Company no: 1708836

THE COMPANIES ACTS 1985 and 1989

PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

- OF -

FUEL OILS (HOLDINGS) LIMITED

("the Company")

PASSED: 26 November 2002

We, the undersigned, being all the members of the Company entitled to vote and having been supplied with a copy of the draft articles of association, in the form attached, **HEREBY PASS** the following resolutions as written resolutions of the Company pursuant to Section 381A of the Companies Act 1985 ("the Act").

Ordinary resolutions

THAT:

- The authorised capital of the Company be increased from £90,000 divided into 3,000 "A" Ordinary Shares of £1 each, 10,000 "B" Ordinary Shares of £1 each and 77,000 10% Cumulative Preference Shares of £1 each, to £1,600,000 by the creation of 1,510,000 new "C" Ordinary Shares of £1 each.
- The Directors be authorised and directed to capitalise the sum of £1,470,000, standing to the credit of the Company's distributable reserves and to appropriate and apply that in paying up in full at par 1,470,000 new "C" Ordinary Shares of £1 each in the share capital of the Company and for the purposes of section 80 of the Act the Directors are authorised to allot such fully paid up shares to the existing holders of "A" Ordinary Shares in such proportions as such holders may between themselves agree.

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Special resolutions

THAT:

- The articles of association in the form of the draft produced to each of the members and initialled by the duly authorised officer be adopted as the new articles of association of the Company in substitution for the existing articles of association of the Company.
- Pursuance to article 5 of the articles of association of the Company, the Directors be authorised and directed that the shares to be allotted in respect of the Bonus Issue need not be offered, before issue, to the members of the Company holding "A" Ordinary Shares, "B" Ordinary Shares and 10% Cumulative Preference Shares.

R.T.Durrell____

D J Durrell

Mrs C Geering

THE COMPANIES ACTS 1948 to 1981

COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of

FUEL OILS (HOLDINGS) LIMITED

(Adopted by Special Resolution passed on 26 November 2002)

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THE COMPANIES ACTS 1948 to 1981

COMPANY LIMITED BY SHARES

ARTICLES OF ASSOCIATION

of

FUEL OILS (HOLDINGS) LIMITED

(Adopted by Special Resolution passed on 24 Nov example 2002)

Table "A"

- The regulations contained in Part I of Table A in the First Schedule to the Companies Act 1948 ("Table A") shall apply to the Company except where the same are excluded or varied by or inconsistent with these articles of association. Any reference in these articles of association to a regulation of Table A shall be construed as a reference to the regulation of that number contained in Part I of Table A and any reference to the Act shall be a reference to the Companies Act 1948.
- Where the context requires words importing the singular number shall include the plural and vice versa and words importing the masculine shall include the feminine.
- Any reference in these articles to any enactment shall be construed as a reference thereto as consolidated, amended, modified or re-enacted from time to time.

Business

Any branch or kind of business which the Company is either expressly or by implication authorised to undertake may be undertaken by the Company at such time or times as the directors shall think fit, and further may be suffered by them to be in abeyance, whether such branch or kind of business may have been actually commenced or not, so long as the directors may deem it expedient not to commence or proceed with the same.

6.B.2002

Share Capital

- 3.1 The share capital of the Company at the date of the adoption of these articles is £90,000 divided into 77,000 10% Cumulative Preference Shares of £1 each ("the Preference Shares") and 3,000 A Shares of £1 each ("the A Shares") and 10,000 B Shares of £1 each ("the B Shares") and 1,510,000 shares of £1 each ("the C Shares") which shall confer on the holders thereof the following rights and subject them to the following restrictions:
 - 3.1.1 As regards income:

the profits which the Company may determine to distribute in respect of any financial year shall be applied in the following order:

- 3.1.1.1 firstly in or towards paying to the holders of the Preference Shares a Cumulative Preferential Dividend at the rate of 10% per annum on the amounts respectively paid up or credited as paid up thereon in priority to any dividend paid to the holders of the A Shares, B Shares and C Shares of the Company. The Preference Shares shall confer no other right to share in the Income of the Company;
- 3.1.1.2 secondly as to 90% thereof in paying pari passu to the holders of the A Shares and as to 10% thereof in paying pari passu to the holders of the B Shares a dividend in proportion to the amounts paid up or credited as paid up thereon respectively save that the aggregate amount or value of the distribution to which the holders of the B Shares are entitled as such under this paragraph 3.1.1.2 in respect of any one financial year shall not exceed the total amounts paid up or credited as paid up thereon at the end of such year. Thereafter the B Shares shall confer no other right to share in the income of the Company; and
- 3.1.1.3 thirdly and subject as aforesald in paying the balance of such profits pari passu to the holders of the A Shares as a dividend in proportion to the amounts paid up or crodited as paid up thereo.

3,1,2 As regards capital:

on liquidation or on a return of capital or otherwise the assets of the Company available for distribution to members shall be applied in the following order:

- 3.1.2.1 firstly in or towards repaying to the holders of the Preference Shares the amounts paid up or credited as paid up on the Preference Shares held by them respectively together with any amount accrued but unpaid in respect of dividends. The Preference Shares shall confer no other right to share in the capital of the Company;
- 3.1.2.2 secondly in or towards repaying the holders of the B Shares the amount paid up or credited as paid up thereon;
- 3.1.2.3 thirdly in or towards repaying to the holders of the A Shares the amount paid up or credited as paid up thereon;
- 3.1.2.4 fourthly as to the balance in distributing pari passu as to 90% thereof to the holders of the A Shares and as to 10% thereof in distributing pari passu to the holders of the B Shares in proportion to the amounts paid up or credited as paid up thereon save that the aggregate amount or value of the distribution to which the holders of the B Shares are entitled as such under this paragraph 3.1.2.4 shall not exceed the total amounts paid up or credited as paid up thereon. Thereafter the B Shares shall confer no other right to share in the capital of the Company; and
- 3.1.2.5 (iffthly and subject as aforesaid in paying the balance pari passu to the holders of the A Shares in proportion to the amount paid up or credited as paid up thereon.

- 3,1.3 As regards voting:
 - 3.1.3.1 the Preference Shares and the B Shares and the C Shares shall not confer on the holders thereof any right to receive notice of or to be present or to vote at general meetings of the Company; and
 - 3.1.3.2 the A Shares shall confer on the holders thereof the right to receive notice of and to attend and to vote whether in person or by proxy at general meetings of the Company and each holder of A Shares shall be entitled on a show of hands to one vote or on a poll to one vote for each A Share of which he is the holder.
 - 3.1.4 As regards redemption:

subject to the provisions of section 62 of the Companies Act 1981 and of any statutory modification or re-enactment thereof for the time being in force, redemption of the B Shares shall be effected in the manner and on the terms following:

- at any time after the expiration of one month following the allotment of any such share (provided that the same is fully paid) the Company may give notice to the registered holder thereof of its intention to redeem the same at par. Such notice shall be in writing and shall fix the time (being not less than seven days nor more than 28 days following the giving of notice) and place for such redemption. At the time and place so fixed the registered holder of such share shall be bound to deliver up to the Company the certificate thereof for cancellation, and thereupon the Company shall pay to him the redemption monies payable in respect of such shares;
 - 3.1.4.2 all B Shares redeemed in accordance with the foregoing provisions shall rank for dividend down to the date for redemption fixed under paragraph 3.1.4.1 hereof unless upon delivery up of the certificate in respect thereof payment is not made in which case they shall rank for

dividend down to the date when the redemption money in respect of the same shall be paid; and

3.1.4.3 all B Shares redeemed as aforesaid shall be cancelled and the Company shall not be entitled to keep the same alive for reissue or to reissue the same or to issue any other B Shares in place thereof.

3,1.5 C Shares

- 3.1.5.1 the C Shares shall not entitle their holders to receive any dividend or other distribution;
- 3.1.5.2 subject to the provisions in article 3.1.2 above, the C Shares shall on a return of assets in a winding-up entitle the holder only to the repayment of the amount paid up on such shares after repayment of the capital paid up on the A Shares plus the sum of £1,000,000 per A Share and on the B Shares plus the sum of £1,000,000 per B Share; and
- 3.1.5.3 the Company may, at its option at any time after the adoption of these Articles, purchase all or any of the C Shares then in issue, at a price not exceeding 1 pence for all the C Shares so purchased.
- 3.2 Subject to the provisions of section 14 of the Companies Act 1980 the directors are authorised to exercise the power of the Company to allot from time to time all or any of the shares of the Company which have not for the time being been allotted at such time or times and on such conditions as they shall in their absolute discretion think fit provided that:
 - 3.2.1 this authority shall expire five years from the date of adoption of these articles:
 - 3.2.2 the aggregate number of shares which the directors may allot pursuant to this authority shall not exceed the number of unissued shares in the authorised share capital of the Company at the date of adoption of these articles; and

- 3.2.3 the provisions of section 17(1) (6) and (7) of the Companies Act 1980 shall not apply to the Company.
- 3.3 Subject to the provisions of part III of the Companies Act 1981 the Company may:
 - 3.3.1 issue shares which are to be redeemed or are liable to be redeemed at the option of the Company or the shareholders;
 - 3.3.2 purchase its own shares (including any redeemable shares); or
 - 3.3.3 make a payment in respect of the redemption or purchase, under section 45, or (as the case may be) section 46 of the Companies Act 1981 and the relevant power 3.3.1 or 3.3.2 above, of any of its own shares otherwise than out of distributable profits of the Company or the proceeds of a fresh issue of s…ares to the extent permitted by section 54 of the Companies Act 1981.

Regulation 3 shall not apply to the Company.

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- The Company may from time to time by special resolution increase the share capital by such sum to be divided into shares of such amount as the resolution may prescribe and regulation 44 shall not apply.
- Subject to any direction to the contrary which may be given by special resolution of the Company in general meeting, all unissued shares (whether forming part of the original or any increased capital) shall, before issue, be offered to the members holding A, B, C and Preference Shares on the terms that in case of completion the shares so offered shall be allotted to the applicants in proportion as mearly as circumstances admit (fractions being disregarded) to the amount of the respective nominal amounts of their holdings of A, B, C and Preference Shares.
- 5.2 Any such offer shall be made by notice specifying the number and class of shares and the price at which the same are differed and ilmiting the time (being not less than 28 days unless the member to whom the offer is to be made otherwise agrees) within which the offer, if not accepted, shall be deemed to be declined.
- 5.3 Subject to the provisions of these articles, all unissued shares shall be at the disposal of the directors, who may allot, grant options over or otherwise deal with or dispose of the same to such persons, at such times, and generally upon such terms as they think fit, but so that no shares shall be issued at a discount. Section 17(1)(5) and (7) of the Companies Act 1980 shall not apply.

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Lien

Without prejudice to the lien conferred by regulation 11 the Company shall have a first and paramount lien on all shares for all moneys presently payable by a member or his estate to the Company. The liens conferred above and by regulation 11 shall attach to fully paid shares and to all shares registered in the name of any person indebted or under liability to the Company whether he be the sole registered holder thereof or one of two or more joint holders.

Calls on shares

- 7.1 In the first sentence of regulation 15 the words following (but including) "Provided that" shall be deemed to be deleted.
- 7.2 The liability of any member in default in respect of a call shall be increased by the addition at the end of regulation 33 of the words "and all expenses that may have been incurred by the Company by reason of such non-payment".

Transfers of shares

8.1.1 Subject to the provisions of paragraph 8.1.12 of this Article any member ("the proposing transferor") desiring to sell, transfer or otherwise dispose of any shares of the Company which he holds shall give notice in writing to the Company ("the transfer notice") at its registered office specifying in the case of the holders of the 8 Shares all the shares held by him and in the case of the Preference Shares and the A Shares and the C Shares such number of the shares held by him which he desires to sell ("the Shares") and the price ("the offer price") (if any) at which the Shares are offered by him and the third party or parties (if any) to whom he proposes to transfer the Shares if they are not purchased by a member (or the Company) pursuant to the following provisions of this article. A transfer notice shall only be revocable with the consent of the directors.

For the purpose of this article:

8.1.1.1 the expressions "transfer" and "the proposing transferor" shall include the renunciation of a renounceable letter of allotment and the original allottee under any such letter of allotment;

- 8.1.1.2 "a permitted transferee" means any person to whom a member may transfer his shares under paragraph 8.1.12 hereof; and
- 8.1.1.3 "original holder" means, in relation to shares transferred to a permitted transferee, the member who makes such transfer.
- 8.1.2 The transfer notice shall constitute the directors of the Company the agents of the proposing transferor for the sale of the Shares and the directors shall, within seven days of the transfer notice being given to the Company, in the case of a sale of B Shares, offer such Shares in writing to the holders of the A Shares and the C Shares and Preference Shares in proportion to their shareholdings at the date of service of the transfer notice and in the case of a sale of A Shares and/or C Shares and/or Preference Shares offer such Shares in writing to the holders of the A Shares and the C Shares and the Preference Shares in proportion to their shareholdings at the date of service of the transfer notice. Such offer shall state:
 - 8.1.2.1 the number of Shares offered;
 - 8.1.2.2 the offer price if any;
 - 8.1.2.3 the third party specified in the transfer notice (if any);
 - 8.1.2.4 that, if such offer is not accepted in writing within 30 days, it will be deemed to be declined;
 - 8.1.2.5 that, if there be more than one member other than the proposing transferor and any such member to whom such notice is given desires an allotment of Shares in excess of his proportion, he should in his reply state how many excess Shares he desires to have;
 - 8.1.2.6 that if any member to whom such notice is given desires to accept a smaller allotment of Shares than his proportion, he should in his reply state how many Shares he desires to have;



- 8.1.2.7 that if any member does not wish to, accept his proportion or wishes to accept a part only, then (subject to the prior written approval of the holders of all the A Shares and the C Shares and the Preference Shares) he should in his reply state the name of a permitted transferee whom he shall nominate to accept such shares on his behalf; and
- 8.1.2.8 that, if there be only one member other than the proposing transferor and the proposing transferor has specified in the transfer notice all the shares not owned by such other member and such other member claims all those shares, he should in his reply state the name of his nominee to hold one or more of the Shares.

If all such members do not claim their proportions, the unclaimed Shares shall be used in or towards satisfying the claims in excess in proportion to existing shareholdings. If any Shares shall not be capable, without fractions, of being offered to such members in proportion to their existing holdings, the same shall (to the extent that fractions would arise) be offered to such members in such proportions or in such manner as may be determined by lots to be drawn under the direction of the directors.

hereof may state in his reply that he accepts the offer price if any. If any member, accepting the offer states in his reply that he does not accept the after price or makes no reference to the offer price or if no offer price was stated by the proposing transferor, the directors, forthwith upon all the members to whom the offer is made under paragraph 8.1.2 hereof replying or upon the termination (if earlier) of the period of 30 days referred to in paragraph 8.1.2 horeof, shall instruct the auditors for the time being of the Company ("the Auditors") to certify the fair price of the Shares ("the fair price"). The fees and expenses of the Auditors shall be paid as to one half by the proposing transferor and as to the balance by those members who have accepted the offer but not the offer price (if any) in proportion to the numbers of the Shares in respirit of which they have respectively accepted the offer.

8.1.3



- 8.1.4 The fair price referred to in paragraph 8.1.3 hereof shall be determined by the Auditors, acting as experts and not as arbitrators, on the following bases:
 - 8.1.4.1 In the case of the A Shares and the C Shares and the Preference Shares on the basis of the net asset value of the Company by reference to the latest audited accounts of the Company save that the value of the freehold and leasehold properties of the Company (and any subsidiary) shall be determined by an independent valuation from which there shall be deducted notional taxation on a disposal thereof such valuation to be made by a professional valuer to be nominated by the Auditors; and
 - 8.1.4.2 In the case of the B Shares on the basis of a willing buyer and willing seller for such Shares and having regard to the rights and restrictions attaching to such Shares at the date on which the Auditors are instructed to determine the fair price.
 - Any intending party to a transfer of the Shares may within 14 days of the issue of the Auditors certificate under paragraph 8.1.4 hereof indicate in writing that he does not accept the foir price and that he does not wish to proceed either to acquire or dispose of all or any of the Shares (as the case may be). If the proposing transferor indicates under this paragraph that he does not wish to proceed to dispose of any of the Shares the transfer notice shall be deemed to be withdrawn in respect of all of the Shares. If a proposing purchaser declines the offer or falls to indicate that he wishes to proceed to purchase all or any of the Shares, the directors shall within the seven days than next ensuing use the relevant number of Shares which had been apportuned to such purchaser in or dowards satisfying the excess claims (if any) under paragraph 8.1.2 thereof of purchasers who are proceeding with their purchases.
 - E.1.6 The proposing transferor shall be abound ito itransfer to reach perchaser of the Shares the number of Shares being purchased by him upon payment by such purchaser to the proposing transferor of



the agreed consideration which payment shall be made within seven days of the amount of the consideration being agreed.

- If in any case the proposing transferor, after having become bound 8.1.7 as aforesaid, makes default in transferring the Shares, the directors may receive the purchase money which shall be paid into a separate bank account and the directors shall within a reasonable period nominate some person to execute an instrument or instruments of transfer of the Shares in the name and on behalf of the proposing transferor and thereafter, when such instrument or instruments have been duly stamped, the directors shall cause the name of the purchasing member or members to be entered in the register as the holder or holders of the Shares and shall hold the purchase money in trust for the proposing transferor. The receipt of the directors for the purchase money shall be a good discharge to the purchasing member or members and after his or their names have been entered in the register of members in purported exercise of the aforesaid power the validity of the proceedings shall not be questioned by any person.
 - 6.1.8 If the directors shall not find a member or members willing to purchase all the Shares under the foregoing provisions the Company shall be entitled to purchase such shares at the fair price to the extent permitted by law and if the Company declines or is unable to purchase such shares the proposing transferor shall all any time within three calendar months alterwards be at liberty to sell and transfer the Shares or so many of the Shares as the directors shall not have found a purchaser for and which the Company has declined or has been unable to purchase as aforesaid to any third party for a cash price payable prior to transfer and being the higher of the offer price (If any),
 - 8.1.9 A permitted transferce shall not be entitled to sall, transfer, or otherwise dispose of any shares of the Company which he holds etherwise than to the original holder thereof or, if such original holder those shares, another permitted transferce of such original holder.
 - 8.1.10 The members may, if they all think fill, agree in writing to waive the previsions of this actide in any particular case.

- 8.1 11 The directors may, in their absolute discretion and without assigning any reason therefor, decline to register the transfer of a share, whether or not it is a fully paid share and clause 24 in Table A shall not apply to the Company.
- 8.1.12 Subject to paragraph 8.1.9 above the foregoing provisions of this article shall not apply;
 - 8.1.12.1 to a transfer of shares by any member to any relative being the spouse, parent, child, brother or sister of such member, or to the trustees of a settlement created by such member in favour of himself and/or one or more of such relatives and any shares of a deceased member may be transferred to any such relative as aforesald of the deceased member or to the executors or administrators of the deceased member. Any share standing in the name of the trustees of the will of any deceased member or of a setclement created by a member or a deceased member may be transferred upon any change of trustees to the trustees for the time
 - 8.1.12.2 to a transfer of shares by way of charge only (subject to the prior written approval of the directors for the time being); and
 - 2.1.12.3 to a transfer by a permitted transferce to the original facilier thereof or, if such original helder had complete the helder of these shares, another parmitted transferce of such original helder.

Any such transfer shall be subject to the decision of the Auditors which shall be binding on all members as to whether any transfer of shares remains from fitte within the provisions of this article and any such decision shall be final and binding.

8.2 The Circuit shall refuse to register any proposed transfer of a share other than a transfer made pursuant to or permitted by paragraph 8.1.1 of this article. Regulations 24, 25(5) 27 and 28 shall be deamed to the deleted.

- 8.3 The directors may decline to register the transfer of a share on which the Company has a lien.
- Subject as aforesaid, the instrument of transfer of a share shall be signed by or on behalf of the transferor (and in the case of a transfer of a partly paid share also by the transferee) and the transferor shall be deemed to remain the holder of the share until the name of the transferee is entered on the register in respect thereof.

 All instruments of transfer when registered, shall be retained by the Company. Regulation 22 shall be deemed to be deleted.
- If any member declines or fails to subscribe for any shares offered to him under article 5 hereof he shall be deemed to have given a transfer notice to the Company in respect of such shares as are offered to him for subscription and the foregoing provisions of this article shall apply accordingly save that the offer price shall be deemed to be the subscription price or the book value of such shares as determined from the latest audited consolidated accounts of the Company, (whichever shall be the greater) and shall also be deemed to be the fair price on subscription.
- 8.6 No interest in any share or shares shall be disposed of or created by any means without a transfer of the number of shares concerned being presented for registration save in chromatances where a transfer of the share or shares concerned would be permitted under the provisions of participable 8.1.1 of this entitle without the meanitur giving a transfer motion.

Proxies

In every notice convening a yeneral maching of the Company these abail appear with reasonable provinces a statement that a member outlied to attend and wate is critical to appoint a proxy to attend and vote instead of him and that a proxy need not be a member.

Proceedings at general medilings

Solver to the provisions of the Companies Acts IDAB to IDAL, a resolution in writing signed by all the members of the Company who would be contited to receive notice of and to straid and wite an ageneral meeting at which anch resolution was to be proposed or by their duly appointed actorneys shall be as walld and affortual as if it had been passed at a general meeting of the Company duly aconomist and belts. Any such resolution may combin of several absolutions in the like form each signed or approved by latter, talegram or faller by one or more of the members or

No business shall be transacted at any general meeting unless a quorum of members is present at the time when the meeting proceeds to business; the quorum shall be two holders of A Shales present in person or by their duly authorised attorneys or by proxy. Regulation 53 shall be deemed to be deleted.

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appointed attorney regulation 73A shall not apply.

- 12 A poll may be demanded by any member present in person or by his duly appointed attorney or by proxy and regulation 58 shall be deemed to be modified accordingly.
- In regulations 40 and 45 the words "ordinary resolution" shall be deemed to be replaced by the words "special resolution".
- On a show of hands or on a poll every member present in person or by his duly appointed atterney or by proxy shall have one vote, for each share of which he or (as the case may be) his appointer shall be the registered holder. Regulation 62 shall be deemed to be deleted.
- 15 Regulation GD shall be deemed to be deleted.

Directors

- 16 Unless and until otherwise determined by the Company in general meeting, the directors shall be not more than ten in number. Regulation 75 shall not apply. A sole director may act alone in exercising all the powers, authorities and clierations vested in the directors
- 17 Every director shall have the cover to appoint
- 17.1 eavy ether direction of
- 27.2 any param approved for that purpose by a resolution of the altratore, to art an alternate director during his areance and at the absolute Alternate director whill director as a condition to appoint thing made the alternate director whill (except as regards remunicated and the governo appoint an alternate) be cultiped up alt respects to the terms and conditions existing with reference to the other directors of the Company. Eveny alternate director, while as acting, whill except so and distance all the functions, powers and didles of the director whom he represents that stall leak to each director ability for this remunication as an alternate



director. Any director acting as alternate shall have an additional vote for every director for whom he acts as alternate. Every such alternate director shall be an officer of the Company and he shall not be deemed to be the agent of the director appointing him.

- Any appointment of an alternate director shall be effected by an instrument in writing signed by the appointor and sent to or delivered at the registered office of the Company.
- If any director shall be called upon to perform extra services or make any special exertions in going or residing abroad or otherwise for any of this purposes of the Company the directors may arrange with such director for such extra remuneration for such services or exertions, either by way of salary, commission or the payment of a tump sum of money or otherwise as they shall think fit.
- The directors may be paid all travelling, hotel and other expenses, wholly, extusively and necessarily incorred by them in attending and returning from meetings of the directors or any committee of the directors or general meetings of the Company or in connection with the business of the Company. Regulation 76 shall be deemed to be deleted.

Beitowing powers

The directors may exercise all the powers of the Company to borrow and miss more, and to mortgage and change its undatabling, properly and uncalled capital, and, subject to perform 14 of the Companies Act 1980, to issue debantures, country: attack and either securities, whether outsight or as security for any didut, the company of of any third pany. Regulation 79 abill not apply.

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A director who previous to regulation GI(II) has declared at a meeting of the clicators the paterns of his interest in a contrast or proposed contrast with the company shall be certified to vote in respect of that contrast or proposed contrast, and the shall do so his vote shall be counted, and the may the "linto account in acceptance whether or not a quorum is present all the meeting of the clicators at which the vote is taken. Purisipaphs (II) and (II) of regulation GI shall met apply.

Pensions and allowances

The directors may grant retiremen pensions or annuities or other allowances, including allowances on death, to any person, or to the widow or dependants of any person, in respect of services rendered by him to the Company as managing director or assistant managing director or in any other executive office or employment under the Company or indirectly as an executive officer or employee of any subsidiary company of the Company or of its holding company (if any) notwithstanding that he may be or may have been a director of the Company and may make payments towards insurances or trusts for such purposes in respect of such persons and may include rights in respect of such pensions, annuities and allowances in the terms of engagement of any such person. Regulation 87 shall not apply.

Appointment and removal of directors

- Any person may be appointed to be a director, either to fill a casual vacancy in the number of the directors or as an additional director, either by a memorandum in writing signed by the holder or holders for the time being of a majority of the A Shares at any time and from time to time and sent to or left at the registered office of the Company, or by a resolution of the Company in general meeting.
- Without prejudice to article 24, any casual vacancy in the number of the directors may be filled by the directors and the directors may at any time and from time to time appoint any person as an additional director.
- The office of a director shall be vacated in any of the events following namely:
- 26.1 subject to article 36.2, if he resigns his office by writing under his hand sent to or left at the registered office of the Company; or
- 25.2 if he be found or become of unsound mind or become bankrupt or compound with his creditors; or
- 26.3 if he be prohibited from being a director by reason of any order made under section 188 of the Act or section 28 of the Compunies Act 1976; or
- 26.4 if he ceases to be a director by virtue of section 184 of the Act.
- 27 Subject to article 22, the directors (howsoever appointed) shall remain in office until removed by a memorandum in writing signed by the helder or holders for the time



being of a majority of the ordinary shares and sent to or left at the registered office of the Company, or by resolution of the Company in general meeting.

- No person shall be or become incapable of being appointed a director by reason of his having attained the age of 70 or any other age nor shall any special notice be required in connection with the appointment or the approval of the appointment of such person, and no director shall vacate his office at any time by reason of the fact that he has attained the age of 70 or any other age.
- 29 Regulations 88 to 93 (inclusive) and regulations 95 to 97 (inclusive) shall not apply, and regulation 94 shall be modified accordingly.

Proceedings of directors

- A resolution in writing, signed by all the directors and/or their respective alternates for the time being entitled to receive notice of a meeting of the directors, shall be as valid and effectual as if it had been passed at a meeting. The directors or (if applicable) a committee of the directors (in each case) duly convened and held. Any such resolution may consist of several documents in the like form signed or approved by letter telegram or telex by one or more of the directors (and/or their alternates). Regulation 106 shall not apply.
- A director present at any meeting of the directors or of a committee of the directors need not sign his name in a book kept for that purpose and regulation 86 shall be modified accordingly.
- A director, notwithstanding that he does not hold any shares in the capital of the Company, shall be entitled to receive notice of and attend and speak at all general meetings of the Company and at all separate general meetings of the holders or any class in the capital of the Company and regulation 134 shall be modified accordingly.
- 33 The third sentence of regulation 98 shall be deemed to be deleted. At a meeting of a committee of the directors the chairman shall not have a second or easting vote.
- Notice of a meeting of the directors shall include an agenda specifying in reasonable detail the matters to be discussed at the meeting. No ibusin, is which is not within the direct scope of the agenda shall be put to the vote at such meeting unless all the directors present otherwise agree.

if he quorum necessary for the transaction of the business of directors shall be two, save in the case where there shall be a sole director only.

Managing director

- The directors may from time to time appoint one or more of their body to hold any executive office in the management of the business of the Company, including the office of chairman or deputy chairman or managing director or joint managing director or deputy or assistant managing director as the directors may decide for such period and upon such terms as they think fit and (subject to the provisions of any agreement entered into in any particular case) may recoke such appointment and appoint another or others in his or their place or places. Such appointment shall be automatically determined if a director so appointed shall cease from any cause to be a director but without prejudice to any claim he may have for damages for breach of any contract of service between him and the Company. Regulations 107 and 108 shall not apply.
- A director holding such executive office as aforesaid for a fixed period shall not be entitled to resign as a director of the Company during that period.

Notices

- 37.1 The last sentence of regulation 98 shall be deemed to be deleted.
- 37.2 In regulation 131:
 - 37.2.1 Uncre shall be deemed to be deleted the words "or (if he has no regis ored address within the United Ringdom) to the address, if any, within the United Ringdom supplied by him to the Company for the giving of notice to him";
 - 37.2.2 there shall be deemed to be delicited the words "in the case of a nettee of meeting" and "in any other case at the time at which the letter would be eletivated in the ordinary course of post"; and
 - 37.2.3 the figure "24" shall be deemted to be replaced by the figure "40".
- 37.3 In regulation 134 there shall be decided to be dilited all monds in paragraph (a) other than the words "every member".

10-12-02

Accounts

The directors shall from time to time, in accordance with sections 150 and 157 of the Act (as amended by the Companies Act 1976), sections 16 to 22 of the Companies Act 1967, and sections 1, 6 and 7 of the Companies Art 1976 cause to be prepared and to be laid before the Company in general meeting such profit and loss accounts, belance sheets, group accounts (if any) and reports as are referred to in those sections.

Audit

39

Auditors shall be appointed and their duties regulated in accordance with section 161 of the Act, sections 13 and 14 of the Companies Act 1967 (as amended by schedules 2 and 3 of the Companies Act 1976) and sections 13 to 20 of the Companies Act 1976.

Indemnity

Every director or other officer of the Company shall be indemnified out of the assets of the Company against all losses or liabilities which in such capacity he may sustain or incur in or about the execution of the duties of his office or otherwise in relation thereto, including any liability incurred by him in defending any proceedings, whether civil or criminal, in which judgment is given in his favour or in which he is acquitted or in connection with any application under section 448 of the Act, in which relief is granted to him by the court, and no director or other officer shall be liable for any loss, damage or misfortune which may happen to or be incurred by the Company in the execution of the duties of his office or in relation thereto provided that this article shall only have effect insciar as its provisions are not avoided by sertion 205 of the Act. Regulation 136 snall be deemed to be deleted.