

## Declaration by the directors of a holding company in relation to assistance for the acquisition of shares

**155(6)b**

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THURSDAY



\*LNT12ZCW\*

LD2

01/05/2008

128

COMPANIES HOUSE

The assistance is for the purpose of ~~XXXXXXXXXX~~ [reducing or discharging a liability incurred for the purpose of that acquisition] † (note 1)

Please do not write in this margin

Please complete legibly, preferably in black type, or bold block lettering

The number and class of the shares acquired or to be acquired is up to 638,485,755 ordinary  
shares with a nominal value of 10p each

The assistance is to be given to (note 2) NIS Acquisitions Limited (company number  
06442578) whose registered office is at 10 Upper Bank Street, London, E14 5JJ

The assistance will take the form of

See Schedule 2

The person who [has acquired] [will acquire] † the shares is

† delete as appropriate

NIS Acquisitions Limited (company number 06442578) whose registered office  
is at 10 Upper Bank Street, London, E14 5JJ

The principal terms on which the assistance will be given are

See Schedule 3

The amount (if any) by which the net assets of the company which is giving the assistance will be reduced by giving it is Nil

The amount of cash to be transferred to the person assisted is £ Up to [£500,000,000 00]

The value of any asset to be transferred to the person assisted is £ Nil

within 8 weeks from today's date

~~X~~We have formed the opinion, as regards this company's initial situation immediately following the date on which the assistance is proposed to be given, that there will be no ground on which it could then be found to be unable to pay its debts (note 3)

(a) ~~[/We have formed the opinion that this company will be able to pay its debts as they fall due during the year immediately following that date]\* (note 3)~~

(b) XXXXXXXXXXthe company's obligations at its disposal, XXXXXXXXXXXXXXXXXXXXXXXXXXXX  
 have taken the opinion that this company will be able to pay its debts in full as they fall due.  
 XXXXXXXXXX "note 3)

And ~~X~~we make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act 1835

Oostdijilaan 2  
2596 Jm Den Haag  
The Netherlands

Declarants to sign below

Day Month Year

on 2 4 0 4 2 0 0 8

before me

A Commissioner for Oaths or Notary Public or Justice of the Peace or a Solicitor having the powers conferred on a Commissioner for Oaths

## NOTES

- 1 For the meaning of "a person incurring a liability" and "reducing or discharging a liability" see section 152(3) of the Companies Act 1985
- 2 Insert full name(s) and address(es) of the person(s) to whom assistance is to be given, if a recipient is a company the registered office address should be shown
- 3 Contingent and prospective liabilities of the company are to be taken into account - see section 156(3) of the Companies Act 1985
- 4 The auditors report required by section 156(4) of the Companies Act 1985 must be annexed to this form
- 5 The address for companies registered in England and Wales or Wales is -

**The Registrar of Companies  
Companies House  
Crown Way  
Cardiff  
CF14 3UZ**

or, for companies registered in Scotland -

**The Registrar of Companies**  
**Companies House**  
**37 Castle Terrace**  
**Edinburgh**  
**EH1 2EB**

**Rebus Group Limited**  
**(Company No. 03109650)**  
**(the "Company")**

**Schedule 1 to the Statutory Declaration dated 24 April, 2008**

- 1      John Stier of Peoplebuilding 2, Peoplebuilding Estate, Maylands Avenue, Hemel Hempstead, HP2 4NW,

who is signing today an identical copy of this statutory declaration together with

- 2      Christopher Stone of Peoplebuilding 2, Peoplebuilding Estate, Maylands Avenue, Hemel Hempstead, HP2 4NW,

who is signing today an identical copy of this statutory declaration and it is our intention that these two statutory declarations should constitute one and the same statutory declaration sworn by all the directors of the Company

**Schedule 2 to the Statutory Declaration dated 24 April, 2008**

The assistance will take the form of the execution, delivery and performance by Rebus HR Management Limited (the "**Subsidiary**") of its obligations under

- (a) an accession letter relating to a senior facilities agreement dated 5 March, 2008 (as amended and restated on 12 March, 2008 and on 9 April, 2008) and made between, amongst others, NIS Acquisitions Limited ("**Bidco**") as original borrower and original guarantor, NIS Holdings No 5 Limited ("**Holdco**") as original guarantor, Barclays Capital (the investment banking division of Barclays Bank PLC) and HSBC Bank plc as arrangers and Barclays Bank PLC as facility agent and security agent (the "**Senior Facilities Agreement**") pursuant to which the Subsidiary will accede to the terms of the Senior Facilities Agreement as an additional guarantor,
- (b) an accession letter relating to a subordinated facility agreement dated 5 March, 2008 (as amended and restated on 12 March, 2008 and on 9 April, 2008) and made between, amongst others, Bidco as original borrower and original guarantor, Holdco as original guarantor, Barclays Capital (the investment banking division of Barclays Bank PLC), HSBC Bank plc and KKR Capital Markets LLC as arrangers and Barclays Bank PLC as facility agent and security agent (the "**Subordinated Facility Agreement**" and together with the Senior Facilities Agreement the "**Facilities Agreements**") pursuant to which the Subsidiary will accede to the terms of the Subordinated Facility Agreement as an additional guarantor,
- (c) a deed of accession relating to a debenture dated 5 March, 2008 (the "**Debenture**") in favour of Barclays Bank PLC as security agent (the "**Security Agent**") for itself and on behalf of the Secured Parties (as defined in the Intercreditor Deed) pursuant to which the Subsidiary will give security for the Subsidiary's obligations under or in connection with the Facilities Agreements and each of the Finance Documents (as defined in the Debenture) and the Secured Pension Claims (as defined in the Intercreditor Deed),
- (d) a deed of accession relating to an intercreditor deed dated 5 March, 2008 (as amended and restated on 12 March, 2008) and made between, amongst others, the parties to the Senior Facilities Agreement, the parties to the Subordinated Facility Agreement and NIS Holdings No 4 Limited (the "**Intercreditor Deed**") pursuant to which the Subsidiary will accede to the terms of the Intercreditor Deed and, among other things, agree to the ranking of priority between certain creditors of the Group (as defined in the Senior Facilities Agreement),
- (e) an intra-group loan agreement (the "**Intra-Group Loan Agreement**") to be entered into between, amongst others, the Subsidiary as lender and NIS Acquisitions Limited as borrower,
- (f) such further documents as are required (or otherwise entered into) pursuant to or in connection with the documents listed at paragraphs (a) to (e) above (including, but not limited to, documents that are required to be executed pursuant to an obligation of the Subsidiary to provide further assurances),

(each of those documents being in such form as the directors may approve and as may be amended, supplemented, novated, replaced, refinanced or restated from time to time) together with the performance by the Subsidiary of other acts (including, without limitation, the payment of all fees, costs and expenses and the grant of indemnities to professionals, third parties and others in connection

with the documents referred to above and the transactions contemplated thereby) or the execution of any other documents (ancillary or otherwise) in connection with the acquisition by NIS Acquisitions Limited of shares in Northgate Information Solutions Limited (a holding company of the Company)) and the financing (or refinancing) of that acquisition

**Schedule 3 to the Statutory Declaration dated 24 April, 2008**

The principal terms on which the assistance will be given are

**1. The Senior Facilities Agreement**

- 1.1 Under the terms of the accession letter relating to the Senior Facilities Agreement the Subsidiary will accede to the Senior Facilities Agreement as an Additional Obligor and as an Additional Guarantor. Under the Senior Facilities Agreement the Subsidiary, as an Additional Guarantor, will irrevocably and unconditionally jointly and severally
- (a) guarantee to each Finance Party punctual performance by each Obligor (other than itself) of all that Obligor's payment obligations under the Finance Documents,
  - (b) undertake with each Finance Party that whenever any Obligor (other than itself) does not pay any amount when due under or in connection with any Finance Document, the Subsidiary shall immediately on demand pay that amount as if it was the principal obligor, and
  - (c) indemnify each Finance Party immediately on demand against any cost, loss or liability suffered by that Finance Party if any obligation guaranteed by it is or becomes unenforceable, invalid or illegal. The amount of the cost, loss or liability shall be equal to the amount which that Finance Party would otherwise have been entitled to recover
- 1.2 The guarantee given under the Senior Facilities Agreement will be a continuing guarantee and will extend to the ultimate balance of sums (including any fees, costs and expenses) payable by any Obligor under the Finance Documents, regardless of any intermediate payment or discharge in whole or in part
- 1.3 Under the Senior Facilities Agreement the Subsidiary will undertake that
- (a) it shall not (and will procure that none of its Subsidiaries will), save as otherwise permitted by the terms of the Senior Facilities Agreement, create or permit to subsist any Security on or over the whole or any part of its undertaking or assets (present or future), and
  - (b) it shall, subject to the other terms of the Senior Facilities Agreement and the Security Documents, promptly do all such acts (including making filings and registrations) and execute all such documents (including assignments, transfers, mortgages, charges, notices and instructions) as the Security Agent may reasonably specify (and in such form as the Security Agent may reasonably require in favour of the Security Agent or its nominee(s))
    - (i) to complete the Perfection Requirements in relation to the Security created or intended to be created under or evidenced by the Security Documents (which may include the execution of a mortgage, charge, assignment or other Security over all or any of the assets which are, or are intended to be, the subject of the Transaction Security), and/or

- (ii) if an Acceleration Event has occurred and is continuing, to facilitate the realisation of the assets which are, or provided they have been perfected, are intended to be, the subject of the Transaction Security

1 4 Terms defined in the Senior Facilities Agreement shall have the same meaning when used in this paragraph 1 unless the contrary is otherwise stated or the context otherwise requires

## **2. The Subordinated Facility Agreement**

2 1 Under the terms of the accession letter relating to the Subordinated Facility Agreement the Subsidiary will accede to the Subordinated Facility Agreement as an Additional Obligor and as an Additional Guarantor Under the Subordinated Facility Agreement the Subsidiary, as an Additional Guarantor, will irrevocably and unconditionally jointly and severally

- (a) guarantee to each Finance Party punctual performance by each Obligor (other than itself) of all that Obligor's payment obligations under the Finance Documents,
- (b) undertake with each Finance Party that whenever any Obligor (other than itself) does not pay any amount when due under or in connection with any Finance Document, the Subsidiary shall immediately on demand pay that amount as if it was the principal obligor, and
- (c) indemnify each Finance Party immediately on demand against any cost, loss or liability suffered by that Finance Party if any obligation guaranteed by it is or becomes unenforceable, invalid or illegal The amount of the cost, loss or liability shall be equal to the amount which that Finance Party would otherwise have been entitled to recover

2 2 The guarantee given under the Subordinated Facility Agreement will be a continuing guarantee and will extend to the ultimate balance of sums (including any fees, costs and expenses) payable by any Obligor under the Finance Documents, regardless of any intermediate payment or discharge in whole or in part

2 3 Under the Subordinated Facility Agreement the Subsidiary will undertake that

- (a) it shall not (and will procure that none of its Subsidiaries will), save as otherwise permitted by the terms of the Subordinated Facility Agreement, create or permit to subsist any Security on or over the whole or any part of its undertaking or assets (present or future), and
- (b) it shall, subject to the other terms of the Subordinated Facility Agreement and the Security Documents, promptly do all such acts (including making filings and registrations) and execute all such documents (including assignments, transfers, mortgages, charges, notices and instructions) as the Security Agent may reasonably specify (and in such form as the Security Agent may reasonably require in favour of the Security Agent or its nominee(s))
  - (i) to complete the Perfection Requirements in relation to the Security created or intended to be created under or evidenced by the Security Documents (which may include the execution of a mortgage, charge, assignment or other Security over all or any of the assets which are, or are intended to be, the subject of the Transaction Security), and/or

- (ii) if an Acceleration Event has occurred and is continuing, to facilitate the realisation of the assets which are, or provided they have been perfected, are intended to be, the subject of the Transaction Security

2 4 Terms defined in the Subordinated Facilities Agreement shall have the same meaning when used in this paragraph 2 unless the contrary is otherwise stated or the context otherwise requires

### 3. The Debenture

3 1 Under the terms of the deed of accession to the Debenture the Subsidiary will accede to the Debenture Under the terms of the Debenture the Subsidiary will

- (a) covenant to on demand of the Security Agent discharge each of the Secured Obligations on their due date in accordance with their respective terms,
- (b) charge with full title guarantee in favour of the Security Agent as continuing security for the payment and discharge of the Secured Obligations by way of
  - (i) in the case of freehold property in England and Wales vested in the Subsidiary at the date of the Debenture, first legal mortgage, and
  - (ii) in the case of any other Real Property, first fixed equitable charge,all the Subsidiary's right, title and interest from time to time in and to any Real Property,
- (c) charge with full title guarantee in favour of the Security Agent as security for the payment and discharge of the Secured Obligations by way of first fixed charge all the Subsidiary's right, title and interest from time to time in and to
  - (i) any Tangible Moveable Property,
  - (ii) any Accounts,
  - (iii) any Intellectual Property,
  - (iv) any goodwill and rights in relation to the uncalled capital of the Subsidiary,
  - (v) any Investments, and
  - (vi) any Monetary Claims and all Related Rights other than any claims which are otherwise subject to a fixed charge or assignment (at law or in equity) pursuant to the Debenture,
- (d) assign and agree to assign absolutely with full title guarantee to the Security Agent as security for the payment and discharge of the Secured Obligations all the Subsidiary's right, title and interest from time to time in and to the proceeds of any Insurance Policy and all Related Rights, and
- (e) charge with full title guarantee by way of first floating charge in favour of the Security Agent as continuing security for the payment and discharge of the Secured Obligations all of the Subsidiary's undertaking and assets, present and future not otherwise effectively charged to the Security Agent

- 3 2 Terms defined in the Debenture shall have the same meaning when used in this paragraph 3 unless the contrary is otherwise stated or the context otherwise requires

#### 4. The Intercreditor Deed

- 4 1 Under the terms of the deed of accession to the Intercreditor Deed the Subsidiary will accede to the Intercreditor Deed Under the terms of the Intercreditor Deed the Subsidiary will, amongst other things

- (a) agree to the ranking of priority between the lenders under the Senior Facilities Agreement, the lenders under the Subordinated Facility Agreement and certain other creditors of the Group (including, to the extent any amounts are recovered as a result of enforcement of the Transaction Security granted by the Relevant Obligors, the NIS Pension Scheme and the Rebus Pension Scheme),
- (b) subordinate its right to repayment of any Financial Indebtedness payable or owing to it by any Obligor (including any amounts due under the Intra-Group Loan Agreement) to the claims of the Senior Creditors and the Subordinated Creditors, and
- (c) agree to pay to the Secured Creditors the amount of certain costs and expenses incurred on behalf of the Secured Creditors in connection with any enforcement of their rights under the Intercreditor Deed against the Subsidiary

- 4 2 Terms defined in the Intercreditor Deed shall have the same meaning when used in this paragraph 4 unless the contrary is otherwise stated or the context otherwise requires

#### 5. Intra-Group Loan Agreement

Under the terms of the Intra-Group Loan Agreement

- 5 1 the Subsidiary, amongst others, will grant to NIS Acquisitions Limited and Northgate Information Solutions Limited (the "**Borrowers**") (upon the terms and conditions of the Intra-Group Loan Agreement) loan facilities of up to £500,000,000 (or its currency equivalent) in aggregate to enable the Borrowers to, amongst other things and directly or indirectly
- (a) repay borrowings and make other payments in respect of amounts outstanding or required to be made under or in connection with the Senior Facilities Agreements and/or the Subordinated Facility Agreement, and
  - (b) pay costs, expenses, fees and other amounts incurred in connection with its acquisition of shares in the Subsidiary and the financing or refinancing of that acquisition,
- 5 2 advances under the Intra-Group Loan Agreement may be repaid and reborrowed upon and subject to the terms and conditions of the Intra-Group Loan Agreement,
- 5 3 failure of the Subsidiary to perform its obligations under the Intra-Group Loan Agreement shall not relieve the Borrowers from their obligations under the Intra-Group Loan Agreement,
- 5 4 the Subsidiary shall have a cause of action against each Borrower under the Intra-Group Loan Agreement in respect of any amounts of principal, interest or other amounts which become due and payable to the Subsidiary from that Borrower thereunder,
- 5 5 each advance made by the Subsidiary under the Intra-Group Loan Agreement shall bear interest at the rate of 3% per annum over LIBOR (or, in the case of advances in Euro,

EURIBOR) for the relevant interest period (in each case as determined by the Subsidiary) or such other rate as may be agreed from time to time between the Subsidiary and the Borrower under the Intra-Group Loan Agreement, and

- 5 6 unless already repaid under the Intra-Group Loan Agreement, each Borrower shall repay all advances made to it together with interest accrued thereon and all other amounts due from that Borrower under the Intra-Group Loan Agreement on the date 10 years from the date of the Intra-Group Loan Agreement (or such other date as may be agreed by the parties from time to time)

## Declaration by the directors of a holding company in relation to assistance for the acquisition of shares

**155(6)b**

Please do not  
write in this  
margin

Pursuant to section 155(6) of the Companies Act 1985

**Please complete  
legibly, preferably  
in black type, or  
bold block lettering**

**To the Registrar of Companies  
(Address overleaf - Note 5)**

For official use

Company number

03109650

**Note**  
Please read the notes  
on page 3 before  
completing this form

Name of company

\* REBUS GROUP LIMITED (the "Company")

\* insert full name  
of company

X/We 0 See Schedule 1

• insert name(s) and address(es) of all the directors

† delete as appropriate

~~XXXXXXXXXXXX~~ [all the directors] † of the above company (hereinafter called 'this company') do solemnly and sincerely declare that

§ delete whichever  
is inappropriate

The business of this company is

- (c) something other than the above §

This company is ~~XXX~~ [a] holding company of\* Rebus HR Management Limited  
\_\_\_\_\_ which is  
proposing to give financial assistance in connection with the acquisition of shares  
in ~~XXXXXXXXXX~~ Northgate Information Solutions Limited  
\_\_\_\_\_ the holding company of this company ] t

Presentor's name address and  
reference (if any)

Simpson Thacher & Bartlett LLP  
Citypoint,  
One Ropemaker Street,  
London  
EC2Y 9HU

For official U  
General Sectio

LD2

"LNTIAZC4"  
01/05/2008  
COMPANIES HOUSE

120

The assistance is for the purpose of ~~maximising~~ [reducing or discharging a liability incurred for the purpose of that acquisition] † (note 1)

Please do not write in this margin

Please complete legibly, preferably in black type, or bold block lettering

The number and class of the shares acquired or to be acquired is up to 638,485,755 ordinary shares with a nominal value of 10p each

The assistance is to be given to (note 2) NIS Acquisitions Limited (company number 06442578) whose registered office is at 10 Upper Bank Street, London, E14 5JJ

The assistance will take the form of

See Schedule 2

The person who [has acquired] [will acquire] † the shares is

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See Schedule 3

The amount (if any) by which the net assets of the company which is giving the assistance will be reduced by giving it is Nil

The amount of cash to be transferred to the person assisted is £ Up to [£500,000,000.00]

The value of any asset to be transferred to the person assisted is £ Nil

within 8 weeks from today's date

X We have formed the opinion, as regards this company's initial situation immediately following the date on which the assistance is proposed to be given, that there will be no ground on which it could then be found to be unable to pay its debts (note 3)

(a) ~~X~~We have formed the opinion that this company will be able to pay its debts as they fall due during the year immediately following that date]\* (note 3)

[illegible]

And ~~X~~we make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act 1835

PEOPLEBUILDING 2, PEOPLEBUILDING ESTATE,  
Declared at MAYLANDS AVENUE, HEMEL HEMPSTEAD  
HERTFORDSHIRE HP2 4NW

Declarants to sign below

2

Day Month Year  
on 24 04 2008

before me N R T. L

**A Commissioner for Oaths or Notary Public or Justice of the Peace or a Solicitor having the powers conferred on a Commissioner for Oaths**

## NOTES

- 1 For the meaning of "a person incurring a liability" and "reducing or discharging a liability" see section 152(3) of the Companies Act 1985
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**CF14 3UZ**

or, for companies registered in Scotland -

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**Rebus Group Limited**  
**(Company No. 03109650)**  
**(the "Company")**

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- (ii) if an Acceleration Event has occurred and is continuing, to facilitate the realisation of the assets which are, or provided they have been perfected, are intended to be, the subject of the Transaction Security

1 4 Terms defined in the Senior Facilities Agreement shall have the same meaning when used in this paragraph 1 unless the contrary is otherwise stated or the context otherwise requires

## **2. The Subordinated Facility Agreement**

2 1 Under the terms of the accession letter relating to the Subordinated Facility Agreement the Subsidiary will accede to the Subordinated Facility Agreement as an Additional Obligor and as an Additional Guarantor. Under the Subordinated Facility Agreement the Subsidiary, as an Additional Guarantor, will irrevocably and unconditionally jointly and severally

- (a) guarantee to each Finance Party punctual performance by each Obligor (other than itself) of all that Obligor's payment obligations under the Finance Documents,
- (b) undertake with each Finance Party that whenever any Obligor (other than itself) does not pay any amount when due under or in connection with any Finance Document, the Subsidiary shall immediately on demand pay that amount as if it was the principal obligor, and
- (c) indemnify each Finance Party immediately on demand against any cost, loss or liability suffered by that Finance Party if any obligation guaranteed by it is or becomes unenforceable, invalid or illegal. The amount of the cost, loss or liability shall be equal to the amount which that Finance Party would otherwise have been entitled to recover

2 2 The guarantee given under the Subordinated Facility Agreement will be a continuing guarantee and will extend to the ultimate balance of sums (including any fees, costs and expenses) payable by any Obligor under the Finance Documents, regardless of any intermediate payment or discharge in whole or in part

2 3 Under the Subordinated Facility Agreement the Subsidiary will undertake that

- (a) it shall not (and will procure that none of its Subsidiaries will), save as otherwise permitted by the terms of the Subordinated Facility Agreement, create or permit to subsist any Security on or over the whole or any part of its undertaking or assets (present or future), and
- (b) it shall, subject to the other terms of the Subordinated Facility Agreement and the Security Documents, promptly do all such acts (including making filings and registrations) and execute all such documents (including assignments, transfers, mortgages, charges, notices and instructions) as the Security Agent may reasonably specify (and in such form as the Security Agent may reasonably require in favour of the Security Agent or its nominee(s))
  - (i) to complete the Perfection Requirements in relation to the Security created or intended to be created under or evidenced by the Security Documents (which may include the execution of a mortgage, charge, assignment or other Security over all or any of the assets which are, or are intended to be, the subject of the Transaction Security), and/or

- (ii) if an Acceleration Event has occurred and is continuing, to facilitate the realisation of the assets which are, or provided they have been perfected, are intended to be, the subject of the Transaction Security

2 4 Terms defined in the Subordinated Facilities Agreement shall have the same meaning when used in this paragraph 2 unless the contrary is otherwise stated or the context otherwise requires

### 3. The Debenture

3 1 Under the terms of the deed of accession to the Debenture the Subsidiary will accede to the Debenture Under the terms of the Debenture the Subsidiary will

- (a) covenant to on demand of the Security Agent discharge each of the Secured Obligations on their due date in accordance with their respective terms,
- (b) charge with full title guarantee in favour of the Security Agent as continuing security for the payment and discharge of the Secured Obligations by way of
  - (i) in the case of freehold property in England and Wales vested in the Subsidiary at the date of the Debenture, first legal mortgage, and
  - (ii) in the case of any other Real Property, first fixed equitable charge,all the Subsidiary's right, title and interest from time to time in and to any Real Property,
- (c) charge with full title guarantee in favour of the Security Agent as security for the payment and discharge of the Secured Obligations by way of first fixed charge all the Subsidiary's right, title and interest from time to time in and to
  - (i) any Tangible Moveable Property,
  - (ii) any Accounts,
  - (iii) any Intellectual Property,
  - (iv) any goodwill and rights in relation to the uncalled capital of the Subsidiary,
  - (v) any Investments, and
  - (vi) any Monetary Claims and all Related Rights other than any claims which are otherwise subject to a fixed charge or assignment (at law or in equity) pursuant to the Debenture,
- (d) assign and agree to assign absolutely with full title guarantee to the Security Agent as security for the payment and discharge of the Secured Obligations all the Subsidiary's right, title and interest from time to time in and to the proceeds of any Insurance Policy and all Related Rights, and
- (e) charge with full title guarantee by way of first floating charge in favour of the Security Agent as continuing security for the payment and discharge of the Secured Obligations all of the Subsidiary's undertaking and assets, present and future not otherwise effectively charged to the Security Agent

- 3 2 Terms defined in the Debenture shall have the same meaning when used in this paragraph 3 unless the contrary is otherwise stated or the context otherwise requires

#### 4. The Intercreditor Deed

- 4 1 Under the terms of the deed of accession to the Intercreditor Deed the Subsidiary will accede to the Intercreditor Deed Under the terms of the Intercreditor Deed the Subsidiary will, amongst other things

- (a) agree to the ranking of priority between the lenders under the Senior Facilities Agreement, the lenders under the Subordinated Facility Agreement and certain other creditors of the Group (including, to the extent any amounts are recovered as a result of enforcement of the Transaction Security granted by the Relevant Obligor, the NIS Pension Scheme and the Rebus Pension Scheme),
- (b) subordinate its right to repayment of any Financial Indebtedness payable or owing to it by any Obligor (including any amounts due under the Intra-Group Loan Agreement) to the claims of the Senior Creditors and the Subordinated Creditors, and
- (c) agree to pay to the Secured Creditors the amount of certain costs and expenses incurred on behalf of the Secured Creditors in connection with any enforcement of their rights under the Intercreditor Deed against the Subsidiary

- 4 2 Terms defined in the Intercreditor Deed shall have the same meaning when used in this paragraph 4 unless the contrary is otherwise stated or the context otherwise requires

#### 5. Intra-Group Loan Agreement

Under the terms of the Intra-Group Loan Agreement

- 5 1 the Subsidiary, amongst others, will grant to NIS Acquisitions Limited and Northgate Information Solutions Limited (the "**Borrowers**") (upon the terms and conditions of the Intra-Group Loan Agreement) loan facilities of up to £500,000,000 (or its currency equivalent) in aggregate to enable the Borrowers to, amongst other things and directly or indirectly
- (a) repay borrowings and make other payments in respect of amounts outstanding or required to be made under or in connection with the Senior Facilities Agreements and/or the Subordinated Facility Agreement, and
  - (b) pay costs, expenses, fees and other amounts incurred in connection with its acquisition of shares in the Subsidiary and the financing or refinancing of that acquisition,
- 5 2 advances under the Intra-Group Loan Agreement may be repaid and reborrowed upon and subject to the terms and conditions of the Intra-Group Loan Agreement,
- 5 3 failure of the Subsidiary to perform its obligations under the Intra-Group Loan Agreement shall not relieve the Borrowers from their obligations under the Intra-Group Loan Agreement,
- 5 4 the Subsidiary shall have a cause of action against each Borrower under the Intra-Group Loan Agreement in respect of any amounts of principal, interest or other amounts which become due and payable to the Subsidiary from that Borrower thereunder,
- 5 5 each advance made by the Subsidiary under the Intra-Group Loan Agreement shall bear interest at the rate of 3% per annum over LIBOR (or, in the case of advances in Euro,

EURIBOR) for the relevant interest period (in each case as determined by the Subsidiary) or such other rate as may be agreed from time to time between the Subsidiary and the Borrower under the Intra-Group Loan Agreement, and

- 5 6 unless already repaid under the Intra-Group Loan Agreement, each Borrower shall repay all advances made to it together with interest accrued thereon and all other amounts due from that Borrower under the Intra-Group Loan Agreement on the date 10 years from the date of the Intra-Group Loan Agreement (or such other date as may be agreed by the parties from time to time)



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The Directors  
Rebus Group Limited  
Peoplebuilding 2  
Peoplebuilding Estate  
Maylands Avenue  
Hemel Hempstead  
Hertfordshire HP2 4NW

24 April 2008

Dear Sirs

**Auditors' report to the directors of Rebus Group Limited pursuant to Section 156(4) of the Companies Act 1985**

We have examined the attached statutory declaration of the directors dated 24 April 2008 in connection with the proposal that Rebus HR Management Limited, of which this company is a holding company, will give financial assistance in connection with the purchase of shares in Northgate Information Solutions Limited (formally PLC)

This report is made solely to the company's directors as a body in accordance with section 156(4) of the Companies Act 1985. Our work has been undertaken so that we as the company's auditors might state to the company's directors those matters we are required to state to them in a report under section 156(4) of that Act and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's directors as a body for our work under section 156(4) of that Act or for this report.

We have enquired into the state of the company's affairs in order to review the bases for the statutory declaration.

We are not aware of anything to indicate that the opinion expressed by the directors in their declaration as to any of the matters mentioned in Section 156(2) of the Companies Act 1985 is unreasonable in all the circumstances.

Yours faithfully

*KPMG Audit Plc.*

KPMG Audit Plc  
Registered Auditor



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