

Company number 03277817

PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

of

TENOS LIMITED (“the Company”)

Circulation Date: 08th June 2015

Pursuant to Chapter 2 of Part 13 of the Companies Act 2006, the directors of the Company propose that the following resolutions are passed as ordinary resolutions of the Company:

ORDINARY RESOLUTIONS

1. That the terms of the Enterprise Management Incentive Share Option Agreement between Simon Hibberd and the Company (a draft of which has been circulated with this written resolution) be approved and it be entered into by the Company forthwith.
- 2 That the terms of the Enterprise Management Incentive Share Option Agreement between David Bostelmann and the Company (a draft of which has been circulated with this written resolution) be approved and it be entered into by the Company forthwith.

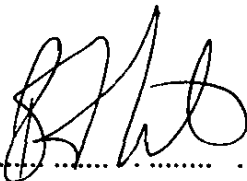
AGREEMENT

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

The undersigned, the persons entitled to vote on the Resolutions on the Circulation Date hereby irrevocably agree to the Resolutions.

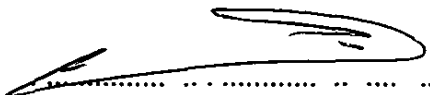


Signed by **Russell Francis Clinton**



Date 19/6/15

Signed by **John Barnfield**



Date 9/6/15

Signed by **Adrian Hay**



Date 9/6/15

NOTES

1. If you agree with the Resolutions, please indicate your agreement by signing and dating this document where indicated above and returning the signed version either by hand or by post to the Company at the Company's registered office or to the Company's Solicitors Davis Blank Furniss at 90 Deansgate, Manchester (Ref AEM).

You may not return the Resolutions to the Company by any other method.

If you do not agree to the Resolutions, you do not need to do anything: you will not be deemed to agree if you fail to reply

2. Once you have indicated your agreement to the Resolutions, you may not revoke your agreement.

3. Unless, within 28 days of 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.