Company from time to time
"Bad Leaver"	a Leaver who is not a Good Leaver
"Bad Leaver Price"	the price per Share which is the lesser of:- <ul style="list-style-type: none"> (a) Market Value; and (b) the Issue Price
"Bankruptcy"	bankruptcy including individual insolvency proceedings in any jurisdiction which have an effect similar to that of bankruptcy in England and Wales
"B Majority"	the holders of a majority of the B Ordinary Shares from time to time
"B Ordinary Shares"	the B Ordinary Shares of £1.00 each in the capital of the Company having rights as set out in these Articles
"Board"	The board of directors of the Company from time to time
"Buyer"	any one person (whether or not an existing member of the Company) but so that any Associate of any such person shall be deemed to be such person
"C Ordinary Shares"	the C Ordinary Shares of £1.00 each in the capital of the Company having rights as set out in these Articles

"Call"	for the purposes of Articles 42 to 48 only, has the meaning given in Article 42.1
"Call Notice"	has the meaning given in Article 42
"Cessation Date"	has the meaning given in Article 9.4.1
"Company's Lien"	has the meaning given in Article 40.1
"Controlling Interest"	has the meaning given in Article 10.1.2
"Deferred Shares"	deferred shares of £1.00 each in the capital of the Company from time to time, with the rights and subject to the restrictions as set out in Article 5
"Directors"	the directors for the time being of the Company as a body or a quorum of the Directors present at a meeting of the Directors (and "Director" shall mean any one of such persons)
"Disenfranchisement Notice"	has the meaning given in Article 9.11.2
"Distribution Recipient"	has the meaning given in Article 59.1
"Eligible Director"	has the meaning given in Article 20.4
"Encumbrance"	any interest or equity of any person (including any right to acquire, option or right of pre-emption or conversion) or any mortgage, charge, pledge, lien, assignment, hypothecation security interest, title retention or any other security agreement or arrangement, or any agreement to create any of the above
"Equity Shares"	A Ordinary Shares, B Ordinary Shares and C Ordinary Shares
"Excess Shares"	has the meaning given in Article 11.1.3
"Existing Loan Notes"	the loan notes constituted by a loan note instrument dated 28 April 2017 and made between the Existing Loan Note Holder and the Company
"Existing Loan Note Holder"	Richard Travers-Griffin
"Existing Loan Note Instrument"	the loan note instrument dated 28 April 2017 and made between the Existing Loan Note Holder and the Company which constitutes the Existing Loan Notes
"Exit"	shall have the meaning given in the Investment Agreement
"Founder Shareholder"	shall have the meaning given in the Investment Agreement
"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

"Good Leaver"	<p>a member who:-</p> <ul style="list-style-type: none"> (a) ceases to be employed or engaged by a Group Company as a result of death; (b) by virtue of mental or physical ill health is determined by at least two medical reports from independent medical specialists to be unable to perform all or substantially all of his duties as an employee or consultant of a Group Company for a period of at least 12 months and ceases to be an employee or consultant of a Group Company as a result thereof; (c) ceases to be employed or engaged by a Group Company as a result of redundancy or that person's retirement as agreed between that member's employer and the member; or (d) ceases to be employed or engaged by a Group Company as a result of the termination of that person's employment by his employing company in circumstances that are determined by an employment tribunal or court to be or amount to wrongful dismissal or unfair dismissal; or (e) resigns from employment or engagement after the fourth anniversary of the Investment Agreement; or (f) ceases to be employed or engaged by a Group Company where the Board with Investor Approval resolves that such member is to be treated as a Good Leaver
"Group"	the Company and any other company which is for the time being a subsidiary undertaking of the Company (and "Group Company" shall be construed accordingly)
"holder"	in relation to Shares, the person whose name is entered in the register of members as the holder of the Shares
"holding company"	a holding company within the meaning of section 1159 of the Act but in addition as if that section provided that a body corporate is deemed to be a member of another body corporate where its rights in relation to that body corporate are held on its behalf or by way of security by another person but treated for the purposes of that section as held by it
"Investment"	the total amounts from time to time invested by the Investor in the Company or any subsidiary including any equity subscription or any Loan Notes and other loan notes made including for the avoidance of doubt, funds invested pursuant to the Investment Agreement or any subsequently invested
"Investment Agreement"	an agreement of even date with the Adoption Date between (1) the Company, (2) the Founder Shareholders and (3) the Investor (as amended from time to time)
"Investor"	has the meaning given in the Investment Agreement
"Investor Approval"	has the meaning given in the Investment Agreement

"Investor Director"	a person appointed as a director of the Company pursuant to Article 4.5.1
"Investor's IRR"	a minimum rate of return per annum of 20% per A Ordinary Share held by the Investor
"Investor Loan"	has the meaning given in Article 11.1.4
"Issue Price"	the price per Share at which the relevant Shares are Issued (being the aggregate of the amount paid up or credited as paid up in respect of the nominal value thereof and any share premium thereon) or acquired by any Leaver or any Associate of any Leaver and, in the event that any Leaver or any Associate of any Leaver acquires Shares at different Issue Prices, the Issue Price in relation to the relevant Shares shall be the average of the different Issue Prices (calculated by reference to the number of Shares acquired at the relevant Issue Price)
"Leaver"	has the meaning given in Article 9.4
"Leaver Date"	the four year anniversary of the Adoption Date
"Leaver Shares"	has the meaning given in Article 9.7
"Listing"	the admission of all or any of the ordinary share capital of the Company to a Recognised Investment Exchange
"Loan Note Instruments"	has the meaning given in the Investment Agreement
"Loan Notes"	has the meaning given in the Investment Agreement
"Mandatory Transfer Notice"	has the meaning given in Article 8.4
"Market Value"	the value agreed or determined in accordance with Articles 8.6, 8.7 and 8.8
"Material Underperformance"	has the meaning given in the Loan Notes
"Material Default"	has the meaning given in Article 4.3.3
"Offer"	has the meaning given in Article 10.3
"Other Nominees"	has the meaning given in Article 8.11
"Permitted Transfer"	a transfer or disposal permitted by Article 6.4
"Prescribed Period"	the period referred to in Article 8.5.2 and Article 8.6
"Priority Notice"	has the meaning given in Article 9.6.1
"Priority Shares"	has the meaning given in Article 9.6.3
"Proposed Transferee"	has the meaning given in Article 8.5.1
"Proxy Notice"	has the meaning given in Article 76.1

"Proxy Notification Address"	has the meaning given in Article 77.1
"Recognised Investment Exchange"	the Official List of the UK Listing Authority or the admission of the same to trading on the AIM Market of the London Stock Exchange plc or the admission of the same to, or the grant of permission by any like authority for the same to be traded on, any other equivalent or similar share market
"Relevant Officer"	any person who is or was at any time a director, secretary or other officer (except an auditor) of the Company or of any of its group undertakings
"Sale"	has the meaning given in the Investment Agreement
"Sale Price"	as referred to in Articles 8.5.2, 8.6, 9.4.3, 9.9 and 9.10
"Sale Shares"	has the meaning given in Article 8.3
"Share"	means any share in the capital of the Company from time to time (and "Shares" shall be construed accordingly)
"Shareholder"	a person who is the holder of a Share
"subsidiary"	a subsidiary within the meaning of section 1159 Act but in addition as if that section provided that its members are deemed to include any other body corporate whose rights in relation to it are held on behalf of that other body corporate or by way of security by another person but are treated for the purposes of that section as held by that other body corporate
"subsidiary undertaking"	a subsidiary undertaking within the meaning of section 1162 Act but in addition as if that section provided that its members are deemed to include any other undertaking whose rights in relation to it are held by way of security by another person but are treated for the purposes of that section as held by that other undertaking
"Total Transfer Condition"	has the meaning given in Article 8.4
"Transfer Notice"	has the meaning given in Article 8.2
"Transferor"	has the meaning given in Article 8.2
"Transmittee"	a person entitled to a share by reason of the death or Bankruptcy of a Shareholder or otherwise by operation of law
"UK Listing Authority"	the Financial Conduct Authority acting in its capacity as the competent authority for the purposes of Part VI of the Financial Services and Markets Act 2000
2.2	References in these Articles to Shares being "paid" means those Shares being paid or credited as paid.
2.3	References in these Articles to "writing" means 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.
2.4	References in these Articles to a document includes, unless otherwise specified, any document sent or supplied in electronic form.

2.5 Unless the context otherwise requires:-

2.5.1 words in the singular include the plural and vice versa;

2.5.2 words in one gender include the other genders; and

2.5.3 words importing natural persons include corporations.

2.6 Words or expressions contained in these Articles which are defined in the Act have the same meaning as in the Act in force on the date of adoption of these Articles including the following words which are defined in the following sections of the Act:-

Word(s)/expression	Section Number in Act
electronic form	section 1168
equity share capital	section 548
eligible member	section 289
hard copy form	section 1168
ordinary resolution	section 282
special resolution	section 283
working day	section 1173

2.7 A reference to an Article by number is to the relevant article of these Articles.

2.8 Headings used in these Articles do not affect their construction or interpretation.

2.9 References to a statute or statutory provision is a reference to it as it is in force as at the Adoption Date.

2.10 In the event of a conflict between Part A and Part B of these Articles, Part A shall prevail.

PART A

3. LIMITATION OF LIABILITY OF SHAREHOLDER

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

4. SHARE RIGHTS

Except as expressly provided otherwise in these Articles the Equity Shares shall rank *pari passu* in all respects. The Deferred Shares shall have the rights set out in these Articles. The rights attaching to the respective classes of Shares shall be as follows:-

4.1 Income

As regards income:-

4.1.1 In respect of any financial year of the Company the profits of the Company for the time being available for distribution shall be applied amongst the holders of the Equity Shares (*pari passu* as if the same constituted one class of share).

4.2 Capital

As regards capital:-

- 4.2.1 On a return of assets on liquidation, reduction of capital or otherwise, the surplus assets of the Company remaining after payment of its liabilities (including, for the avoidance of doubt the repayment of any loan capital) shall be applied:-
- (a) first, in paying to the holders of the A Ordinary Shares an amount equal to the subscription price (inclusive of any premium) paid for such shares; and
 - (b) second, in paying to the holders of the B Ordinary Shares and C Ordinary Shares (pari passu as if the same constituted one class of share) an amount equal to the subscription price (inclusive of any premium) paid for such shares;
 - (c) thirdly in paying to the holders of the Deferred Shares a payment of £0.01 for all the Deferred Shares held by him; and
 - (d) subject thereto, the balance of such assets shall belong to and be distributed amongst the holders of the Equity Shares (pari passu as if the same constituted one class of share).
- 4.2.2 In the event of a Sale, unless the Investor agrees otherwise in writing, the proceeds of such Sale shall be distributed between the selling Shareholders in the manner set out in Article 4.2.1 as if the same constituted a liquidation of the Company.
- 4.2.3 Immediately prior to and conditionally upon a Listing, the Shareholders shall enter into such reorganisation of the share capital of the Company as they may agree or, in default, as the Investor may specify, to ensure that the proceeds of such Listing is reallocated between the Shareholders in the same proportions as the preceding provisions of these articles would provide on a Sale.

4.3 Voting

As regards voting:-

- 4.3.1 Subject to Articles 9.7 and 9.11.2, A Ordinary Shares and B Ordinary Shares shall respectively confer on each holder thereof (in that capacity) the right to receive notice of and to attend, speak and vote at all general meetings of the Company and to vote on written resolutions and on a poll or written resolution to exercise one vote per Share.
- 4.3.2 The C Ordinary Shares shall not entitle the holder thereof to notice of, attendance at, or a vote at any general meetings of the Company or to vote on any written resolution of the Company.
- 4.3.3 In the event that:-
- (a) an event of default or potential event of default has occurred under the Loan Note Instruments, which breach (if capable of remedy) has not been remedied to the reasonable satisfaction of the Investor within seven days of notice to the Company from the Investor requiring it to be remedied; or
 - (b) a material breach has occurred under any banking facilities to which any Group Company is a party; or
 - (c) a material breach has occurred of the Investment Agreement or these Articles other than by a holder of A Ordinary Shares, which breach (if capable of remedy) has not been remedied to the reasonable satisfaction of the Investor within seven days of notice to the Company from the Investor requiring it to be remedied; or

(d) there is Material Underperformance;

(each being a **"Material Default"**)

then, each holder of A Ordinary Shares shall (after becoming aware of the circumstances giving rise to the rights set out in this Article 4.3.3 and the Investor having served notice upon the Company that additional votes are to be exercised) be entitled, in that capacity, to exercise on a poll vote at a general meeting, or on a vote on a written resolution such number of votes for every A Ordinary Share of which it is the holder as shall confer upon the A Ordinary Shares (as if they are one class of share) 95% of the total voting rights of all Shares at the relevant time.

4.3.4 The enhanced voting and other rights conferred on the holders of the A Ordinary Shares by Article 4.3.3 shall cease on the earlier of the following:-

- (a) the circumstance giving rise to the rights set out in Article 4.3.3 being rectified to the reasonable satisfaction of the Investor; and
- (b) the Investor serving a notice on the Company stating that the rights conferring the rights referred to in Article 4.3.3 on the holders of the A Ordinary Shares shall cease (without prejudice to the Investor's ability to serve a further notice pursuant to Article 4.3.3 in respect of the same circumstance, if that circumstance is still subsisting).

4.4 Class Rights

As regards class rights:-

4.4.1 The special rights attaching to the B Ordinary Shares as a class of shares may be abrogated or varied only if:-

- (a) the holders of three-quarters in nominal value of the B Ordinary Shares consent in writing to the variation or abrogation; or
- (b) a special resolution passed at a separate general meeting of the holders of the B Ordinary Shares sanctions the variation or abrogation.

4.5 Appointment of Directors

As regards appointment of Directors:-

- 4.5.1 the holders of a majority of the A Ordinary Shares shall be entitled from time to time to appoint a person as a Director of the Company and to remove any such person from office;
- 4.5.2 any holder of B Ordinary Shares who has a shareholding equal to at least 15% of the total Equity Shares at any time (the **"Appointment Threshold"**) shall be entitled from time to time to appoint a person as a Director of the Company and to remove any such person from office;
- 4.5.3 any such appointment made by a holder of B Ordinary Shares in accordance with Article 4.5.2 above shall automatically cease if the relevant Shareholder that made the appointment ceases to hold B Ordinary Shares equal to or higher than the Appointment Threshold.
- 4.5.4 any such appointment or removal as is referred to in Article 4.5.1 or 4.5.2 above shall be made by notice in writing to the Company signed by or on behalf of the Investor and served upon the Company at its registered office (and Article 81.2 shall not apply in respect of any notice served under this Article 4.5).

4.6 Observer

The Investor may, by written notice to the Company, appoint any person to be an Observer on the Board, and remove any such person as an Observer, and such person shall have the right to attend and be present at all Board meetings and to speak at such meetings but not vote nor have any right to table formal Board resolutions or matters for discussion at any meeting.

4.7 Quorums

As regards quorums:-

- 4.7.1 no meeting of Shareholders shall be quorate unless those Shareholders present include (whether in person or by a duly authorised representative) at least one holder of A Ordinary Shares;
- 4.7.2 save with Investor Approval no meeting of the Board held at any time when an Investor Director holds office as a Director of the Company shall be quorate unless the Investor Director (or a duly appointed alternate Director of such person) is present at such meeting;
- 4.7.3 no meeting of the Board held at any time when a B Director holds office as a Director of the Company shall be quorate unless a B Director (or a duly appointed alternate Director of such person) is present at such meeting, save that for the purposes of any meeting (or part of a meeting) held when the Company is in Material Default, the quorum for such meeting shall not require a B Director to be present; and
- 4.7.4 if, in the case of either a meeting of the Directors or a meeting of Shareholders, a quorum is not present within half an hour from the time appointed for the meeting, or if during a meeting such a quorum ceases to be present, the meeting shall stand adjourned to the same day in the next week at the same time and place (or at such other time and place as the chairman of the relevant meeting may determine, with Investor Approval).

5. DEFERRED SHARES

- 5.1 Subject to the Act, any Deferred Shares may be redeemed by the Company at any time at its option for one penny for all the Deferred Shares registered in the name of any Shareholder without obtaining the sanction of the Shareholders.
- 5.2 No Deferred Share may be transferred without the prior consent of the Investor.
- 5.3 The Deferred Shares shall not entitle the holders of them to receive any dividend issued by the Company.
- 5.4 The Deferred Shares shall not entitle the holders of them to receive notice of, to attend, to speak or to vote at any general meeting of the Company nor to receive or vote on, or otherwise constitute an eligible member for the purposes of, proposed written resolutions of the Company.
- 5.5 Conversion of B Ordinary Shares into Deferred Shares shall be deemed to confer an irrevocable authority on the Company at any time to appoint any one or more of the Directors to execute on behalf of the holders of the Deferred Shares a transfer thereof and/or an agreement to transfer the same to the Company for £0.01 in aggregate for all the Deferred Shares held by him.
- 5.6 On a Exit or in any other circumstance where a holder of Deferred Shares transfers or is required to transfer his Shares to any person including but not limited to the Company, the Company's nominee or any other Shareholder, each holder of Deferred Shares shall be entitled to receive £0.01 in respect of all of the Deferred Shares held by him.

6. SHARE TRANSFERS - GENERAL PROVISIONS

6.1 The Directors shall refuse to register the transfer of any Share unless they are satisfied that such transfer is either:-

6.1.1 a Permitted Transfer; or

6.1.2 a transfer made in accordance with and permitted under Article 8; or

6.1.3 a transfer made in accordance with Article 10.6 or 10.7.

6.2 Subject as provided in Article 53 in Part B of these Articles and Article 6.3 or as required by law, the Directors shall register any such transfer as is referred to in Article 6.1.1, 6.1.2 or 6.1.3.

6.3 If, in relation to a transfer of a Share, the transferor thereof is a party to any agreement between the Company and some or all of its Shareholders (being an agreement additional to these Articles and including the Investment Agreement) or if a new Share is proposed to be allotted to a person who is not a Shareholder, then the Directors may or, if the Investor so requires, shall:-

6.3.1 require the transferee or proposed allottee (as the case may be) to enter into a written undertaking (in such form as the Directors may with Investor Approval prescribe) to be bound (to the same extent as the transferor (in the case of a transfer) or to such other extent as the Directors and/or the Investor may reasonably stipulate) by the provisions of such agreement; and

6.3.2 decline to register the transfer of, or to allot, such Share unless and until the transferee or proposed allottee has entered into such written undertaking.

6.4 Subject to Articles 6.3, 6.5 and Article 53, a Shareholder shall be permitted to transfer or dispose of any of the voting rights arising from Shares (or any interest or right in or arising from Shares) to such person or persons as the Shareholder thinks fit or to transfer the legal title to and/or beneficial ownership of a Share:-

6.4.1 if such Share is an A Ordinary Share, subject to Investor Approval, to

(a) any Associate of the Investor (other than INTO University Partnerships Limited or any of its subsidiaries) following consultation with the Company as to the identity of the proposed transferee; or

(b) to any other person, with the written approval of a B Majority (such approval not to be unreasonably withheld or delayed), and only to be withheld if the B Majority can reasonably demonstrate that the Associate to which it is proposed the relevant A Ordinary Shares are to be transferred to would materially damage the reputation or goodwill of the Company; or

6.4.2 if such Share is a B Ordinary Share or a C Ordinary Share, to any holder of B Ordinary Shares; or

6.4.3 to a Buyer pursuant to the provisions of Article 10 provided that prior to or contemporaneously with such transfer the Buyer has duly acquired or will duly acquire a Controlling Interest and the provisions of Article 10 have been complied with; or

6.4.4 if the Shareholder is an individual, subject to Investor Approval to an Associate (within the meaning of paragraphs (a) and (b) of the definition of "Associate") of such Shareholder; or

6.4.5 subject to Investor Approval (and subject to any conditions or restrictions including as to price in such consent), to the Company in accordance with the Act and these Articles.

- 6.5 No such Permitted Transfer as is referred to in Article 6.4.4 may be made in respect of or in relation to any Share which for the relevant time being is the subject of any Transfer Notice or Mandatory Transfer Notice.

7. SHARE TRANSFERS - CO-SALE RIGHT

- 7.1 Save with Investor Approval, no transfer (other than (i) a Permitted Transfer or (ii) a transfer between the Founder Shareholders) of any of the B Ordinary Shares held by a Founder Shareholder may be made or validly registered if it is in respect, when aggregated with any other transfers previously made by that Founder Shareholder pursuant to Article 8, of more than 5% of the total aggregate Equity Shares in issue unless the relevant Founder Shareholder and any Permitted Transferee of that Founder Shareholder (each a "Selling Shareholder") shall have observed the following procedures of this Article.

- 7.2 After the Selling Shareholder has gone through the pre-emption process set out in Article 8, the Selling Shareholder shall give to the Investor not less than 15 Business Days' notice in advance of the proposed sale (a "Co-Sale Notice"). The Co-Sale Notice shall specify:

- 7.2.1 the identity of the proposed purchaser (the "Buyer");
- 7.2.2 the price per share which the Buyer is proposing to pay;
- 7.2.3 the manner in which the consideration is to be paid;
- 7.2.4 the number of B Ordinary Shares which the Selling Shareholder proposes to sell; and
- 7.2.5 the address where the counter-notice should be sent.

- 7.3 The Investor shall be entitled within five Business Days after receipt of the Co-Sale Notice, to notify the Selling Shareholder that they wish to sell a certain number of A Ordinary Shares held by them at the proposed sale price, by sending a counter-notice which shall specify the number of A Ordinary Shares which the Investor wishes to sell. The maximum number of A Ordinary Shares which the Investor can sell under this procedure shall be:

$$\left(\frac{X}{Y}\right) \times Z$$

where:

- X is the number of B Ordinary Shares the Selling Shareholder proposes to sell;
- Y is the total number of Equity Shares;
- Z is the number of A Ordinary Shares held by the Investor (which shall include any A Ordinary Shares acquired or to be acquired by the Investor following the offer of Shares by the Selling Shareholder through the pre-emption procedure set out in these Articles).

If the Investor does not send a counter-notice within such five Business Day period they shall be deemed to have specified that they wish to sell no Shares.

- 7.4 Following the expiry of five Business Days from the date the Investor receives the Co-Sale Notice, the Selling Shareholder shall be entitled to sell to the Buyer on the terms notified to the Investor a number of shares not exceeding the number specified in the Co-Sale Notice less any shares which Investor have indicated they wish to sell, provided that at the same time the Buyer (or another person) purchases from the Investor the number of shares they have respectively indicated they wish to sell on terms no less favourable than those obtained by the Selling Shareholder from the Buyer.

- 7.5 No sale by the Selling Shareholder shall be made pursuant to any Co-Sale Notice more than one month after service of that Co-Sale Notice.

8. SHARE TRANSFERS - PRE-EMPTION PROVISIONS

- 8.1 Except in the case of a Permitted Transfer, the right to transfer or otherwise dispose of a Share or any interest or right in or arising from a Share (an option, warrant or other right to acquire any Share (whether by subscription, conversion or otherwise) being deemed (without limitation) to be an interest in a Share for this purpose) shall be subject to the provisions contained in this Article and any such transfer or other disposal made otherwise than in accordance with such provisions shall be void.
- 8.2 Except in the case of a Permitted Transfer, before transferring or otherwise disposing of any Share or any interest or right in or arising from any Share the person proposing to transfer or otherwise dispose of the same (the "**Transferor**") shall give notice in writing (a "**Transfer Notice**") to the Company specifying the Shares, interest and/or rights of which the Transferor wishes to dispose. The Transferor shall, contemporaneously with the giving of a Transfer Notice, deliver up and lodge with the Company the share certificate(s) in respect of the relevant Shares.
- 8.3 Notwithstanding that a Transfer Notice specifies that the Transferor wishes to dispose only of an interest or right in or arising from or attaching to, the Shares referred to therein, the Transfer Notice shall (notwithstanding anything in the Transfer Notice to the contrary) unconditionally constitute the Company the agent of the Transferor in relation to the sale of all the legal title to, beneficial ownership of and all interests and rights attaching to the Shares referred to therein (the "**Sale Shares**") at the Sale Price in accordance with the provisions of this Article. A Transfer Notice shall not be revocable except with the consent of the Directors (with Investor Approval).
- 8.4 Except in the case of a Transfer Notice which a Shareholder is required to give or is deemed to have given pursuant to Article 9 (a "**Mandatory Transfer Notice**"), a Transfer Notice may include a condition (a "**Total Transfer Condition**") that if all the Sale Shares (of whatever class) are not sold to Approved Transferees, then none shall be so sold.
- 8.5 Except in the case of a Mandatory Transfer Notice, the Transfer Notice may state, in addition to details of the Sale Shares:-
- 8.5.1 the name or names of a person or persons (such person or persons being hereinafter referred to as the "**Proposed Transferee**") to whom the Sale Shares (or an interest or right in or arising therefrom) are proposed to be transferred in the event that the Sale Shares are not acquired by Approved Transferees (as hereinafter defined); and
- 8.5.2 the entire consideration per share for which any such transfer or transfers will be made (and, if any of the said consideration is not a cash price expressed in pounds sterling, an amount per share which is so expressed and which is commensurate with the entire consideration). In such event, subject to the Directors being satisfied (and to that end being provided with such evidence as they may reasonably require) that the consideration so stated is a bona fide consideration (not inflated for particular reasons) agreed between the Transferor and the Proposed Transferee at arms' length and in good faith, such consideration shall be the Sale Price and the Prescribed Period shall commence on the date on which the Transfer Notice is given and shall expire 60 days thereafter.
- 8.6 In the case of a Mandatory Transfer Notice or a Transfer Notice which does not state the further details referred to in Article 8.5 then, subject always to Article 9.4:-
- 8.6.1 if, not more than 30 days after the date on which the Transfer Notice was given or was deemed to be given (or such longer period (if any) as the Directors with Investor Approval may, prior to the expiry of such period of 30 days, determine to allow for this purpose), the Transferor and the Directors shall have agreed a price per Share as representing the market value of the Sale Shares or as being acceptable to the Transferor and not more than the market value thereof then such price shall be the Sale Price and the Prescribed

Period shall commence on the date on which such agreement is reached and shall expire 60 days thereafter; or

- 8.6.2 failing such agreement, upon the expiry of 30 days (or such longer period (if any) as aforesaid) after the date on which the Transfer Notice was given or was deemed to be given the Directors shall instruct the auditors for the time being of the Company to determine and report to the Directors the sum per Share considered by them to be the market value of the Sale Shares and (subject always to Article 9.4) the sum per Share so determined and reported shall be the Sale Price and the Prescribed Period shall commence on the date on which the auditors shall so determine and report and shall expire 60 days thereafter.
- 8.7 For the purposes of Article 8.6 and Article 8.8, the Auditors shall act as experts and not as arbitrators and (save only for manifest error) their determination shall be final and binding upon the Company and all Shareholders.
- 8.8 For the purposes of these Articles, the market value of any Shares shall be calculated as at the date when the relevant Transfer Notice or Mandatory Transfer Notice was given or deemed to have been given (as the case may be) as between a willing buyer and a willing seller at arms' length but with no discount or premium being made by reason of such Shares (if such be the case) constituting a minority or majority holding or due to the fact that the transferability of such Shares is restricted by these Articles (and the Auditors shall be instructed accordingly).
- 8.9 The costs and expenses of the auditors in relation to the making of their determination shall be borne on the following basis:-
- 8.9.1 by the Company in full where the Market Value as determined by the auditors in accordance with Article 8.8 is equal to or more than the value specified by the Transferor in seeking to reach agreement under Article 8.6.1 or where Article 9.9 or Article 9.10 applies;
- 8.9.2 by the Transferor in full where the Market Value as determined by the auditors is equal to or less than the value specified by the Directors;
- 8.9.3 otherwise on a straight line basis in accordance with the following formula:-
- $$A = \frac{B - C}{D - C}$$
- where:-
- A = the proportion of the auditors fees to be borne by the Company (the remainder to be borne by the Transferor);
- B = the value determined by the auditors;
- C = the value specified by the Directors; and
- D = the value specified by the Transferor in seeking to reach agreement under Article 8.6.1.
- 8.10 Subject as provided in Articles 8.12, 9.5 and 9.13, Sale Shares shall be offered for sale to all the Shareholders of the Company for the relevant time being holding Equity Shares but so that:-
- 8.10.1 if and to the extent that the Sale Shares consist of A Ordinary Shares the holders for the time being of A Ordinary Shares (other than the Transferor or any Associate of the Transferor) shall have a prior right to purchase the same ahead of the holders of B Ordinary Shares and then the holders of the C Ordinary Shares; or

- 8.10.2 if and to the extent that the Sale Shares consist of B Ordinary Shares, the holders for the time being of B Ordinary Shares (other than the Transferor or any Associate of the Transferor) shall have a prior right to purchase the same ahead of the holders of A Ordinary Shares and then the holders of the C Ordinary Shares; and
- 8.10.3 if and to the extent that the Sale Shares consist of C Ordinary Shares: -
- (a) prior to the Leaver Date the holders for the time being of B Ordinary Shares (other than the Transferor or any Associate of the Transferor) shall have a prior right to purchase the same ahead of the holders of A Ordinary Shares; and
 - (b) on or following to the Leaver Date the Sale Shares will be offered to the holders of Equity Shares (pro-rata to their existing holdings of Equity Shares).
- 8.11 Sale Shares may also be offered to such person or persons (if any) as the Directors (with Investor Approval) think fit ("**Other Nominees**") provided that any such offer is made upon the condition that such Sale Shares shall only be available for purchase by such person or persons if and to the extent that such Shares are not acquired by holders of Equity Shares following acceptance of such offers as are referred to in Articles 8.10.1 and 8.10.2.
- 8.12 The Company shall not be required to, and shall not, offer any Sale Shares to the Transferor, any Associate of the Transferor or any person who remains a Shareholder but who has been deemed to have given a Mandatory Transfer Notice on or prior to the date on which any such offer as is referred to in Article 8.10 is made. In addition, if, during the period between the date on which any such offer is made and (following the acceptance of such offer by a Shareholder) the sale of Sale Shares to such member is completed, such member is deemed to have given a Mandatory Transfer Notice then such member shall be deemed not to have accepted such offer and the relevant Sale Shares shall be re-offered for sale (at the same Sale Price and as if such price had been determined on the date on which the Mandatory Transfer Notice is deemed to have been given).
- 8.13 Any such offer as is required to be made by the Company pursuant to Article 8.10 shall limit a time (not being less than 14 days or (unless the Investor otherwise agrees or directs) more than 21 days) after such offer is made within which it must be accepted or, in default, will lapse. Following any such offer, if acceptances are received in respect of an aggregate number of Shares in excess of that offered, the number of Sale Shares shall be allocated according to the class of the Sale Shares on the following basis of priority:-
- 8.13.1 if the Sale Shares are A Ordinary Shares (subject in each case as provided in Article 8.12) first to the other holders of A Ordinary Shares, next to the holders of B Ordinary Shares and next to Other Nominees (if any); or
 - 8.13.2 if the Sale Shares are B Ordinary Shares (subject in each case as provided in Article 8.12) first to the other holders of B Ordinary Shares, next to the holders of A Ordinary Shares and next to Other Nominees (if any); or
 - 8.13.3 if the Sale Shares are C Ordinary Shares (subject in each case as provided in Article 8.12): -
 - (a) if such C Ordinary Shares are offered prior to the Leaver Date, such Sale Shares will be offered firstly to the holders of the B Ordinary Shares, next to the holders of A Ordinary Shares and next to Other Nominees (if any); and
 - (b) if such C Ordinary Shares are offered on or following to the Leaver Date, such Sale Shares will be offered to the holders of Equity Shares (pro-rata to their existing holdings of Equity Shares) and next to Other Nominees (if any).
- 8.14 If, by virtue of the application of the provisions in Article 8.13, acceptances are received from any such class as therein referred to in respect of an aggregate number of Shares which is in excess of that offered then the number of Sale Shares shall be allocated amongst those who have accepted

the same in proportion to the number of Shares of the relevant class held by each acceptor (or in the case of Other Nominees on such basis as the Directors (with Investor Approval) shall determine) provided that no acceptor shall be obliged to acquire more Sale Shares than the number for which he has applied and so that the provisions of this Article 8.14 shall continue to apply mutatis mutandis until all Shares which any such acceptor would, but for this proviso, have acquired on the proportionate basis specified above have been allocated accordingly.

- 8.15 If a Transfer Notice shall validly contain a Total Transfer Condition then any such offer as aforesaid shall be conditional upon such condition being satisfied and no acceptance of an offer of Sale Shares will become effective unless such condition is satisfied. Subject thereto, any such offer as is required to be made by the Company pursuant to Article 8.10 shall be unconditional.
- 8.16 If, prior to the expiry of the Prescribed Period, the Company shall, pursuant to the foregoing provisions of this Article 8 or the provisions of Article 9.5, find Shareholders or Other Nominees ("**Approved Transferees**") to purchase some or, if the relevant Transfer Notice validly contains a Total Transfer Condition, all the Sale Shares it shall forthwith give notice in writing thereof to the Transferor and the Approved Transferees. Every such notice shall state the name and address of each of the Approved Transferees and the number of the Sale Shares agreed to be purchased by him and shall specify a place and time and date (not being less than three days nor more than ten days after the date of such notice) at which the sale and purchase shall be completed. Upon the giving by the Company of any such notice as aforesaid the Transferor shall be unconditionally bound (subject only to due payment of the Sale Price) to complete the sale of the Sale Shares to which such notice relates in accordance with its terms.
- 8.17 If a Transferor shall (save only for the reason that an Approved Transferee does not duly pay the Sale Price) fail duly to transfer (or complete the transfer of) any Sale Shares to an Approved Transferee, the Directors shall be entitled to, and shall, authorise and instruct some person to execute and deliver on his behalf the necessary transfer and the Company may receive the purchase money in trust for the Transferor and (notwithstanding (if such is the case) that the Transferor has failed to deliver up the relevant share certificate(s)) shall (subject to so receiving the purchase money) cause such Approved Transferee to be registered as the holder of such Shares. The transfer and the receipt of the Company for the purchase money shall constitute a good title to the Sale Shares and the receipt shall be a good discharge to the Approved Transferee, who shall not be bound to see to the application of the purchase money and whose title to the Sale Shares shall not be affected by any irregularity in or invalidity of the proceedings relating to their disposal under this Article.
- 8.18 If the Company shall not, prior to the expiry of the Prescribed Period, find Approved Transferees willing to purchase some, or, if the relevant Transfer Notice validly contains a Total Transfer Condition, all the Sale Shares, it may (with Investor Approval), as soon as practicable following such expiry, give notice in writing thereof to the Transferor and the Transferor, at any time thereafter up to the expiration of 60 days from the date of such notice, shall, (subject as provided below) be at liberty to transfer those of the Sale Shares not purchased by Approved Transferees or all the Sale Shares (as the case may be) to the Proposed Transferee at the Sale Price or, where the Transfer Notice did not contain details of a Proposed Transferee, to any one person on a bona fide sale at any price not being less than the Sale Price. The Directors may require the Transferor to provide evidence to them (to their reasonable satisfaction) that such Shares are being transferred in pursuance of a bona fide sale for the consideration stated in the Transfer Notice without any deduction, rebate, allowance or indulgent terms whatsoever to the purchaser thereof and, if not so satisfied, may refuse to register the instrument of transfer and/or serve a Disenfranchisement Notice with the effect set out in Article 9.11.2 in respect of such Shares as shall have been so sold.
- 8.19 The provisions of the immediately preceding sub-article shall not apply to any Sale Shares which so became by virtue of the holder thereof having been deemed to have given a Mandatory Transfer Notice in respect thereof. In such event, such holder shall not be permitted to transfer all or any of the same as provided in Article 8.18 above and, accordingly, the provisions in Article 8 shall apply if such holder subsequently determines to seek to transfer the same.

- 8.20 Any Share required to be transferred by a Transferor to an Approved Transferee pursuant to this Article shall be transferred free from all Encumbrances and with the benefit of all rights and entitlements attaching thereto and if, in determining the Sale Price, there was taken into account any entitlement to any dividend which has been paid prior to the date on which the transfer is registered then the Transferor shall be liable to account to the Approved Transferee for the amount thereof (and the Approved Transferee, when making payment for such Share, may set-off such amount against the Sale Price payable).

9. SHARE TRANSFERS - FURTHER PROVISIONS

- 9.1 If any person shall purport to transfer or otherwise dispose of any Share or any interest in or right arising from any Share otherwise than as permitted under Article 6.4 or in accordance with the provisions of Article 8, such person and any Associate of such person who is a Shareholder shall, unless and to the extent (if any) that the Directors otherwise determine at the relevant time, be deemed to have given, on the date on which the Directors give notice to such person that they have become aware of the purported transfer or other disposal (or on the date (if any) specified in such notice), a Transfer Notice in respect of all Shares of which such person and any such Associate of such person is then the holder.
- 9.2 If any person becomes entitled to Shares in consequence of the death, bankruptcy or liquidation of a Shareholder in circumstances where the provisions of Article 9.4 do not apply then (unless a transfer to such person would be a Permitted Transfer or the Directors (with Investor Approval) determine otherwise at the relevant time) a Transfer Notice shall be deemed to have been given on such date as the Directors shall specify in writing to the person concerned in respect of all Shares held by the Shareholder and any Associate of such Shareholder.
- 9.3 In the case of Dr Angus Laing only, if he is cited in writing by a potential joint venture partner, University or other further education establishment or body, supplier or customer of the Company as having a conflict or potential conflict of interest or if he becomes aware or ought to have become aware of a conflict of interest that has a material adverse effect on the business of the Company, unless the Directors (with Investor Approval) determine otherwise a Transfer Notice shall be deemed to have been given on such date as the Directors shall specify in writing to Dr Angus Laing in respect of all Shares held by him and any Associate of his.
- 9.4 If at any time prior to the Leaver Date any director (not being an Investor Director) or employee of or consultant to any Group Company shall cease (for whatever reason) to be such a director or employee or consultant (or an employee or consultant has served notice on a Group Company or a Group Company has served notice on such person terminating his employment or consultancy (as the case may be)), and such person and/or any Associate(s) of such person shall be the holder of any Shares, then the Shares held by such person (the "Leaver") and his Associates shall be subject to the following:-
- 9.4.1 the date on which the Leaver ceases to be a director of or an employee of or a consultant to a Group Company shall be the "Cessation Date" for the purposes of these Articles provided always that where a Leaver who is an employee of or consultant to a Group Company ceases to be an employee or consultant in circumstances where he has served notice on a Group Company or a Group Company has served notice on him terminating his employment or consultancy, as the case may be (or shall cease to so be an employee or consultant upon expiration of such notice) then, if the Investor so notifies the Company in writing, the Cessation Date shall be deemed to be the date of service of such notice (or such later date during the relevant notice period as the Investor shall specify in its notice to the Company);
- 9.4.2 the Investor may:
- (a) serve a notice on the person concerned notifying him that he shall be deemed to have given on the Cessation Date (or such later date (if any) as the Investor may determine and notify in writing to the person concerned) a Transfer Notice in respect of some or all Shares then owned and/or held by the Leaver and any Associate of the Leaver; and/or

- (b) serve a notice on the person concerned notifying him or her that he or she and/or the relevant Associate may retain some or all Shares then owned and/or held by the Leaver and any Associate of the Leaver pending an Exit and that, on such Exit, if the Investor so specifies in the notice, the consideration received by the Leaver and/or any Associate for such Shares will be capped at the amount the Leaver and/or Associate would have been entitled to had such Shares been subject to a Transfer Notice at the Cessation Date and sold at the Sale Price.

9.4.3 Save as otherwise provided in these Articles or the Investment Agreement, or as otherwise agreed between the Leaver and the Board with Investor Approval, the price per Share applicable on a transfer of Shares, and the number of Shares to be offered for sale in the case of a Good Leaver, shall be as follows:-

- (a) in the case of a Leaver who is a Good Leaver prior to the Leaver Date, the Sale Price in respect of the B Ordinary Shares shall be Market Value;
- (b) in the case of a Leaver who is a Bad Leaver, the Sale Price in respect of B Ordinary Shares shall be the Bad Leaver Price,

provided that the Investor may specify in writing that where the Sale Price is stated be the lower of Market Value and the Issue Price, the Sale Price shall be the Issue Price; and

9.4.4 If at any time a former director (not being a former Investor Director) or former employee of or former consultant to any Group Company shall, after ceasing to be such a director, employee or consultant, acquire (or any Associate of his shall acquire) any Shares pursuant to an option, conversion or like right which was granted to or otherwise vested in him prior to such cessation then the provisions of Article 9.4.1 above shall apply as if reference in Article 9.4.1 to "Cessation Date" were reference to the date on which he acquired such Shares.

9.5 Subject to Article 9.3, for the avoidance of doubt, at any time on or after the Leaver Date, if any director (not being an Investor Director) or employee of or consultant to any Group Company shall cease (for whatever reason) to be such a director or employee or consultant (or an employee or consultant has served notice on a Group Company or a Group Company has served notice on such person terminating his employment or consultancy (as the case may be)), and such person and/or any Associate(s) of such person shall be the holder of any Shares, then such person shall not be a "Leaver" for the purposes of these Articles save that Article 9.7 shall continue to apply.

9.6 With regards to Priority Notices and Priority Shares:-

9.6.1 If any Transfer Notice is deemed to be given pursuant to Article 9.4, the Company shall first offer the Shares to which such Transfer Notice relates by written notice to the holders of Equity Shares pro rata to their existing holdings of Equity Shares. Such offer shall be open to the holders of Equity Shares for a period of 10 days.

9.6.2 If, following the expiration of the period the Shares are offered to the holders of Equity Shares pursuant to Article 9.6.1, the holders of Equity Shares have not confirmed their intention to acquire the Shares that are the subject of the Transfer Notice, the Investor may require by written notice to the Company (a "Priority Notice") that all or any Shares to which such Transfer Notice relates should be offered to the Company by way of a share buy-back and/or made or kept available either for any person or persons who is or are (an) existing director(s) and/or employee(s) of a Group Company or a person or persons (whether or not then ascertained) whom in the opinion of the Investor it will be necessary or expedient to appoint as (a) director(s) and/or employee(s) of a Group Company whether or not in place of the person by whom the relevant Transfer Notice was deemed to be given) then the provisions of Article 9.6.3 below shall apply.

- 9.6.3 If a Priority Notice is given, then, in relation to the Shares the subject thereof (the "Priority Shares"), the provisions of Article 8.10 shall not apply and the Priority Shares shall be offered to the person(s) (which may include, without limitation, the Company) and, in the case of more than one person, in the proportions, specified in the Priority Notice (conditional, in the case of any prospective director and/or employee, upon his taking up his proposed appointment with a Group Company (if not then taken up)).
- 9.7 If at any time any director or employee of, or consultant to, any Group Company shall cease (for whatever reason including (without limitation) death) to be a director or an employee of, or consultant to, any Group Company and such person and/or any Associate(s) of such person shall be the holder of any Shares then the Shares held by such person and his Associates (the "Leaver Shares") shall be subject to the following:-
- 9.7.1 unless determined otherwise by the written direction of the Investor served upon the Company at its registered office, the Leaver Shares shall cease to confer any right to vote on any resolution, or to receive notice of or attend, speak or vote at any general or class meeting of the Company; and
- 9.7.2 any Leaver Shares shall be treated as though they confer votes in the same manner as the remaining class or classes of Shares comprising the Leaver Shares when:-
- (a) calculating whether or not a Controlling Interest has been acquired for the purpose of the provisions of Article 10; and
 - (b) calculating the Market Value of such Leaver Shares in accordance with Articles 8.6 or 8.7.
- 9.8 Any dispute as to whether a Leaver is a Good Leaver or a Bad Leaver shall not affect the validity of a Mandatory Transfer Notice, nor shall it delay the procedure with regard to valuation and transfer of those Shares pursuant to these Articles.
- 9.9 If a corporation which is a holder and/or beneficial owner of any Share in the Company ceases to be controlled by the person or persons who were in control of the corporation at the time when the corporation became a Shareholder of the Company, it shall, within seven days of such cessation of control, give notice in writing to the Company of that fact and unless the Directors (with Investor Approval) determine otherwise at the relevant time there shall be deemed to have been given as from the date on which the Directors become aware of such cessation (however they become so aware) a Transfer Notice in respect of all Shares held and/or beneficially owned by such corporation and any Associate(s) of such corporation and the Sale Price in relation to such Shares shall be the Market Value. For the purposes of this sub-article "control" shall have the same meaning as in sections 450 and 451 Corporation Tax Act 2010. The provisions of this sub-article shall not apply to any corporation which holds A Ordinary Shares at the time when these provisions would otherwise operate or any holding company for the time being of any such corporation or any subsidiary of any such holding company.
- 9.10 If a person in whose favour a Permitted Transfer was made pursuant to Article 6.4.4 shall cease to be an Associate of the person by whom such transfer was made then, within seven days of such cessation he shall either (i) transfer the Shares back to the original Shareholder provided the original Shareholder is still a director or an employee or a consultant of a Group Company and is not the subject of a Mandatory Transfer Notice, or, (ii) give notice in writing to the Company of the fact that he has ceased to be an Associate of such person and unless the Directors (with Investor Approval) determine otherwise at the relevant time there shall be deemed to have been given as from the date on which the Directors become aware of such cessation (however they become so aware) a Transfer Notice in respect of all Shares held by such person (as is first-mentioned in this sub-article) and any Associate of such person provided that in the event of the death of a person in whose favour a Permitted Transfer was made pursuant to Article 6.4.4, the person by whom such Permitted Transfer was made shall have a period of 30 days within which to re-acquire the Shares so transferred, failing which a Transfer Notice shall be deemed to have been given in respect of those Shares and the Sale Price in relation to such Shares shall be the price at which those Shares were originally transferred to the Associate.

- 9.11 For the purpose of ensuring that a transfer of Shares is a Permitted Transfer or that no circumstances have arisen whereby a Transfer Notice is required or may be deemed to have been given under any provision of Article 8 or this Article 9.11, the Directors may from time to time require any Shareholder or the personal representatives of any deceased Shareholder or any person named as transferee in any transfer lodged for registration or any person who was, is or may be an Associate of any of the foregoing to furnish to the Company such information and evidence as the Directors may think fit regarding any matter which they may deem relevant to such purpose. If such information or evidence discloses that a Transfer Notice ought to have been given in respect of any Shares the Directors may by notice in writing stipulate that a Mandatory Transfer Notice shall as from the date of such notice (or on such future date as may be specified therein) be deemed to have been given by the holders of those Shares and/or their Associates in respect of all or any of such Shares. Failing such information or evidence being furnished to the reasonable satisfaction of the Directors within a reasonable time after request, the Directors shall be entitled:-
- 9.11.1 to refuse to register the transfer in question or, in case no transfer is in question, to require by notice in writing to the holder(s) of the relevant Shares that a Transfer Notice be given in respect of all such Shares (and such notice may stipulate that if a Transfer Notice is not given within a specified period then, upon the expiry of such period, a Mandatory Transfer Notice shall be deemed to have been given in respect of all the relevant Shares); and/or
 - 9.11.2 to give to the holder(s) of the Shares in question a notice ("**a Disenfranchisement Notice**") stating that such Shares shall as from the date of such notice no longer confer any right to vote on any written resolution of the Company or of any class of Share, or attend, speak or vote at any general or class meeting of the Company, or to receive or be entitled to receive any dividend or other distribution until such time as the Directors shall think fit and, as from such date, such Shares shall no longer confer any such rights accordingly.
- 9.12 A Director (not being an Investor Director) shall be regarded as having an interest which is material and which conflicts with the interests of the Company in (and accordingly shall not (unless the prior written consent of the Investor Director is obtained) be entitled to vote in relation to) any matter which requires to be determined or otherwise decided upon by the Directors pursuant to or for the purposes of Articles 6 or 8 or this Article to the extent such matter relates to any Shares held by such Director or any Associate of such Director or in which such Director is otherwise interested.
- 9.13 In the case of a deemed Transfer Notice made under Clause 9.3, the price payable for the transfer of the Shares that are the subject of the Transfer Notice shall be the Issue Price and the Shares shall be offered firstly to the other holders of the B Ordinary Shares and secondly to the holders of Equity Shares (pro-rata to their existing holdings of Equity Shares).
- 9.14 In any case, where a Mandatory Transfer Notice has been deemed to have been given by a Shareholder, such Shareholder shall, upon demand by the Company, deliver up to and lodge with the Company, the share certificate(s) in respect of the relevant Shares.
10. **TRANSFER OF A CONTROLLING INTEREST**
- 10.1 For the purposes of this Article:-
- 10.1.1 the expression "**acquire**" means to be or become the legal or beneficial owner of Shares (or the right to exercise the votes attaching to Shares), whether directly or indirectly and whether by the issue, transfer, renunciation or conversion of shares or otherwise and whether all at one time or not; and
 - 10.1.2 the expression "**a Controlling Interest**" means Shares (or the right to exercise the votes attaching to Shares) which confer in the aggregate more than 50% of the total voting rights conferred by all the Shares in the capital of the Company for the relevant time being in issue and conferring the right to vote at all general meetings.

- 10.2 Notwithstanding anything to the contrary contained in these Articles, save with Investor Approval and approval of a B Majority (other than in respect of Article 10.2.2 and where the Company is Material Default which shall not require the approval of a B Majority), no Buyer shall be entitled or permitted to acquire, and no person shall transfer any Shares (or any interest therein) if, as a result: -
- 10.2.1 a Buyer (any Shares or any interest in any Shares held by an Associate of the Buyer being treated as being held by the Buyer for this purpose) would acquire a Controlling Interest in the Company (otherwise than pursuant to a Permitted Transfer); and
- 10.2.2 such transfer would entitle the Investor to achieve not less than the Investor's IRR,
- unless and until the Buyer has first made offers, in accordance with Articles 10.3 and 10.4 to all the holders of all Shares in the Company (including any Shares which may be allotted pursuant to the exercise or conversion of options or rights to subscribe for or the conversion of securities convertible into Shares, in existence at the date of such offer) at the relevant time (of whatever class) (other than the Buyer if he is already such a holder) to purchase from them their entire holdings of Shares in the capital of the Company.
- 10.3 Each such offer as is referred to in Article 10.2 (an "Offer") must be in cash or be accompanied by a cash alternative at not less than the highest price paid or agreed to be paid by the Buyer (or his Associates) for Equity Shares during the period when the Offer remains open for acceptance or within 12 months prior to its commencement save that, in the case of the Deferred Shares, the price to be paid for such Deferred Shares shall be a price of £0.01 in aggregate to each holder of Deferred Shares for all the Deferred Shares held by him.
- 10.4 In addition, any Offer must be made in writing, must be open for acceptance and irrevocable for a period of not less than 30 and not more than 60 days and must not be subject to any condition.
- 10.5 If within 60 days of the making of an Offer, the Buyer has not acquired a Controlling Interest then such Offer shall be deemed not to have been made to the extent that the Buyer shall not be entitled to acquire a Controlling Interest at any time thereafter unless and until he has made further Offers.
- 10.6 If, in respect of an Offer (i), in the event that a Material Default has not occurred, the holders of more than 50% of all the issued Equity Shares then in issue or (ii), in the event that a Material Default has occurred, the holders of more than 50% of the A Ordinary Shares then in issue (in each case the "**Accepting Shareholders**") have indicated that they wish to accept the Offer, then the Accepting Shareholders may give written notice to the remaining holders of the Shares (the "**Other Shareholders**") and the Company of their wish to accept the Offer and the Other Shareholders shall thereupon:-
- 10.6.1 become bound to accept the Offer in respect of all Shares held by him;
- 10.6.2 become obliged to transfer or procure the transfer of such Shares, to the Buyer free from all Encumbrances and to deliver up to the Buyer an executed transfer of such Shares, and the certificate(s) in respect of the same on the date specified by the Accepting Shareholders.
- 10.7 If any such Other Shareholder as is referred to in Article 10.6 shall not, within two days of becoming required to do so, deliver to the Buyer duly executed transfers in respect of the Shares held by such Shareholder, the Directors shall be entitled to, and shall, authorise and instruct some person to execute and deliver on his behalf the necessary transfer(s) and the Company may receive the purchase money in trust for him and (notwithstanding (if such is the case) that he has failed to deliver up the relevant share certificate(s)) shall (subject to so receiving the purchase money) deliver such transfer(s) to the Buyer (or its agents) and cause the Buyer (or its nominees) to be registered as the holder(s) of such Shares. The transfer(s) and the receipt of the Company for the purchase money shall constitute a good title to the Shares, and the receipt shall be a good discharge to the Buyer, who shall not be bound to see to the application of the purchase money and whose title to the Shares, shall not be affected by any irregularity in or invalidity of the proceedings relating to their disposal under this Article.

10.8 In calculating the price at which an Offer is required to be made for the purposes of this Article there shall be brought into account any other consideration (in cash or otherwise) received or receivable by any Shareholder or former Shareholder (or any Associate of such member or former Shareholder) which, having regard to the substance of the relevant transaction as a whole, can reasonably be regarded as part of the consideration paid (or provided) or payable (or to be provided) for the Shares, or if applicable Loan Notes, in question.

10.9 For the purpose of ensuring:-

10.9.1 that no Buyer has acquired or may acquire a Controlling Interest otherwise than as permitted by this Article (and to that end for the purpose of determining whether one person is an Associate of another); or

10.9.2 that a price offered or proposed to be offered for any Shares is in accordance with Article 10.3,

the Directors or the Investor may from time to time require any Shareholder to furnish to the Company or to the Investor being such information and evidence as the Directors or the Investor may reasonably think fit regarding any matter which they may deem relevant for such purposes.

11. ISSUES OF SHARES

11.1 Subject to these Articles (including Article 11.2) the pre-emption provisions of sections 561 and 562 of the Act shall apply to any allotment of the Company's equity securities, provided that:-

11.1.1 any allotment of the Company's equity securities shall comprise A Ordinary Shares and B Ordinary Shares, and the respective numbers of A Ordinary Shares and B Ordinary Shares comprised in any such allotment to be calculated according to the proportions which each of the A Ordinary Shares and B Ordinary Shares in issue immediately prior to such allotment bears to the aggregate number of Equity Shares in issue immediately prior to such allotment;

11.1.2 the period specified in section 562(5) of the Act shall be 7 days;

11.1.3 the holders of Equity Shares who accept equity securities shall be entitled to indicate that they would accept Shares that have not been accepted by other holders of Equity Shares ("Excess Shares") on the same terms as originally offered to all holders of Equity Shares and the following provisions shall apply:-

(a) it shall be a term of the allotment that, if holders of Equity Shares of more than one class indicate that they would accept some or all of the Excess Shares, the Excess Shares shall be treated as having been offered, first, to all holders of Equity Shares holding Shares of the same class as the Excess Shares in priority to all other classes of holders of Shares and thereafter, to the extent that all of the Excess Shares have not been applied for by such class of Equity Shareholder, the Excess Shares shall be treated as having been offered to all of the holders of Equity Shares holding the other class of Shares;

(b) subject always to Article 11.1.3(a), any Shares not so accepted shall be allotted to the holders of Equity Shares who have indicated they would accept Excess Shares;

(c) such Excess Shares shall be allotted in the numbers in which they have been accepted by the holders of Equity Shares or, if the number of Excess Shares is not sufficient for all Equity Shares to be allotted all the Excess Shares they have indicated they would accept, then the Excess Shares shall be allotted as nearly as practicable in the proportion that the number of Excess Shares each holder of Equity Shares indicated he would accept bears to the total number of Excess Shares applied for; and

11.1.4 if directed by the Investor, any allotment shall include conditions that if the holders of A Ordinary Shares, in addition to subscribing for Equity Shares are also proposing to loan monies to the Company at the same time (whether by subscription for loan notes or otherwise) (an "Investor Loan") then any other holders of Equity Shares shall, in order and as a condition, to participating in the allotment also be required to make loans to the Company on the same terms provided that such loan for a holder of Equity Shares shall be in the same proportion of loan to share capital subscription as the proportions proposed to be invested by the relevant holders of A Ordinary Shares pursuant to any Investor Loan;

11.1.5 subject to the other provisions of this Article 11, for the purposes of those sub-sections of the Act the A Ordinary Shares and B Ordinary Shares, shall be treated as one class save that:-

(a) all B Ordinary Shares issued pursuant to this Article 11 to any holder of A Ordinary Shares shall be designated or re-designated A Ordinary Shares prior to registration; and

(b) all A Ordinary Shares issued pursuant to this Article 11 to any person holding only B Ordinary Shares shall be designated or re-designated B Ordinary Shares prior to registration.

11.2 The pre-emption provisions of section 561 and section 562 of the Act shall not apply where so agreed in writing by the Company and the Investor.

11.3 The provisions of this Article 11 and the pre-emption provisions of section 561 and section 562 of the Act shall not apply in relation to the equity securities to be issued pursuant to (i) to the Existing Loan Note Holder in accordance with the terms of the Existing Loan Note Instrument (as amended or varied from time to time with Investor Approval and approval of a B Majority) or (ii) the Loan Note Instruments as amended from time to time with Investor Approval and approval of a B Majority).

12. ANTI-DILUTION

12.1 If any equity securities are issued by the Company to the Existing Loan Note Holder in accordance with the terms of the Existing Loan Note Instrument then the Company shall, unless and to the extent that the investor shall have specifically waived its rights under this Article in writing, issue to the Investor immediately thereafter a number of new A Ordinary Shares determined by applying the following formula (and rounding down to the nearest whole share) (the "Anti-Dilution Shares"):

12.2 The maximum number of A Ordinary Shares which the Investor can be issued under this procedure shall be:

$$\left(\frac{X}{Y}\right) \times Z$$

where:

X is the number of Equity Shares held by the Investor;

Y is the total number of Equity Shares;

Z is the number of Shares to be issued to the Existing Loan Note Holder pursuant to the Existing Loan Note Instrument.

12.3 The Anti-Dilution Shares shall:

12.3.1 be paid up by the automatic capitalisation of available reserves of the Company, unless and to the extent that the same shall be impossible or unlawful or the Investor shall agree otherwise, in which event the Investor shall be entitled to subscribe for the Anti-Dilution

Shares in cash at par (being the par value approved in advance by the Board) and the entitlement of the Investor to Anti-Dilution Shares shall be increased by adjustment to the formula set out in Article 12.1 so that the Investor shall be in no worse position than if they had not so subscribed at par. In the event of any dispute between the Company and the Investor as to the effect of Article 12.1 or this Article 12.2, the matter shall be referred (at the cost of the Company) to the Auditors for certification of the number of Anti-Dilution Shares to be issued. The Auditor's certification of the matter shall in the absence of manifest error be final and binding on the Company and the Investor; and

- 12.3.2 subject to the payment of any cash payable pursuant to Article 12.3.1 (if applicable), be issued, credited fully paid up in cash and shall rank pari passu in all respects with the existing A Ordinary Shares, within five Business Days of the expiry of the offer being made by the Company to the Investor and pursuant to Article 12.3.1.

13. PURCHASE OF OWN SHARES

- 13.1 Subject to the Act but without prejudice to any other provision of these Articles, the Company may purchase its own Shares with cash up to any amount in a financial year not exceeding the lower of:-

13.1.1 £15,000; or

13.1.2 the nominal value of 5% of its fully paid share capital as at the beginning of the financial year.

- 13.2 If the share capital of the Company is not denominated in sterling, the value in sterling of the share capital shall be calculated, for the purpose of Article 13.1.2 at an appropriate spot rate of exchange prevailing on a day specified in the resolution authorising the purchase of shares.

14. SUBSIDIARIES

The Company shall procure that each other Group Company shall comply with those provisions of these Articles which are expressed to apply to a Group Company and that no Group Company shall do or permit to be done any act, matter or thing which if it were done or permitted to be done by the Company would constitute a breach by the Company of any provision of these Articles or would require any consent, approval or sanction under these Articles, unless in such latter case such consent, approval or sanction has first been obtained.

PART B

15. DIRECTORS' GENERAL AUTHORITY

Subject to these 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.

16. SHAREHOLDERS' RESERVE POWER

- 16.1 The Shareholders may, by special resolution, direct the Directors to take, or refrain from taking, specified action.

- 16.2 No such special resolution invalidates anything which the Directors have done before the passing of the resolution.

17. DIRECTORS MAY DELEGATE

- 17.1 Subject to these Articles, the Directors may delegate any of the powers which are conferred on them under these Articles:-

- 17.1.1 to such person or committee;
- 17.1.2 by such means (including by power of attorney);
- 17.1.3 to such an extent;
- 17.1.4 in relation to such matters or territories; and
- 17.1.5 on such terms and conditions

as they think fit. The power to delegate shall be effective in relation to the powers, authorities and discretions of the Directors generally and shall not be limited by the fact that in certain of these Articles, but not in others, express reference is made to particular powers, authorities or discretions being exercised by the Directors or by a committee authorised by the Directors.

- 17.2 *If the Directors so specify, any such delegation may authorise further delegation of the Directors' powers by any person to whom they are delegated.*
- 17.3 The Directors may revoke any delegation in whole or part, or alter its terms and conditions.

18. **COMMITTEES**

- 18.1 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 these Articles which govern the taking of decisions by Directors.
- 18.2 A member of a committee need not be a Director.
- 18.3 The directors may make rules of procedure for all or any committees, which prevail over rules derived from these Articles if they are not consistent with them.

19. **PROCEEDINGS OF DIRECTORS**

- 19.1 The general rule about decision-making by Directors is that any decision of the Directors must be either a majority decision at a meeting or a decision taken in accordance with Article 20.
- 19.2 If:-
 - 19.2.1 the Company only has one Director, and
 - 19.2.2 no provision of these Articles requires it to have more than one Director,

the general rule does not apply, and the Director may take decisions without regard to any of the provisions of these Articles relating to Directors' decision-making
- 19.3 All acts done by a meeting of Directors, or a committee of Directors or by any Director shall, even if it is discovered afterwards that:-
 - 19.3.1 there was a defect in the appointment of any Director; or
 - 19.3.2 any Director had been disqualified from holding office; or
 - 19.3.3 any Director had vacated office or was not entitled to vote

be valid as if every such person had been duly appointed and was qualified and had continued to be a Director and had been entitled to vote.

20. UNANIMOUS DECISIONS

- 20.1 A decision of the Directors is taken in accordance with this Article when all Eligible Directors indicate to each other by any means that they share a common view on a matter.
- 20.2 A decision taken in accordance with Article 20.1 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.
- 20.3 A decision may not be taken in accordance with this Article if the Eligible Directors would not have formed a quorum at such a meeting.
- 20.4 The term "**Eligible Director**" means a Director who would have been entitled to vote on the matter at a meeting of Directors (but excluding any Director whose vote is not to be counted in respect of the particular matter).

21. CALLING A DIRECTORS' MEETING

- 21.1 Any Director may call a Directors' meeting by giving notice of the meeting to the Directors or by authorising the company secretary to give such notice.
- 21.2 Notice of any Directors' meeting must indicate:-
- 21.2.1 its proposed date and time;
 - 21.2.2 where it is to take place;
 - 21.2.3 the proposed business of the meeting; and
 - 21.2.4 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.
- 21.3 At least seven days' notice of a Directors' meeting must be given to each Director (except with Investor Approval and/or the prior written consent of the Investor Director when meetings of the Directors may take on shorter notice. Notice of a Directors' meeting need not be in writing and must be given to each Director provided that, if that Director is for the time being absent from the United Kingdom, he has given the Company his address for sending or receiving documents or information by electronic means outside the United Kingdom.
- 21.4 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.

22. PARTICIPATION IN DIRECTORS' MEETINGS

- 22.1 Subject to these Articles, Directors participate in a Directors' meeting, or part of a Directors' meeting, when:-
- 22.1.1 the meeting has been called and takes place in accordance with these Articles; and
 - 22.1.2 they can each communicate to the others any information or opinions they have on any particular item of the business of the meeting.
- 22.2 In determining whether Directors are participating in a Directors' meeting, it is irrelevant where any Director is or how they communicate with each other.
- 22.3 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.

23. QUORUM FOR DIRECTORS' MEETINGS

- 23.1 At a Directors' meeting, unless a quorum is participating, no proposal is to be voted on, except a proposal to call another meeting.
- 23.2 Subject to the provisions of Part A of these Articles, the quorum for Directors' meetings may be fixed from time to time by a decision of the Directors and unless otherwise fixed it is two Eligible Directors provided that:-
- 23.2.1 if and so long as there is only one Director the quorum shall be one; and
- 23.2.2 for the purposes of any meeting held pursuant to Article 26 to authorise a Director's conflict, if there is only one Director besides the Director concerned and Directors with a similar interest, the quorum shall be one.
- 23.3 If the necessary quorum is not present within 30 minutes from the time appointed for the meeting or if, during a meeting, such quorum ceases to be present, the meeting shall stand adjourned to such time and place as the Directors determine.
- 23.4 If the total number of Directors for the time being is less than the quorum required, the Director(s) in office must not take any decision other than a decision to:-
- 23.4.1 appoint further Directors; or
- 23.4.2 call a general meeting so as to enable the Shareholders to appoint further Directors.

24. CHAIRING OF DIRECTORS' MEETINGS

- 24.1 The Directors may appoint a Director to chair their meetings.
- 24.2 The person so appointed for the time being is known as the chairman.
- 24.3 The Directors may terminate the chairman's appointment at any time.
- 24.4 If no Director has been appointed chairman, or the chairman is unwilling to chair the meeting or 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.

25. CHAIRMAN'S CASTING VOTE

- 25.1 If the numbers of votes for and against a proposal are equal, the chairman or other Director chairing the meeting shall not have a casting vote.
- 25.2 But this does not apply if, in accordance with these Articles, the chairman or other Director is not to be counted as participating in the decision-making process for quorum or voting purposes.

26. CONFLICTS OF INTEREST

- 26.1 Subject to the provisions of the Act and provided that he has disclosed to the Directors the nature and extent of any material interest of his, a Director may, notwithstanding his office or that, without the authorisation conferred by this Article, he would or might be in breach of his duty under the Act to avoid conflicts of interest:-
- 26.1.1 be a party to, or otherwise interested in, any proposed or actual transaction or arrangement with the Company or in which the Company is otherwise interested;
- 26.1.2 be a director or other officer of, or employed by, or a party to any proposed or actual transaction or arrangement with, or hold shares or other securities in or be otherwise interested in, any Group Company, or any undertaking promoted by any Group Company or in which any Group Company is otherwise interested; or

- 26.1.3 if he is an Investor Director, be a director or other officer of, or employed by, or party to any transaction or arrangement with, or otherwise interested in, an Investor or any undertaking in the same group as the Investor, or any undertaking in which the Investor or an undertaking in the same group as the Investor is interested.
- 26.2 No Director shall:-
- 26.2.1 by reason of his office, be accountable to the Company for any benefit which he derives from any office or employment, or from any transaction or arrangement, or from any interest in any undertaking, that is authorised under Article 26.1 (and no such benefit shall constitute a breach of the duty under the Act not to accept benefits from third parties, and no such transaction or arrangement shall be liable to be avoided on the ground of any such interest or benefit);
- 26.2.2 be in breach of his duties as a Director by reason only of his excluding himself from the receipt of information, or from participation in discussion (whether at meetings of the Directors or otherwise), that will or may relate to any office, employment, transaction, arrangement or interest that is authorised under Article 26.1; or
- 26.2.3 be required to disclose to the Company, or use in relation to the Company's affairs, any confidential information obtained by him in connection with any office, employment, transaction, arrangement or interest that is authorised under Article 26.1.1 or 26.1.2 if his doing so would result in a breach of a duty or an obligation of confidence owed by him in that connection;
- 26.2.4 if he is an Investor Director, be required to disclose to the Company, or use in relation to the Company's affairs, any confidential information (or, if he is engaged in advising the relevant Investor as to investment decisions, information of a sensitive nature) obtained by him in connection with any office, employment, transaction, arrangement or interest that is authorised under Article 26.1.3, or through his dealings with the Investor, if his doing so would result in a breach of a duty or an obligation of confidence owed by him or by the Investor in that connection or in relation to those dealings; or
- 26.2.5 if he is an Investor Director, be in breach of his duties as a Director by reason only of his passing information belonging to the Company or relating to its business or affairs to the Investor.
- 26.3 A general notice given to the Directors that a Director is to be regarded as having an interest of the nature and extent specified in the notice in any transaction or arrangement in which a specified person or class of persons is interested shall be deemed to be a disclosure that the Director has an interest in any such transaction of the nature and extent so specified; and an interest of which a Director has no knowledge and of which it is unreasonable to expect him to have knowledge shall not be treated as an interest of his.
- 26.4 The Directors may, if the quorum and voting requirements set out below are satisfied, authorise any matter that would otherwise involve a Director breaching his duty under the Act to avoid conflicts of interest, and any Director (including the Director concerned) may propose that the Director concerned be authorised in relation to any matter the subject of such a conflict provided that:-
- 26.4.1 such proposal and any authority given by the Directors shall be effected in the same way that any other matter may be proposed to and resolved upon by the Directors under the provisions of these Articles, except that the Director concerned and any other Director with a similar interest:-
- (a) shall not count towards the quorum at the meeting at which the conflict is considered (nor be an eligible director for the purpose of Article 20);
- (b) may, if the other Directors so decide, be excluded from any meeting of the Directors while the conflict is under consideration; and

- (c) shall not vote on any resolution authorising the conflict except that, if he does vote, the resolution will still be valid if it would have been agreed to if his vote had not been counted; and

26.4.2 where the Directors give authority in relation to such a conflict:-

- (a) they may (whether at the time of giving the authority or at any time or times subsequently) impose such terms upon the Director concerned and any other Director with a similar interest as they may determine, including, without limitation, the exclusion of that Director and any other Director with a similar interest from the receipt of information, or participation in discussion or decision-making (whether at meetings of the Directors or otherwise) related to the conflict;
- (b) the Director concerned and any other Director with a similar interest will be obliged to conduct himself in accordance with any terms imposed by the Directors from time to time in relation to the conflict but will not be in breach of his duties as a Director by reason of his doing so;
- (c) the authority may provide that, where the Director concerned and any other Director with a similar interest obtains information that is confidential to a third party, the Director will not be obliged to disclose that information to the Company, or to use the information in relation to the Company's affairs, where to do so would amount to a breach of that confidence;
- (d) the authority may also provide that the Director concerned or any other Director with a similar interest shall not be accountable to the Company for any benefit that he receives as a result of the conflict;
- (e) the receipt by the Director concerned or any other Director with a similar interest of any remuneration or benefit as a result of the conflict shall not constitute a breach of the duty under the Act not to accept benefits from third parties;
- (f) the terms of the authority shall be recorded in writing (but the authority shall be effective whether or not the terms are so recorded);
- (g) the Directors may withdraw such authority at any time; and

26.4.3 Investor Approval has been obtained in the circumstances of an authorisation of a Director other than the Investor Director, and the Investor Director shall have voted in favour of such authorisation on the same terms.

26.5 Except to the extent that Article 9.12, Article 26.4, or the terms of any authority given under that Article 26.4, may otherwise provide, and without prejudice to his obligation of disclosure in accordance with the Act, a Director (including an alternate Director) shall be counted for the purposes of calculating whether there is a quorum and shall be entitled to vote at a meeting of the Directors or a committee of the Directors (or be an eligible director for the purposes of Article 20) on any resolution concerning a matter in which he has directly or indirectly an interest or duty which is material and which conflicts or may conflict with the interests of the Company.

27. RECORDS OF DECISIONS TO BE KEPT

The Directors must ensure that the Company keeps a record, in writing, for at least 10 years from the date of the decision recorded, of every unanimous or majority decision taken by the Directors. Where decisions of the Directors are taken by electronic means, such decisions must be recorded by the Directors in permanent form so that they may be read by the naked eye.

28. DIRECTORS' DISCRETION TO MAKE FURTHER RULES

Subject to these Articles and the Act and provided the written consent of an Investor Director has been given, 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.

29. NUMBER AND METHODS OF APPOINTING AND REMOVING DIRECTORS

29.1 Unless otherwise determined by Ordinary Resolution, the number of Directors shall not exceed five but shall not be less than two.

29.2 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:-

29.2.1 by ordinary resolution;

29.2.2 by a decision of the Directors; or

29.2.3 in accordance with Article 4.5.1,

provided that the appointment does not cause the number of Directors to exceed the maximum number set out in Article 29.1.

29.3 In any case where, as a result of death, the Company has no Shareholders and no Directors, the Transmittee of the last Shareholder to have died has the right, by notice in writing, to appoint a person to be a Director.

29.4 For the purposes of Article 29.3, 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.

30. TERMINATION OF DIRECTOR'S APPOINTMENT

30.1 A person ceases to be a Director as soon as:-

30.1.1 that person ceases to be a director by virtue of any provision of the Act or is prohibited from being a director by law;

30.1.2 a Bankruptcy order is made against that person;

30.1.3 a composition is made with that person's creditors generally in satisfaction of that person's debts;

30.1.4 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

30.1.5 he has, for more than six consecutive months been absent without the permission of the other Directors from meetings of Directors held during that period and the other Directors resolve that he has ceased to be a Director; or

30.1.6 notification is received by the Company from the Director that the Director is resigning from office, and such resignation has taken effect in accordance with its terms; or

30.1.7 he is convicted of a criminal offence (other than a minor motoring offence) and the Directors resolve that his office be vacated; or

30.1.8 in the case of a person who is also an employee of the Company or another Group Company, he ceases to be such an employee and the Directors resolve that his office be vacated; or

- 30.1.9 save in the case of an Investor Director all the other Directors unanimously resolve that his office be vacated; or
- 30.1.10 he is otherwise duly removed from office.
- 31. DIRECTORS' REMUNERATION**
- 31.1 Directors may undertake any services for the Company that the Directors decide.
- 31.2 Directors are entitled to such remuneration as the Directors determine:-
- 31.2.1 for their services to the Company as Directors; and
- 31.2.2 for any other service which they undertake for the Company.
- 31.3 Subject to these Articles, A Director's remuneration may:-
- 31.3.1 take any form, and
- 31.3.2 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.
- 31.4 Unless the Directors decide otherwise, Directors' remuneration accrues from day to day.
- 31.5 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.
- 32. DIRECTORS' EXPENSES**
- 32.1 The Company must pay any reasonable expenses which the Directors (and the alternate directors and the company secretary) properly incur in connection with their attendance at:-
- 32.1.1 meetings of Directors or committees of Directors;
- 32.1.2 general meetings; or
- 32.1.3 separate meetings of the holders of any class of Shares or of debentures of the Company; or
- 32.1.4 otherwise in connection with the exercise of their powers and the discharge of their responsibilities in relation to the Company.
- 33. APPOINTMENT AND REMOVAL OF ALTERNATE DIRECTORS**
- 33.1 Any Director (the "Appointor") may appoint as an alternate any other Director or, with Investor Approval, any other person, to:-
- 33.1.1 exercise that Director's powers; and
- 33.1.2 carry out that Director's responsibilities;
- in relation to the taking of decisions by the Directors in the absence of the alternate's Appointor (the "Alternate Director" or "Alternate").
- 33.2 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.
- 33.3 The notice must:-

33.3.1 identify the proposed Alternate; and

33.3.2 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.

34. RIGHTS AND RESPONSIBILITIES OF ALTERNATE DIRECTORS

34.1 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.

34.2 Alternate Directors:-

34.2.1 are deemed for all purposes to be Directors;

34.2.2 are liable for their own acts and omissions;

34.2.3 are subject to the same restrictions as their Appointors;

34.2.4 are not deemed to be agents of or for their Appointors;

and in particular, (but without limitation) each Alternate Director is entitled to receive notice of all meetings of Directors and all meetings of committees of directors of which his Appointor is a member.

34.3 A person who is an Alternate Director but not a Director:-

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

34.3.2 may participate in a unanimous decision of the Directors (but only if his Appointor is an Eligible Director in relation to that decision and does not participate); and

34.3.3 no Alternate may be counted as more than one Director for such purposes.

34.4 An Alternate Director is not entitled to receive any remuneration from the Company for serving as an Alternate Director except such part of the Alternate's Appointor's remuneration as the Appointor may direct by notice in writing made to the Company.

34.5 A Director who is also an Alternate Director has an additional vote on behalf of each Appointor who is:-

34.5.1 not participating in a Directors' meeting; and

34.5.2 would have been entitled to vote if they were participating in it

but does not count as more than one Director for the purposes of determining whether a quorum is present.

35. TERMINATION OF ALTERNATE DIRECTORSHIP

35.1 An Alternate Director's appointment as an Alternate terminates:-

35.1.1 when the Alternate's Appointor revokes the appointment by notice to the Company in writing specifying when it is to terminate;

35.1.2 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;

- 35.1.3 on the death of the Alternate's Appointor; or
- 35.1.4 when the Alternate's Appointor's appointment as a Director terminates.
- 36. POWERS TO ISSUE DIFFERENT CLASSES OF SHARE**
- 36.1 Subject to these 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.
- 36.2 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.
- 37. PAYMENT OF COMMISSIONS ON SUBSCRIPTION FOR SHARES**
- 37.1 The Company may pay any person a commission in consideration for that person:-
- 37.1.1 subscribing, or agreeing to subscribe, for Shares; or
- 37.1.2 *procuring, or agreeing to procure, subscription for Shares.*
- 37.2 Any such commission may be paid:-
- 37.2.1 in cash, or in a fully paid or partly paid Shares or other securities, or partly in one way and partly in the other; and
- 37.2.2 in respect of a conditional or an absolute subscription.
- 37.3 Sections 561 and 562(1) to (6) of the Act shall not apply to the Company.
- 38. COMPANY NOT BOUND BY LESS THAN ABSOLUTE INTERESTS**
- 38.1 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 these 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.
- 39. FRACTIONAL ENTITLEMENTS**
- 39.1 If on any consolidation and division or sub-division of Shares, Shareholders are entitled to fractions of Shares, the Directors may:-
- 39.1.1 sell the Shares representing the fractions to any person (including the Company) for the best price reasonably obtainable; and
- 39.1.2 distribute the net proceeds of sale in due proportion among the holder of the Shares.
- 39.2 Where any holder's entitlement to a portion of the proceeds of sale amounts to less than a minimum figure determined by the Directors, that Shareholder's portion may be distributed to an organisation which is a charity for the purposes of the law of England and Wales, Scotland or Northern Ireland.
- 39.3 The person to whom the Shares are transferred is not obliged to ensure that any purchase money is received by the person entitled to the relevant person.
- 39.4 The transferee's title to the Shares is not affected by any irregularity in or invalidity of the process leading to their sale.

40. COMPANY'S LIEN OVER PARTLY PAID SHARES

40.1 The Company has a lien (the "**Company's Lien**") over every Share which is partly paid for any part of:-

40.1.1 that Share's nominal value; and

40.1.2 any premium at which it was issued,

which has not been paid to the Company, and which is payable immediately or at some time in the future, whether or not a Call Notice has been sent in respect of it.

40.2 The Company's Lien over a Share:-

40.2.1 takes priority over any third party's interest in that Share; and

40.2.2 extends to any dividend or other money payable by the Company in respect of that Share and (if the lien is enforced and the Share is sold by the Company) the proceeds of sale of that Share.

40.3 The Directors may at any time decide that a Share which is or would otherwise be subject to the Company's Lien shall not be subject to it, either wholly or in part.

41. ENFORCEMENT OF THE COMPANY'S LIEN

41.1 Subject to the provisions of this Article, if:-

41.1.1 a lien enforcement notice has been given in respect of a Share; and

41.1.2 the person to whom the notice was given has failed to comply with it within 14 clear days,

the Company may sell that Share in such manner as the Directors decide. The provisions of Article 8 shall apply to any sale of Shares made by the Company pursuant to this Article (on the basis that a Mandatory Transfer Notice shall be deemed to have been given upon the expiry of such period of 14 clear days as referred to above).

41.2 A lien enforcement notice:-

41.2.1 may only be given in respect of a Share which is subject to the Company's Lien, in respect of which a sum is payable and the due date for payment of that sum has passed;

41.2.2 must specify the Share concerned;

41.2.3 must require payment of the sum payable within 14 days of the notice;

41.2.4 must be addressed either to the holder of the Share or to a person entitled to it by reason of the holder's death, Bankruptcy or otherwise; and

41.2.5 must state the Company's intention to sell the Share if the notice is not complied with.

41.3 Where Shares are sold under this Article:-

41.3.1 the Directors may authorise any person to execute an instrument of transfer of the Shares to the purchaser or a person nominated by the purchaser; and

41.3.2 the transferee is not bound to see to the application of the consideration, and the transferee's title is not affected by any irregularity in or invalidity of the process leading to the sale.

41.4 The net proceeds of any such sale (after payment of the costs of sale and any other costs of enforcing the lien) must be applied:-

41.4.1 first, in payment of so much of the sum for which the lien exists as was payable at the date of the lien enforcement notice;

41.4.2 second, to the person entitled to the Shares at the date of the sale, but only after the certificate for the Shares sold has been surrendered to the Company for cancellation or a suitable indemnity has been given for any lost certificates, and subject to a lien equivalent to the Company's Lien over the Shares before the sale for any money payable in respect of the Shares after the date of the lien enforcement notice.

41.5 A statutory declaration by a Director or the company secretary that the declarant is a Director or the company secretary and that a Share has been sold to satisfy the Company's Lien on a specified date:-

41.5.1 is conclusive evidence of the facts stated in it as against all persons claiming to be entitled to the Share; and

41.5.2 subject to compliance with any other formalities of transfer required by these Articles or by law, constitutes a good title to the Share.

42. CALL NOTICES

42.1 Subject to these Articles and the terms on which Shares are allotted, the Directors may send a notice (a "**Call Notice**") to a Shareholder requiring the Shareholder to pay the Company a specified sum of money (a "**Call**") which is payable in respect of Shares which that Shareholder holds at the date when the Directors decide to send the Call Notice.

42.2 A Call Notice:-

42.2.1 may not require a Shareholder to pay a Call which exceeds the total sum unpaid on that Shareholder's Shares (whether as to the Share's nominal value or any amount payable to the Company by way of premium);

42.2.2 must state when and how any Call to which it relates it is to be paid; and

42.2.3 may permit or require the Call to be paid by instalments.

42.3 A Shareholder must comply with the requirements of a Call Notice, but no Shareholder is obliged to pay any Call before 14 days have passed since the notice was sent.

42.4 Before the Company has received any Call due under a Call Notice the Directors may:-

42.4.1 revoke it wholly or in part; or

42.4.2 specify a later time for payment than is specified in the notice.

by a further notice in writing to the Shareholder in respect of whose Shares the Call is made.

43. LIABILITY TO PAY CALLS

43.1 Liability to pay a Call is not extinguished or transferred by transferring the Shares in respect of which it is required to be paid.

43.2 Joint holders of a Share are jointly and severally liable to pay all Calls in respect of that Share.

43.3 Subject to the terms on which Shares are allotted, the Directors may, when issuing Shares, provide that Call Notices sent to the holders of those Shares may require them:-

43.3.1 to pay Calls which are not the same, or

43.3.2 to pay Calls at different times.

44. WHEN CALL NOTICE NEED NOT BE ISSUED

44.1 A Call Notice need not be issued in respect of sums which are specified, in the terms on which a Share is issued, as being payable to the Company in respect of that Share (whether in respect of nominal value or premium):-

44.1.1 on allotment;

44.1.2 on the occurrence of a particular event; or

44.1.3 on a date fixed by or in accordance with the terms of issue.

44.2 If the due date for payment of such a sum has passed and it has not been paid, the holder of the Share concerned is treated in all respects as having failed to comply with a Call Notice in respect of that sum, and is liable to the same consequences as regards the payment of interest and forfeiture.

45. FAILURE TO COMPLY WITH CALL NOTICE: AUTOMATIC CONSEQUENCES

45.1 In this Article:-

45.1.1 the "**Call Payment Date**" is the time when the Call Notice states that a Call is payable, unless the Directors give a notice specifying a later date, in which case the "Call Payment Date" is that later date;

45.1.2 the "**Relevant Rate**" is:-

(a) the rate fixed by the terms on which the Share in respect of which the Call is due was allotted;

(b) such other rate as was fixed in the Call Notice which required payment of the Call, or has otherwise been determined by the Directors; or

(c) if no rate is fixed in either of these ways, 5% per annum.

45.2 If a person is liable to pay a Call and fails to do so by the Call Payment Date:-

45.2.1 the Directors may issue a notice of intended forfeiture to that person; and

45.2.2 until the Call is paid, that person must pay the Company interest on the Call from the Call Payment Date at the Relevant Rate.

45.3 The Relevant Rate must not exceed by more than 5 percentage points the base lending rate most recently set by the Monetary Policy Committee of the Bank of England in connection with its responsibilities under Part 2 of the Bank of England Act 1998.

45.4 The Directors may waive any obligation to pay interest on a Call wholly or in part.

46. NOTICE OF INTENDED FORFEITURE

46.1 A notice of intended forfeiture:-

46.1.1 may be sent in respect of any Share in respect of which a Call has not been paid as required by a Call Notice;

- 46.1.2 must be sent to the holder of that Share or to a person entitled to it by reason of the holder's death, Bankruptcy or otherwise;
- 46.1.3 must require payment of the Call and any accrued interest by a date which is not less than 14 days after the date of the notice;
- 46.1.4 must state how the payment is to be made; and
- 46.1.5 must state that if the notice is not complied with, the Shares in respect of which the Call is payable will be liable to be forfeited.

47. DIRECTOR'S POWER TO FORFEIT SHARES

- 47.1 If a notice of intended forfeiture is not complied with before the date by which payment of the Call is required in the notice of intended forfeiture, the Directors may decide that any Share in respect of which it was given is forfeited, and the forfeiture is to include all dividends or other moneys payable in respect of the forfeited Shares and not paid before the forfeiture.

48. EFFECT OF FORFEITURE

- 48.1 Subject to these Articles, the forfeiture of a Share extinguishes:-

- 48.1.1 all interests in that Share, and all claims and demands against the Company in respect of it, and
- 48.1.2 all other rights and liabilities incidental to the Share as between the person whose Share it was prior to the forfeiture and the Company.

- 48.2 Any Share which is forfeited in accordance with these Articles:-

- 48.2.1 is deemed to have been forfeited when the Directors decide that it is forfeited;
- 48.2.2 is deemed to be the property of the Company; and
- 48.2.3 may be sold, re-allotted or otherwise disposed of as the Directors think fit.

- 48.3 If a person's Shares have been forfeited:-

- 48.3.1 the Company must send that person notice that forfeiture has occurred and record it in the register of members;
- 48.3.2 that person ceases to be a member in respect of those Shares;
- 48.3.3 that person must surrender the certificate for the Shares forfeited to the Company for cancellation;
- 48.3.4 that person remains liable to the Company for all sums payable by that person under these Articles at the date of forfeiture in respect of those Shares, including any interest (whether accrued before or after the date of forfeiture); and
- 48.3.5 the Directors may waive payment of such sums wholly or in part or enforce payment without any allowance for the value of the Shares at the time of forfeiture or for any consideration received on their disposal.

- 48.4 At any time before the Company disposes of a forfeited Share, the Directors may decide to cancel the forfeiture on payment of all Calls and interest due in respect of it and on such other terms as they think fit.

49. PROCEDURE FOLLOWING FORFEITURE

49.1 If a forfeited Share is to be disposed of by being transferred, the Company may receive the consideration for the transfer and the Directors may authorise any person to execute the instrument of transfer.

49.2 A statutory declaration by a Director or the Company that the declarant is a Director or the company secretary and that a Share has been forfeited on a specified date:-

49.2.1 is conclusive evidence of the facts stated in it as against all persons claiming to be entitled to the Share, and

49.2.2 subject to compliance with any other formalities of transfer required by these Articles or by law, constitutes a good title to the Share.

49.3 A person to whom a forfeited Share is transferred is not bound to see to the application of the consideration (if any) nor is that person's title to the Share affected by any irregularity in or invalidity of the process leading to the forfeiture or transfer of the Share.

49.4 If the Company sells a forfeited Share, the person who held it prior to its forfeiture is entitled to receive from the Company the proceeds of such sale, net of any commission, and excluding any amount which:-

49.4.1 was, or would have become, payable; and

49.4.2 had not, when that Share was forfeited, been paid by that person in respect of that Share,

but no interest is payable to such a person in respect of such proceeds and the Company is not required to account for any money earned on them.

50. SURRENDER OF SHARES

50.1 A member may surrender any Share:-

50.1.1 in respect of which the Directors may issue a notice of intended forfeiture;

50.1.2 which the Directors may forfeit; or

50.1.3 which has been forfeited.

50.2 The Directors may accept the surrender of any such Share.

50.3 The effect of surrender on a Share is the same as the effect of forfeiture on that Share.

50.4 A Share which has been surrendered may be dealt with in the same way as a Share which has been forfeited.

51. SHARE CERTIFICATES

51.1 The Company must issue each Shareholder, free of charge, with one or more certificates in respect of the Shares which that Shareholder holds.

51.2 Every certificate must specify:-

51.2.1 in respect of how many Shares, and of what class, it is issued;

51.2.2 the nominal value of those Shares;

51.2.3 the amount paid up on them; and

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which it relates and such other evidence as the Directors may reasonably require to show the right of the transferor to make the transfer;

- (b) it is in respect of only one class of Shares; and
- (c) it is in favour of not more than four transferees;
- (d) to a person who is (or whom the Directors reasonably believe to be) under 18 years of age or who does not have (or whom the Directors reasonably believe does not have) the legal capacity freely to dispose of any Share without let, hindrance or court approval.

53.6 If the Directors refuse to register the transfer of a Share they shall within two months after the date on which the transfer was lodged send the transferee the notice of refusal together with their reasons for refusal and, unless they suspect that the proposed transfer may be fraudulent, the instrument of transfer.

54. TRANSMISSION OF SHARES

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

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

54.2.1 may, subject to these Articles (including without limitation Article 9.2), choose either to become the holder of those Shares or to have them transferred to another person, and

54.2.2 subject to these Articles as aforesaid and pending any transfer of the Shares to another person, has the same rights as the holder had.

54.3 But 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 the holders of those Shares.

55. EXERCISE OF TRANSMITTEES' RIGHTS

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

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

55.3 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 Transmitttee has derived rights in respect of the Share, and as if the event which gave rise to the transmission had not occurred.

56. TRANSMITTEES BOUND BY PRIOR NOTICES

If a notice is given to a Shareholder in respect of Shares and a Transmitttee is entitled to those Shares, the Transmitttee is bound by the notice if it was given to the Shareholder before the Transmitttee's name has been entered in the Register of Members.

57. PROCEDURE FOR DECLARING DIVIDENDS

57.1 Subject to these Articles (including, without limitation, Article 4.1), the Company may by ordinary resolution declare dividends, and the Directors may decide to pay interim dividends.

57.2 A dividend must not be declared unless the Directors have made a recommendation as to its amount. Such a dividend must not exceed the amount recommended by the Directors.

- 57.3 No dividend may be declared or paid unless it is in accordance with Shareholders' respective rights.
- 57.4 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 or pay it.
- 57.5 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.
- 57.6 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.
- 57.7 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.

58. **CALCULATION OF DIVIDENDS**

- 58.1 Except as otherwise provided by these Articles or the rights attached to the Shares, all dividends must be declared and distributed amongst the holders of Shares (as if the same were one class of share) proportionately according to the number of Shares held (and irrespective of the amount paid up on such Shares).
- 58.2 If any Share is issued on terms providing that it ranks for dividend as from a particular date, that Share ranks for dividend accordingly.

59. **PAYMENT OF DIVIDENDS AND OTHER DISTRIBUTIONS**

- 59.1 In these Articles, the "**Distribution Recipient**" means, in respect of a Share on which a dividend or other sum is payable:-
- 59.1.1 the holder of the Share; or
 - 59.1.2 if the Share has two or more joint holders, whichever of them is named first in the register of members; or
 - 59.1.3 if the holder is no longer entitled to the Share by reason of death or Bankruptcy, or otherwise by operation of law, the Transmittree.
- 59.2 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:-
- 59.2.1 transfer to a bank or building society account specified by the Distribution Recipient either in writing or as the Directors may otherwise decide;
 - 59.2.2 sending a cheque made payable to the Distribution Recipient by post to the Distribution Recipient at 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;
 - 59.2.3 sending a cheque made payable to such person by post at such address as the Distribution Recipient has specified either in writing or as the Directors may otherwise decide; or
 - 59.2.4 any other means of payment as the Directors agree with the Distribution Recipient either in writing or by such other means as the Directors decide.

60. NO INTEREST ON DISTRIBUTIONS

60.1 The Company must not pay interest on any dividend or other sum payable in respect of a Share unless otherwise provided by:-

60.1.1 the terms on which the Share was issued; or

60.1.2 the provisions of another agreement between the holder of that Share and the Company.

61. UNCLAIMED DISTRIBUTIONS

61.1 All dividends or other sums which are:-

61.1.1 payable in respect of Shares; and

61.1.2 unclaimed after having been declared or become payable,

may be invested or otherwise made use of by the Directors for the benefit of the Company until claimed.

61.2 The payment of any such dividend or other sum into a separate account does not make the Company a trustee in respect of it.

61.3 If:-

61.3.1 12 years have passed from the date on which a dividend or other sum became due for payment; and

61.3.2 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.

62. NON-CASH DISTRIBUTIONS

62.1 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).

62.2 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:-

62.2.1 fixing the value of any assets;

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

62.2.3 vesting any assets in trustees.

63. WAIVER OF DISTRIBUTIONS

63.1 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:-

63.1.1 the Share has more than one holder; or

63.1.2 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;

- 63.1.3 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.

64. AUTHORITY TO CAPITALISE AND APPROPRIATION OF CAPITALISED SUMS

- 64.1 Subject to these Articles, the Directors may, if they are so authorised by an ordinary resolution:-

64.1.1 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

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

- 64.2 Capitalised sums must be applied on behalf of the persons entitled and in the same proportions as a dividend would have been distributed to them.

- 64.3 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.

- 64.4 A capitalised sum which was appropriated from profits available for distribution may be applied:-

64.4.1 in or towards paying up any amounts unpaid on existing Shares held by the persons entitled; or

64.4.2 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.

- 64.5 Subject to these Articles, the Directors may:-

64.5.1 apply capitalised sums in accordance with Articles 64.3 and 64.4 partly in one way and partly in another;

64.5.2 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

64.5.3 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.

65. NOTICE OF GENERAL MEETINGS

- 65.1 The notice of a general meeting of the Company must state:-

65.1.1 the time and date of the meeting;

65.1.2 the place of the meeting; and

65.1.3 the general nature of the business to be transacted.

66. ANNUAL GENERAL MEETINGS

The Company is not required to hold an annual general meeting.

67. ATTENDANCE AND SPEAKING AT GENERAL MEETINGS

67.1 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.

67.2 A person is able to exercise the right to vote at a general meeting when:-

67.2.1 that person is able to vote, during the meeting, on resolutions put to the vote at the meeting; and

67.2.2 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.

67.3 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.

67.4 In determining attendance at a general meeting, it is immaterial whether any two or more Shareholders attending it are in the same place as each other.

67.5 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.

68. QUORUM FOR GENERAL MEETINGS

68.1 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.

68.2 Subject to Article 4.7.1 of Part A, any two persons entitled to vote upon the business to be transacted, each being a member or a proxy for a member or a duly authorised representative of a corporation that is a member shall be a quorum at a general meeting save that in the case of an adjourned general meeting pursuant to Article 4.7.4, any one such person shall be a quorum.

69. CHAIRING GENERAL MEETINGS

69.1 If the Directors have appointed a Chairman, the Chairman shall chair general meetings if present and willing to do so.

69.2 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:-

69.2.1 the Directors present; or

69.2.2 (if no Directors are present), the meeting,

must appoint a Director or Shareholder to chair the meeting, and the appointment of the Chairman of the meeting must be the first business of the meeting.

69.3 The person chairing a meeting in accordance with this Article is referred to as the "**chairman of the meeting**".

70. ATTENDANCE AND SPEAKING BY DIRECTORS AND NON-SHAREHOLDERS

70.1 Directors may attend and speak at general meetings, whether or not they are Shareholders.

70.2 The chairman of the meeting may at the relevant meeting permit other persons who are not:-

70.2.1 Shareholders of the Company; or

70.2.2 otherwise entitled to exercise the rights of Shareholders in relation to general meetings;
to attend and speak at such meeting.

71. ADJOURNMENT

71.1 Subject to any provision to the contrary contained in Part A of these Articles, 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, if the meeting was convened by the members, the meeting shall be dissolved and, in any other case, the chairman of the meeting must adjourn it. Subject to any provision to the contrary contained in Part A as aforesaid, if at the adjourned meeting the persons attending within half an hour of the time at which the meeting was due to start do not constitute a quorum, the members present shall constitute a quorum.

71.2 The chairman of the meeting may adjourn a general meeting at which a quorum is present if:-

71.2.1 the meeting consents to an adjournment; or

71.2.2 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.

71.3 The chairman of the meeting must adjourn a general meeting if directed to do so by the meeting.

71.4 Subject to any applicable provisions of Part A of these Articles with regard to the timing and location of any adjourned meeting and any requirement for Investor Approval when adjourning a general meeting, the chairman of the meeting must:-

71.4.1 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 Directors; and

71.4.2 have regard to any directions as to the time and place of any adjournment which have been given by the meeting.

71.5 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 seven clear days' notice of it (that is, excluding the day of the adjourned meeting and the day on which the notice is given):-

71.5.1 to the same persons to whom notice of the Company's general meetings is required to be given; and

71.5.2 containing the same information which such notice is required to contain.

71.6 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.

72. VOTING: GENERAL

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 these Articles.

73. VOTING: MENTAL DISORDER

If a court has appointed a person to manage the affairs of a Shareholder a result of a mental disorder of such Shareholder, the person appointed by that court may, provided he has not less than 48 hours before the time appointed for the relevant meeting, deposited at the registered office of the Company evidence to the satisfaction of the Directors that he has authority to exercise the

right to vote, attend any general meeting of the Company and vote at such meeting whether on a show of hands or on a poll.

74. ERRORS AND DISPUTES

74.1 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.

74.2 Any such objection must be referred to the chairman of the meeting, whose decision is final.

75. POLL VOTES

75.1 A poll on a resolution may be demanded:-

75.1.1 in advance of the general meeting where it is to be put to the vote; or

75.1.2 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.

75.2 A poll may be demanded by:-

75.2.1 the chairman of the meeting;

75.2.2 the Directors;

75.2.3 two or more persons having the right to vote on the resolution; or

75.2.4 a person or persons representing not less than one tenth of the total voting rights of all the Shareholders having the right to vote on the resolution.

75.3 A demand for a poll may be withdrawn if:-

75.3.1 the poll has not yet been taken; and

75.3.2 the chairman of the meeting consents to the withdrawal.

75.4 Polls must be taken immediately and in such manner as the chairman of the meeting directs. The result of the poll shall be the decision of the meeting in respect of the resolution on which the poll was demanded.

75.5 A demand for a poll does not prevent a general meeting from continuing except as regards the question on which the poll was demanded.

75.6 No notice need be given of a poll not taken immediately if the time and place at which it is to be taken are announced at the meeting at which it is demanded. In any other case, at least seven days' notice must be given specifying the time and place at which the poll is to be taken.

76. CONTENT OF PROXY NOTICES

76.1 Proxies may only validly be appointed by a notice in writing (a "**Proxy Notice**") which:-

76.1.1 states the name and address of the Shareholder appointing the proxy;

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

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

- 76.1.4 is delivered to the Company in accordance with these Articles and any instructions contained in the notice of the general meeting to which they relate.
- 76.2 The Company may require Proxy Notices to be delivered in a particular form, and may specify different forms for different purposes.
- 76.3 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.
- 76.4 Unless a Proxy Notice indicates otherwise, it must be treated as:-
- 76.4.1 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
- 76.4.2 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.
- 77. DELIVERY OF PROXY NOTICES**
- 77.1 Any notice of a general meeting must specify the address or addresses ("**Proxy Notification Address**") at which the Company or its agents will receive Proxy Notices relating to that meeting, or any adjournment of it, delivered in hard copy or electronic form.
- 77.2 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.
- 77.3 Subject to Articles 77.4 and 77.5, a Proxy Notice must be delivered to a Proxy Notification Address not less than 48 hours before the general meeting or adjourned meeting which it relates.
- 77.4 In the case of a poll taken more than 48 hours after it is demanded, the notice must be delivered to a Proxy Notification Address not less than 24 hours before the time appointed for the taking of the poll.
- 77.5 In the case of a poll not taken during the meeting but taken not more than 48 hours after it was demanded, the Proxy Notice must be delivered:-
- 77.5.1 in accordance with Article 77.3; or
- 77.5.2 at the meeting at which the poll was demanded to the chairman of the meeting, the secretary or any Director.
- 77.6 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.
- 77.7 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.
- 77.8 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.
- 78. AMENDMENTS TO RESOLUTIONS**
- 78.1 An ordinary resolution to be proposed at a general meeting may be amended by ordinary resolution if:-
- 78.1.1 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

78.1.2 the proposed amendment does not, in the reasonable opinion of the Chairman of the meeting, materially alter the scope of the resolution.

78.2 A special resolution to be proposed at a general meeting may be amended by ordinary resolution, if:-

78.2.1 the chairman of the meeting proposes the amendment at the general meeting at which the resolution is to be proposed; and

78.2.2 the amendment does not go beyond what is necessary to correct a grammatical or other non-substantive error in the resolution.

78.3 If the chairman of the meeting, acting in good faith, wrongly decides that an amendment to a resolution is out of order, his error does not invalidate the vote on that resolution.

79. NO VOTING OF SHARES ON WHICH MONEY OWED TO COMPANY

No voting rights attached to a Share may be exercised at any general meeting, at any adjournment of it, or on any poll called at or in relation to it, or in relation to any written resolution of the Company unless all amounts payable to the Company in respect of that Share have been paid.

80. CLASS MEETINGS

The provisions of these Articles relating to general meetings apply, with any necessary modifications, to meetings of the holders of any class of Shares.

81. MEANS OF COMMUNICATION TO BE USED

81.1 Subject to these Articles, anything sent or supplied by or to the Company under these Articles may be sent or supplied in any way in which the Companies Act provides for documents or information which are authorised or required by any provision of that Act to be sent or supplied by or to the Company.

81.2 Except insofar as the Companies Act requires otherwise and save in respect of any notices sent by the Investor or the Investor Director pursuant to a provision of Part A of these Articles, the Company shall not be obliged to accept any notice, document or other information sent or supplied to the Company in electronic form unless it satisfies such stipulations, conditions or restrictions (including, without limitation, for the purpose of authentication) as the Directors think fit, and the Company shall be entitled to require any such notice, document or information to be sent or supplied in hard copy form instead.

81.3 In the case of joint holders of a Share, except insofar as these Articles otherwise provide, all notices, documents or other information shall be given to the joint holder whose name stands first in the Register of Members in respect of the joint holding and shall be deemed to have been given to all the joint holders. For all purposes, including the execution of any appointment of proxy, resolution in writing, notice or other document (including anything sent or supplied in electronic form) executed or approved pursuant to any provision of these Articles, execution by any one of such joint holders shall be deemed to be and shall be accepted as execution by all the joint holders.

81.4 In the case of a member that is a corporation, for all purposes, including the execution of any appointment of proxy, resolution in writing, notice or other document (including anything sent or supplied in electronic form) executed or approved pursuant to any provision of these Articles, execution by any director or the secretary of that corporation or any other person who appears to any officer of the company (acting reasonably and in good faith) to have been duly authorised to execute shall be deemed to be and shall be accepted as execution by that corporation.

81.5 A member whose registered address is not within the United Kingdom and who notifies the Company of an address within the United Kingdom at which notices, documents or other information may be served on or delivered to him shall be entitled to have such things served on or delivered to him at that address (in the manner referred to above), but otherwise no such member shall be entitled to receive any notice, document or other information from the Company. If the address is that member's address for sending or receiving documents or information by electronic means the Directors may at any time without prior notice (and whether or not the Company has previously sent or supplied any documents or information in electronic form to that address) refuse to send or supply any documents or information to that address.

81.6 Subject to these 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.

81.7 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.

82. **WHEN INFORMATION DEEMED TO HAVE BEEN RECEIVED**

82.1 Any document or information sent or supplied by the Company or a member shall be deemed to have been received by the intended recipient:-

82.1.1 where the document or information is properly addressed and sent by first class post or other delivery service to an address in the United Kingdom, on the day (whether or not it is a working day) following the day (whether or not it is a working day) on which it was put in the post or given to the delivery agent and, in proving that it was duly sent, it shall be sufficient to prove that the document or information was properly addressed, prepaid and put in the post or duly given to the delivery agent;

82.1.2 where (without prejudice to Article 81.5) the document or information is properly addressed and sent by post or other delivery service to an address outside the United Kingdom, five working days after it was put in the post or given to the delivery agent and, in proving that it was duly sent, it shall be sufficient to prove that the document or information was properly addressed, prepaid and put in the post or duly given to the delivery agent;

82.1.3 where the document or information is not sent by post or other delivery service but delivered personally or left at the intended recipient's address, on the day (whether or not a working day) and time that it was sent;

82.1.4 where the document or information is properly addressed and sent or supplied by electronic means, on the day (whether or not a working day) and time that it was sent and proof that it was sent in accordance with guidance issued by the Institute of Chartered Secretaries and Administrators shall be conclusive evidence that it was sent;

83. where the document or information is sent or supplied by means of a website, when the material was first made available on the website or (if later) when the intended recipient received (or is deemed to have received) notice of the fact that the material was available

84. **COMPANY SEALS**

84.1 Any common seal may only be used by the authority of the Directors.

84.2 The Directors may decide by what means and in what form any common seal is to be used.

84.3 Unless otherwise decided by the Directors, if the Company has a common seal and it is affixed to a document, the document must also be signed by at least one authorised person in the presence of a witness who attests the signature.

84.4 In this Article, an authorised person is:-

84.4.1 any Director of the Company;

84.4.2 the Company (if any); or

84.4.3 any person authorised by the Directors for the purpose of signing documents to which the common seal is applied.

85. **NO RIGHT TO INSPECT ACCOUNTS AND OTHER RECORDS**

Except as provided by law or authorised by the Directors 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.

86. **PROVISION FOR EMPLOYEES ON CESSATION OF BUSINESS**

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.

87. **INDEMNITY AND INSURANCE**

87.1 Subject to Article 87.2, a Relevant Director of the Company or an associated Company may be indemnified out of the Company's assets against:-

87.1.1 any liability incurred by that Director in connection with any negligence, default, breach of duty or breach of trust in relation to the Company or an associated Company; and/or

87.1.2 any other liability incurred by that Director as an officer of the Company or an associated Company.

87.2 This Article does not authorise any indemnity which would be prohibited or rendered void by any provision of the Companies Acts or by any other provision of law.

87.3 The Directors may decide to purchase and maintain insurance, at the expense of the Company, for the benefit of any Relevant Director in respect of any Relevant Loss.

87.4 In this Article:-

87.4.1 a **"Relevant Director"** means any Director or former Director of the Company or an associated Company;

87.4.2 a **"Relevant Loss"** means any loss or liability which has been or may be incurred by a relevant Director in connection with that Director'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; and

87.4.3 companies are associated if one is a subsidiary of the other or both are subsidiaries of the same body corporate.