



Registration of a Charge

Company Name: **PHAIDON INTERNATIONAL (UK) LTD**

Company Number: **05134675**



Received for filing in Electronic Format on the: **21/11/2022**

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Details of Charge

Date of creation: **15/11/2022**

Charge code: **0513 4675 0017**

Persons entitled: **CHURCHILL AGENCY SERVICES LLC AS COLLATERAL AGENT AND TRUSTEE FOR ITSELF AND THE OTHER SECURED PARTIES AS DEFINED BELOW (AS DEFINED IN THE DOCUMENT UPLOADED WITH THIS FILING)**

Brief description: **"INTELLECTUAL PROPERTY" – ALL RIGHTS, TITLE AND INTEREST FROM TIME TO IN ANY TRADE MARKS AND DOMAIN NAMES WHETHER REGISTERED OR UNREGISTERED, WHICH ARE MATERIAL TO THE RELEVANT CHARGOR'S BUSINESS AS A WHOLE AND ARE REQUIRED BY SUCH CHARGOR TO CARRY ON ITS BUSINESS, INCLUDING BUT NOT LIMITED TO THE TRADE MARKS AND DOMAIN NAMES, IF ANY, SPECIFIED IN SCHEDULE 3 OF THE DOCUMENT UPLOADED WITH THIS FILING.**

Contains fixed charge(s).

Contains floating charge(s) .

Contains negative pledge.

Authentication of Form

This form was authorised by: **a person with an interest in the registration of the charge.**

Authentication of Instrument

Certification statement: **WE CERTIFY THAT SAVE FOR MATERIAL REDACTED PURSUANT TO S.859G OF THE COMPANIES ACT 2006 THE ELECTRONIC COPY INSTRUMENT DELIVERED AS PART OF THIS APPLICATION FOR REGISTRATION IS A CORRECT COPY OF THE ORIGINAL INSTRUMENT.**

Certified by: **SIDLEY AUSTIN LLP**



CERTIFICATE OF THE REGISTRATION OF A CHARGE

Company number: 5134675

Charge code: 0513 4675 0017

The Registrar of Companies for England and Wales hereby certifies that a charge dated 15th November 2022 and created by PHAIDON INTERNATIONAL (UK) LTD was delivered pursuant to Chapter A1 Part 25 of the Companies Act 2006 on 21st November 2022 .

Given at Companies House, Cardiff on 23rd November 2022

The above information was communicated by electronic means and authenticated by the Registrar of Companies under section 1115 of the Companies Act 2006



Companies House



**THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES**

Date: 15 November, 2022

DEBENTURE

between

THE CHARGORS LISTED HEREIN

as Initial Chargors

and

CHURCHILL AGENCY SERVICES LLC

as Collateral Agent

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Table of Contents

	Page
1 Interpretation.....	1
2 Covenant to Pay.....	5
3 Charging Provisions.....	5
4 PSC Representation	10
5 Protection of Security	10
6 Rights of Chargors.....	14
7 Continuing Security	14
8 Enforcement of Security	14
9 Receivers.....	16
10 Application of Proceeds.....	18
11 Protection of Collateral Agent and Receiver	18
12 Power of Attorney.....	19
13 Protection for Third Parties.....	20
14 Deferral of Chargor rights.....	20
15 Discharge Conditional	21
16 Covenant to Release.....	21
17 Ruling Off.....	21
18 Redemption of Prior Charges.....	21
19 Changes to Parties.....	22
20 Miscellaneous	22
21 Governing Law and Jurisdiction.....	23
SCHEDULE 1 SHARES	24
SCHEDULE 2 BANK ACCOUNTS.....	25
SCHEDULE 3 INTELLECTUAL PROPERTY	29

This Debenture is made on 15 November 2022

PARTIES

- (1) **PLATO UK TOPCO LIMITED**, a company incorporated in England and Wales with registered address at 21 Lombard Street, London, EC3V 9AH and having company number 11235011 ("**Topco**");
- (2) **PLATO UK BIDCO LIMITED**, a company incorporated in England and Wales with registered address at 21 Lombard Street, London, EC3V 9AH and having company number 11255204 ("**Bidco**");
- (3) **PHAIDON INTERNATIONAL (OVERSEAS) LTD**, a company incorporated in England and Wales with registered address 21 Lombard Street, London, EC3V 9AH and having company number 07505411 ("**Overseas**");
- (4) **PHAIDON INTERNATIONAL (UK) LTD**, a company incorporated in England and Wales with registered address 21 Lombard Street, London, EC3V 9AH and having company number 05134675 ("**Phaidon UK**" and, together with Topco, Bidco and Overseas, the "**Initial Chargors**"); and
- (6) **CHURCHILL AGENCY SERVICES LLC** as collateral agent and trustee for itself and the other Secured Parties as defined below (the "**Collateral Agent**").

It is agreed as follows:

1 Interpretation

1.1 Definitions

In this Debenture:

"**Administrative Agent**" means the "Administrative Agent" as defined in the Credit Agreement;

"**Applicable Acceleration Event**" means "Applicable Acceleration Event" as defined in the Credit Agreement;

"**Bank Accounts**" means all material present and future current, deposit or other accounts opened or maintained by a Chargor in England and Wales from time to time (and any renewal, redesignation, renumbering, successor, replacement account or subdivision or subaccount of that account), including the debt or debts represented thereby and all Related Rights;

"**Charged Property**" means all the assets and undertakings which from time to time are mortgaged, charged or assigned to or subject to the security created or expressed to be created in favour of the Collateral Agent by or pursuant to this Debenture;

"**Chargor**" means each Initial Chargor;

"Credit Agreement" means the credit agreement dated 22 August 2022, between, among others, Olympus US Bidco LLC as Borrower, the Administrative Agent and the Collateral Agent;

"Event of Default" means "Event of Default" as defined in the Credit Agreement;

"Group" means Holdings and each of its Subsidiaries from time to time;

"Holdings" means Olympus UK Guarantor 1 Limited;

"Intellectual Property" means with respect to a Chargor all of its rights, title and interest from time to time in any trade marks or domain names (which may now or in the future subsist), whether registered or unregistered, which are material to the relevant Chargor's business as a whole and are required by such Chargor to carry on its business, including but not limited to the trade marks and domain names, if any, specified in Schedule 3 (*Intellectual Property*);

"Intra-Group Receivables" means any and all present and future receivables or claims (howsoever arising) owed from time to time by any Restricted Subsidiary to any Chargor;

"Loan Documents" means the "Loan Documents" as defined in the Credit Agreement;

"Loan Party" means "Loan Party" as defined in the Credit Agreement;

"Receiver" means a receiver, receiver and manager, administrative receiver or administrator of the whole or any part of the Charged Property;

"Related Rights" means:

(a) in relation to Shares:

- (i) all dividends, distributions and other income paid or payable on a Share; and
- (ii) all other allotments, accretions, rights, benefits and advantages of all kinds accruing, offered or otherwise derived from or incidental to that Share (whether by way of conversion, redemption, bonus, preference, option or otherwise); and

(b) in relation to any other Charged Property:

- (i) the net proceeds of sale of any part of that asset;
- (ii) all rights and benefits under any licence, assignment, agreement for sale or agreement for lease in respect of that asset;
- (iii) all rights, powers, benefits, claims, contracts, warranties, remedies, security, guarantees, indemnities or covenants for title in respect of that asset; and

- (iv) any income, moneys and proceeds received by or paid or payable in respect of that asset;

"Restricted Subsidiary" means "Restricted Subsidiary" as defined in the Credit Agreement;

"Secured Obligations" means the "Secured Obligations" as defined in the Credit Agreement;

"Secured Parties" means the "Secured Parties" as defined in the Credit Agreement and any Receiver;

"Security" means any mortgage, charge (fixed or floating), pledge, lien or other security interest securing any obligation of any person and any other agreement entered into for the purpose and having the effect of conferring security or any arrangement having a similar effect; and

"Shares" means, in relation to a Chargor, all shares present and future owned by that Chargor in each Loan Party which is incorporated in England and Wales from time to time, including as at the date of its entry into this Debenture, as specified in Schedule 1 (*Shares*).

1.2 Construction

In this Debenture, unless a contrary intention appears, a reference to:

- (a) an "agreement" includes any legally binding arrangement, concession, contract, deed or franchise (in each case whether oral or written);
- (b) an "amendment" includes any amendment, supplement, variation, novation, modification, replacement or restatement and "amend", "amending" and "amended" shall be construed accordingly;
- (c) "assets" includes present and future properties, revenues and rights of every description;
- (d) "including" means including without limitation and "includes" and "included" shall be construed accordingly;
- (e) "losses" includes losses, actions, damages, claims, proceedings, costs, demands, expenses (including fees) and liabilities and "loss" shall be construed accordingly;
- (f) "person" includes any individual, firm, company, corporation, government, state or agency of a state or any association, trust or partnership (whether or not having separate legal personality) or any two or more of the foregoing;
- (g) "regulation" includes any regulation, rule, official directive, request or guideline (whether or not having the force of law) of any governmental, intergovernmental or supranational body, agency, department or regulatory, self-regulatory or other authority or organisation; and

- (h) a "Chargor" in relation to any Charged Property is, if that Chargor holds any right, title or interest in that Charged Property jointly with any other Chargor, a reference to those Chargors jointly.

1.3 Other References and Interpretation

- (a) In this Debenture, unless a contrary intention appears, a reference to:
 - (i) any Secured Party, Loan Party, Chargor or any other person is, where relevant, deemed to be a reference to or to include, as appropriate, that person's (and any subsequent) successors in title, permitted assignees and transferees and, in the case of the Collateral Agent, any person for the time being appointed as Collateral Agent or Collateral Agents in accordance with the Loan Documents;
 - (ii) any Loan Document or other agreement or instrument is to be construed as a reference to that agreement or instrument as amended, novated, varied, released, supplemented, extended, restated or replaced (in each case, however fundamentally), including by way of increase of the facilities or other obligations or addition of new facilities or other obligations made available under them or accession or retirement of the parties to these agreements but excluding any amendment or novation made contrary to any provision of any Loan Document;
 - (iii) any clause or schedule is a reference to, respectively, a clause of and schedule to this Debenture and any reference to this Debenture includes its schedules;
 - (iv) an Applicable Acceleration Event is "continuing" if it has not been revoked; and
 - (v) a provision of law is a reference to that provision as amended or re enacted.
- (b) The index to and the headings in this Debenture are inserted for convenience only and are to be ignored in construing this Debenture.
- (c) Words importing the plural shall include the singular and vice versa.
- (d) Unless otherwise defined in this Debenture, words and expressions defined in the Credit Agreement shall have the same meanings when used in this Debenture. In the event of any conflict or inconsistency between the terms of this Debenture and the terms of the Credit Agreement, the terms of the Credit Agreement will prevail.
- (e) A person who is not a party to this Debenture has no right under the Contracts (Rights of Third Parties) Act 1999 to enforce or to enjoy the benefit of any term of this Debenture.
- (f) The terms of the other Loan Documents and of any side letters between any Chargor and any Secured Party relating to the Secured Obligations are incorporated into each Loan Document to the extent required for any purported

disposition of the real property contained in this Debenture to be a valid disposition in accordance with Section 2(1) of the Law of Property (Miscellaneous Provisions) Act 1989.

- (g) Notwithstanding anything to the contrary in this Debenture, the terms of this Debenture shall not operate or be construed so as to prohibit or restrict any transaction, matter or other step not prohibited by the Loan Documents or where consent of the Required Lenders or, where applicable, any other applicable percentage of the Lenders (the "**Required Creditor Consent**") has been obtained and the Collateral Agent shall promptly enter into such documentation and/or take such other action as is required by a Chargor (acting reasonably) in order to facilitate any such transaction, matter or other step, including by way of executing any confirmation, consent to dealing, release or other similar or equivalent document, provided that any costs and expenses reasonably and properly incurred by the Collateral Agent entering into such documentation and/or taking such other action at the request of such Chargor pursuant to this paragraph (g) shall be for the account of such Chargor.
- (h) The obligations of each Chargor under this Debenture shall be in addition to the covenants for title deemed to be included in this Debenture by virtue of Part 1 of the Law of Property (Miscellaneous Provisions) Act 1994.
- (i) Section 1 of the Trustee Act 2000 shall not apply to the duties of the Collateral Agent in relation to the trusts created by this Debenture or any other Loan Document.
- (j) This Debenture is intended to take effect as a deed notwithstanding that the Collateral Agent has executed it under hand only.
- (k) Notwithstanding any other provision of this Debenture, the Security constituted in relation to the trusts created by this Debenture and the exercise of any right or remedy by the Collateral Agent hereunder shall be subject to the Credit Agreement.

2 Covenant to Pay

Subject to any limits on its liability specified in the Loan Documents, each Chargor covenants, as primary obligor and not only as surety, with the Collateral Agent (for the benefit of itself and the other Secured Parties) that it will pay and discharge each of the Secured Obligations on their due date in accordance with their respective terms (or if they do not specify a time for payment, promptly on prior written demand of the Collateral Agent).

3 Charging Provisions

3.1 General

- (a) All the Security created under this Debenture:
 - (i) is created in favour of the Collateral Agent;
 - (ii) is created over present and future assets of each Chargor;

- (iii) is security for the payment, discharge and performance of all the Secured Obligations; and
 - (iv) is made with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994.
- (b) The Collateral Agent holds the benefit of this Debenture on trust for the Secured Parties.
 - (c) The fact that no or incomplete details of any Charged Property are inserted in any schedule does not affect the validity or enforceability of this Security.

3.2 Fixed Security

- (a) Subject to Clause 3.5 (*Excluded Assets*), as continuing security for the payment and performance of the Secured Obligations, each Chargor:
 - (i) charges in favour of the Collateral Agent for the benefit of itself and the Secured Parties with full title guarantee the following assets, both present and future and from time to time owned by it or in which it has an interest, by way of first fixed charge:
 - (A) all of its Shares and all corresponding Related Rights;
 - (B) all of its Intellectual Property and all corresponding Related Rights;
 - (C) all of its Bank Accounts and all corresponding Related Rights; and
 - (D) (to the extent that they are not the subject of a valid assignment under paragraph (b) below) all Intra-Group Receivables owed to it and, in each case all corresponding Related Rights; and
 - (ii) assigns absolutely by way of security with full title guarantee to the Collateral Agent for the benefit of itself and the Secured Parties all its right, title and interest from time to time in and to the proceeds of all Intra-Group Receivables owed to it and all corresponding Related Rights, provided that on payment and discharge in full of the Secured Obligations the Collateral Agent will promptly re-assign the Intra-Group Receivables to the relevant Chargor (or as it shall direct).

3.3 Floating Charge

- (a) Subject to Clause 3.5 (*Excluded Assets*), as further continuing security for the full payment and performance of the Secured Obligations, each Chargor charges with full title guarantee in favour of the Collateral Agent (for the benefit of itself and the other Secured Parties) by way of first floating charge all its present and future assets, undertakings and rights not effectively charged or assigned under Clause 3.2 (*Fixed Security*).

- (b) The floating charge created pursuant to paragraph (a) above shall be deferred in point of priority to all fixed security validity and effectively created by the relevant Chargor (as applicable) under the Loan Documents in favour of the Collateral Agent as security for the Secured Obligations.
- (c) Paragraph 14 of Schedule B1 to the Insolvency Act 1986 shall apply to the floating charges created pursuant to this Clause 3.3 and such floating charges are "qualifying floating charges" for the purpose of such Act.

3.4 Conversion of a Floating Charge

- (a) The Collateral Agent may, by prior written notice to the relevant Chargor, convert any floating charge created under this Debenture into a fixed charge with immediate effect as regards those assets which it specifies in the notice, if:
 - (i) an Applicable Acceleration Event has occurred and is continuing; or
 - (ii) it is necessary to do so in order to protect the priority, value or enforceability of the Security created in favour of the Collateral Agent under this Debenture over any assets, where the relevant Chargor creates or purports to create Security over such assets, save where the relevant Chargor is not prohibited from creating such Security under the Loan Documents or where the Collateral Agent has given prior written consent.
- (b) The floating charge created under this Debenture will automatically (without notice) and immediately be converted into a fixed charge over any asset charged under the floating charge created under this Debenture if:
 - (i) any Chargor creates (or purports to create) any Security over such asset, other than to the extent not prohibited by the Loan Documents or where Required Creditor Consent has been obtained or with the prior consent of the Collateral Agent; or
 - (ii) any Chargor is or is deemed to be or is declared for the purposes of any applicable law to be, unable to or admits its inability to pay its debts as they fall due, suspends making payments on any of its debts or, by reason of actual or anticipated financial difficulties, commences negotiations with its creditors generally or any class of them (other than the Secured Parties) for the rescheduling any of its financial indebtedness.
- (c) The obtaining of a moratorium under section 1A of the Insolvency Act 1986, or anything done with a view to obtaining such a moratorium (including any preliminary decision or investigation), shall not be an event causing any floating charge created by this Debenture to crystallise or causing restrictions which would not otherwise apply to be imposed as the disposal or property by the relevant Chargor or a ground for the appointment of the Receiver.

3.5 Excluded Assets

- (a) Unless otherwise expressly agreed in writing between the relevant Chargor and the Collateral Agent after the date on which it becomes a party to this Debenture, there shall be excluded from the Security created by this Clause 3 (*Charging Provisions*) from the other provisions of this Debenture and from the operation of any further assurance provisions contained in the Loan Documents:
- (i) any asset or undertaking which a Chargor is at any time prohibited (whether conditionally or unconditionally) from creating Security on or over by reason of any contract, licence, lease, instrument or other arrangement with a third party (including any asset or undertaking which a Chargor is precluded from creating Security on or over without the prior consent of a third party), in each case to the extent of that prohibition and for so long as such prohibition is in existence or until consent has been received from the third party;
 - (ii) any asset or undertaking which, if subject to any such Security or the provisions of this Debenture, would give a third party the right to terminate or otherwise amend any rights, benefits and/or obligations of any member of the Group in respect of that asset or undertaking or require any member of the Group to take any action materially adverse to the interests of the Group or any member thereof, in each case to the extent of that prohibition and for so long as such prohibition is in existence or until consent has been received from the third party;
 - (iii) any asset or undertaking situated outside England and Wales;
 - (iv) any unregistered real property which, (A) if subject to any such Security, would be required to be registered under the Land Registration Act 2002 (provided that such Real Property shall only be excluded for so long as it remains unregistered), or (B) (except as otherwise agreed between the relevant Chargor and the Collateral Agent) is a leasehold property that has 25 years or less to run on the lease or has a rack-rent payable in respect thereof;
 - (v) any investment in a joint venture (or other minority interest investment), or any member of the Group which is not wholly owned by another member of the Group, or any member of the Group which is not a Loan Party;
 - (vi) any asset or undertaking subject to security in favour of a third party or any cash constituting regulatory capital or customer cash, which is not prohibited by the Loan Documents,
 - (vii) any bank account:
 - (A) in which securities or other non-cash assets are or become held or are to be held;

- (B) which is or becomes subject to any cash pooling or similar arrangement, which is not prohibited by the Loan Documents;
- (C) which is designated at any time or to be designated as collections or similar account in respect of any factoring or receivables financing arrangement;
- (D) which is designated at any time as a cash collateral or similar account in respect of any indebtedness, or
- (E) over which a lien which is not prohibited by the Loan Documents is or becomes granted or is to be granted, in connection with any indebtedness (other than indebtedness under the Loan Documents),

provided that if such security has been granted over any Bank Account which later falls into one or more of the categories set out in paragraphs (A) to (E) above, such Security will be released; and

- (viii) any asset or undertaking representing more than 65 per cent. of the total combined voting power of all classes of shares entitled to vote of (i) any "controlled foreign corporation" (as defined under Section 957 of the Internal Revenue Code of 1986, as amended) (a "CFC") that is directly owned for US federal income tax purposes by a US Person owned by a Chargor, or (ii) any (A) US entity or (B) non-US entity that is treated as a disregarded entity for US federal income tax purposes, in each case that is owned by a US person owned by a Chargor and has no material assets other than equity interests (or equity interests and indebtedness) of one or more CFCs,

provided that, in the case of paragraphs (i) and (ii), (A) each relevant Chargor shall use reasonable endeavours (for a period not more than 20 Business Days and without incurring material costs or taking any action which adversely impacts relationships with third parties) to obtain consent to charging any such asset or undertaking (where otherwise prohibited) if the Collateral Agent specifies prior to the date of this Debenture that such asset or undertaking is material, and (B) if such prohibition or right to terminate is irrevocably and unconditionally waived or otherwise ceases to apply, the relevant Chargor agrees to take all steps required pursuant to any further assurance provisions contained in the Loan Documents such that the relevant asset is thereafter included in the Security created by this Clause 3, but otherwise continuing to be subject to this Clause 3.5.

- (b) If at any time a Chargor notifies the Collateral Agent that an asset being subject to the Security created by Clause 3.2 (*Fixed Security*), other than in relation to any Shares, has (in that Chargor's reasonable opinion) a material adverse effect on the ability of the relevant member of the Group to conduct its operations and business as otherwise not prohibited by the Loan Documents or as otherwise excluded by virtue of this Clause 3.5, the Collateral Agent shall promptly enter into such documentation as is required by that Chargor (acting reasonably) in order to release that asset from the Security created by this Clause 3 and the

other provisions of this Debenture, provided that any costs and expenses incurred by the Collateral Agent entering into such documentation at the request of such Chargor pursuant to this Clause 3.5 shall be for the account of such Chargor (subject to section 9.03 (*Expenses, Indemnity; Damage Waiver*) of the Credit Agreement). The Collateral Agent is entitled to rely absolutely and without any further investigation on any such notification from a Chargor and is irrevocably authorized by each Secured Party to enter into such documentation.

4 PSC Representation

Each Chargor represents and warrants to the Collateral Agent on the date of this Debenture that:

- (a) it has complied with any notice it has received from any member of the Group pursuant to Part 21A of the Companies Act 2006 (including any timeframe specified in such notice) in respect of which it holds shares charged pursuant to this Debenture; and
- (b) if its shares constitute Charged Property, it has not issued any warning notice or restrictions notice under Schedule 1B of the Companies Act 2006 and no circumstances exist which entitle such Chargor to issue any such notice.

5 Protection of Security

5.1 Bank Accounts

- (a) Each Chargor shall on or before the date of this Debenture (or, as applicable, promptly following the establishment of any new Bank Account), deliver to the Collateral Agent details of any material operating Bank Account maintained by it with any bank or financial institution (other than with the Collateral Agent) as at the date of such request.
- (b) Each Chargor shall, as soon as reasonably practicable, but in any event within ten Business Days of the date of this Debenture (or, as applicable, as soon as reasonably practicable following the establishment of any new Bank Account) give notice to the relevant bank, building society, financial institution or other person of the assignment constituted under this Debenture in respect of each Bank Account held by it, such notice being in the form set out in Part 1 of Schedule 2 (*Bank Accounts*) and use reasonable endeavours to procure that the relevant bank, building society, financial institution or other person delivers an acknowledgement of receipt of such notice to the Collateral Agent substantially in the form set out in Part 2 of Schedule 2 (*Bank Accounts*) within twenty Business Days of the date that the relevant notice is sent, (provided that, if the relevant Chargor has used its reasonable endeavours to procure such acknowledgment but the relevant bank, building society, financial institution or other person of the charge constituted under this Debenture has refused or failed to provide such acknowledgment within such twenty Business Days period, then the relevant Chargor's obligation to procure such acknowledgment will have been discharged.

- (c) Each Chargor shall, prior to the occurrence of an Applicable Acceleration Event which is continuing, be entitled to receive, withdraw or otherwise deal with or transfer any credit balance from time to time on any Bank Account and shall be entitled to deal with such Bank Account in any manner not prohibited by the Loan Documents (including closing a Bank Account) including where the Required Creditor Consent has been obtained.
- (d) Following the occurrence of an Applicable Acceleration Event which is continuing, at any time when there are Secured Obligations outstanding, no Chargor shall be entitled to receive, withdraw or otherwise deal with or transfer any credit balance from time to time on any Bank Account except with the prior written consent of the Collateral Agent.
- (e) The Collateral Agent shall, following the occurrence of an Applicable Acceleration Event which is continuing, at any time when there are Secured Obligations outstanding, be entitled without notice to apply, transfer or set-off any or all of the credit balances from time to time on any Bank Account charged pursuant to this Debenture in or towards the payment or other satisfaction of all or part of the Secured Obligations in accordance with Clause 10 (*Application of Proceeds*).

5.2 Intra-Group Receivables

- (a) Each Chargor shall remain liable to perform all its obligations under each agreement governing the terms of the Intra-Group Receivables owed to it. Neither the Collateral Agent, any Receiver nor any delegate appointed by them under this Debenture shall be under any obligation or liability to any Chargor or any other person under or in respect of an Intra-Group Receivables.
- (b) If requested by the Collateral Agent at any time following the occurrence of an Applicable Acceleration Event which is continuing, the relevant Chargor shall promptly upon prior written request by the Collateral Agent deliver to the Collateral Agent, and the Collateral Agent shall be entitled to hold, executed copies of each agreement governing the terms of any Intra-Group Receivables owed to any Chargor at the date of such request and such other documents relating to the Intra-Group Receivables as the Collateral Agent requires.

5.3 Voting and Distribution Rights

- (a) Prior to the occurrence of an Applicable Acceleration Event which is continuing:
 - (i) each relevant Chargor shall be entitled to receive and retain all dividends, distributions and other monies paid or payable on or derived from its Shares; and
 - (ii) each relevant Chargor shall be entitled to take all steps and exercise (or refrain from exercising) all rights, powers and discretion (including voting rights) attaching to its Shares and Related Rights and to deal with, receive, own and retain all assets and proceeds in relation thereto without restriction or condition.

- (b) The Collateral Agent may, at its discretion, following the occurrence of an Applicable Acceleration Event which is continuing, (in the name of each Chargor or otherwise and without any further consent or authority from each Chargor):
 - (i) exercise (or refrain from exercising) any voting rights in respect of any Shares (unless the Collateral Agent has notified the relevant Chargor in writing that it wishes to give up this right);
 - (ii) apply all dividends, interest and other monies arising from any Shares and Related Rights in accordance with Clause 10 (*Application of Proceeds*);
 - (iii) transfer any Shares and Related Rights into the name of such nominee(s) of the Collateral Agent as it shall require; and
 - (iv) exercise (or refrain from exercising) the powers and rights conferred on or exercisable by the legal or beneficial owner of any Shares (unless the Collateral Agent has notified the relevant Chargor in writing that it wishes to give up this right),

in such manner and on such terms as is consistent with the Loan Documents, and the proceeds of any such action shall form part of the Charged Property.

- (c) Each Chargor will promptly after the date of this Debenture (or after the acquisition by it of any Shares following a request by the Collateral Agent provided the acquiring Chargor has notified the Collateral Agent promptly after acquiring such shares of such acquisition, if later) deposit with the Collateral Agent (or as it shall direct) all share certificates relating to any Shares, including without limitation those listed in Schedule 1 (*Shares*), together with stock transfer forms executed in blank and left undated on the basis that the Collateral Agent shall be able to hold such certificates and stock transfer forms until the Secured Obligations have been paid in full and shall be entitled, at any time following the occurrence of an Applicable Acceleration Event which is continuing, to complete, under its power of attorney given in this Debenture, the stock transfer forms on behalf of the relevant Chargor in favour of itself or such other person as it shall select, provided that the Collateral Agent shall, at any time prior to an Applicable Acceleration Event, be obliged to return such share certificates on request of the relevant Chargor if required to effect a transaction, matter or other step not prohibited by the Loan Documents or in respect of which the Required Creditor Consent has been obtained.

5.4 Intellectual Property

Each Chargor as registered proprietor appoints the Collateral Agent as its agent for the particulars of this Debenture and the Secured Parties' interest in its Intellectual Property registered in the United Kingdom, European Union and/or United States of America in the name of that Chargor and subject to the Agreed Security Principles, each Chargor agrees (and, in respect of any Intellectual Property acquired by such Chargor after the date of this Debenture, following request from the Collateral Agent (such request to be made no more frequently than once annually) or at any time following the occurrence

and continuance of an Applicable Acceleration Event only) to use all reasonable endeavours to execute all documents and forms required to apply for those particulars to be registered against the relevant registered Intellectual Property rights at the Intellectual Property Office of the United Kingdom, the European Union Intellectual Property Office or the United States Patent and Trademark Office (as relevant) (to the extent such particulars are capable of being registered at the relevant intellectual property registry).

5.5 Acknowledgement of Security

This Debenture constitutes notice in writing to each member of the Group of any charge or assignment of any obligation owed by that Chargor to any relevant member of the Group and contained in any Security Document and any such notice is deemed acknowledged.

5.6 PSC Register

- (a) Each Chargor whose shares constitute Charged Property shall promptly upon prior written request by the Collateral Agent following an Event of Default which is continuing but prior to an Applicable Acceleration Event:
 - (i) notify the Administrative Agent and the Collateral Agent if it has issued any warning notice or restrictions notice under Schedule 1B of the Companies Act 2006 in respect of its shares which constitute Charged Property which has not been withdrawn; and
 - (ii) (if applicable) provide to the Administrative Agent and the Collateral Agent a copy of any such warning notice or restrictions notice.
- (b) Each Chargor whose shares constitute Charged Property shall promptly following an Applicable Acceleration Event:
 - (i) notify the Administrative Agent and the Collateral Agent of its intention to issue any warning notice or restrictions notice under Schedule 1B of the Companies Act 2006 in respect of its shares which constitute Charged Property; and
 - (ii) provide to the Administrative Agent and the Collateral Agent a copy of any such warning notice or restrictions notice.
- (c) For the purposes of withdrawing any restrictions notice or for any application (or similar) to the court under Schedule 1B of the Companies Act 2006, in each case, in connection with an enforcement of security under and in accordance with this Debenture, each Chargor shall provide such assistance as the Collateral Agent may request in respect of any shares which constitute Charged Property and provide the Collateral Agent with all information, documents and evidence that it may request in connection with the same.
- (d) The Chargors shall comply with any notice served on it from any member of the Group pursuant to Part 21A of the Companies Act 2006 (including any timeframe specified in such notice) in respect of which it holds shares charged pursuant to this Debenture.

6 Rights of Chargors

Notwithstanding anything to the contrary set out in this Debenture, until the occurrence of an Applicable Acceleration Event which is continuing (or such later date as provided by this Debenture), each Chargor shall continue to:

- (a) have the sole right (i) to deal with any Charged Property (including making any disposal of or in relation thereto) and all contractual counterparties in respect thereof, and (ii) to amend, waive, terminate or allow to lapse (including agreeing to surrender or terminate any lease) any rights, benefits and/or obligations in respect of such Charged Property, in each case without reference to any Secured Party, other than to the extent agreed to be restricted pursuant to the Loan Documents (save where the Required Creditor Consent has been obtained); and
- (b) have the sole right to operate and transact business in relation to any Charged Property, including making withdrawals from and effecting closures of the Bank Accounts, in each case other than to the extent agreed to be restricted pursuant to the Loan Documents (save where the Required Creditor Consent has been obtained).

7 Continuing Security

7.1 Continuing Security

This Security constituted by this Debenture shall remain in full force and effect as a continuing security for the Secured Obligations notwithstanding any intermediate payment, discharge, satisfaction or settlement of all or any part of the Secured Obligations or any other act, matter or thing.

7.2 Other Security

This Security constituted by this Debenture is to be cumulative, in addition to and independent of, and shall neither be merged into nor in any way exclude or prejudice or be affected by, any other Security or other right which the Collateral Agent and/or any other Secured Party may now or after the date of this Debenture hold for any of the Secured Obligations and this Security may be enforced against each Chargor without first having recourse to any other rights of the Collateral Agent or any other Secured Party.

7.3 Negative Pledge

Each Chargor undertakes that it will not create or agree to create or permit to subsist any Security on or over the whole or any part of its Charged Property except for the creation of Security or other transactions not prohibited under the Loan Documents or in respect of which the Required Creditor Consent has been obtained.

8 Enforcement of Security

8.1 Enforcement Powers

For the purpose of all rights and powers implied or granted by statute, the Secured Obligations are deemed to have fallen due, in respect of the Chargors, on the date of

this Debenture (the "**Relevant Date**"). The power of sale and other powers conferred by section 101 of the Law of Property Act 1925 and all other enforcement powers conferred by this Debenture shall arise on the Relevant Date and shall be immediately exercisable at any time after an Applicable Acceleration Event has occurred and is continuing when the Collateral Agent may, without notice to the relevant Chargor or prior authorisation from any court, in its absolute discretion, but at all times in accordance with the terms of the Loan Documents, enforce all or any part of that Security (at the times, in the manner and on the terms it thinks fit) and take possession of and hold or dispose of all or any part of the Charged Property.

8.2 Statutory Powers

The powers conferred on mortgagees, receivers or administrators by the Law of Property Act 1925 and the Insolvency Act 1986 (as the case may be) shall apply to the Security created under this Debenture, unless they are expressly or impliedly excluded. If there is ambiguity or conflict between the powers contained in those Acts and those contained in this Debenture, those contained in this Debenture shall prevail.

8.3 Exercise of Powers

All or any of the powers conferred upon mortgagees by the Law of Property Act 1925 as varied or extended by this Debenture, and all or any of the rights and powers conferred by this Debenture on a Receiver (whether expressly or impliedly), may be exercised by the Collateral Agent without further notice to any Chargor at any time after an Applicable Acceleration Event has occurred and is continuing, irrespective of whether the Collateral Agent has taken possession or appointed a Receiver of the Charged Property.

8.4 Disapplication of Statutory Restrictions

The restriction on the consolidation of mortgages and on power of sale imposed by sections 93 and 103 respectively of the Law of Property Act 1925 shall not apply to the security constituted by this Debenture.

8.5 Right of Appropriation

- (a) To the extent that any of the Charged Property constitutes "financial collateral" and this Debenture and the obligations of the Chargors hereunder constitute a "security financial collateral arrangement" (in each case as defined in, and for the purposes of, the Financial Collateral Arrangements (No. 2) Regulations 2003 (SI 2003 No. 3226) as amended (the "**Regulations**")), the Collateral Agent shall upon giving prior written notice to the relevant Chargor at any time following the occurrence of an Applicable Acceleration Event which is continuing have the right to appropriate all or any part of such financial collateral in or towards discharge of the Secured Obligations. For this purpose, the parties agree that the value of such financial collateral so appropriated shall be (a) in the case of cash, the amount standing to the credit of each of the Bank Accounts, together with any accrued but unposted interest, at the time the right of appropriation is exercised, (b) in the case of Shares, the market price of such Shares determined by the Collateral Agent (acting reasonably) by reference to a public index or by a fair valuation opinion provided by an independent

reputable, internationally recognised third party firm of professional advisors and (c) in the case of any other asset, the market value of such financial collateral as determined by the Collateral Agent (acting reasonably), including by way of an independent valuation. In each case, the parties agree that the method of valuation provided for in this Debenture shall constitute a commercially reasonable method of valuation for the purposes of the Regulations.

- (b) Where the Collateral Agent exercises its rights of appropriation and the value of the financial collateral appropriated in accordance with this Clause 8.5 differs from the amount of the Secured Obligations, either (i) the Collateral Agent must account to the relevant Chargor promptly upon the determination of such value for the amount by which the value of the appropriated financial collateral exceeds the Secured Obligations, or (ii) the relevant Chargor will remain liable to the Secured Parties for any amount by which the value of the appropriate financial collateral is less than the Secured Obligations.

9 Receivers

9.1 Appointment of Receiver or Administrator

- (a) Subject to paragraph (c) below, at any time after an Applicable Acceleration Event has occurred and is continuing, or if so requested by the relevant Chargor, the Collateral Agent may by writing under hand signed by any officer or manager of the Collateral Agent, appoint:
 - (i) any person (or persons) to be a Receiver of all or any part of the Charged Property;
 - (ii) appoint two or more Receivers of separate parts of the Charged Property;
 - (iii) remove (so far as it is lawfully able) any Receiver so appointed;
 - (iv) appoint another person(s) as an additional or replacement Receiver(s);
 - (v) appoint one or more persons to be an administrator of any Chargor pursuant to paragraph 14 of Schedule B1 of the Insolvency Act 1986; or
 - (vi) appoint one or more persons to be an administrator of the relevant Chargor pursuant to paragraph 12 of Schedule B1 of the Insolvency Act.
- (b) Section 109(1) of the Law of Property Act 1925 shall not apply to this Debenture.
- (c) At any time after an Applicable Acceleration Event has occurred and is continuing, the Collateral Agent shall be entitled to appoint a Receiver save to the extent prohibited by section 72A of the Insolvency Act 1986.

9.2 Powers of Receiver

Every Receiver shall (subject to any restrictions in the instrument appointing him but notwithstanding any winding-up or dissolution of any Chargor) have and be entitled to

exercise, in relation to the Charged Property (and any assets of any Chargor which, when got in, would be Charged Property) in respect of which he was appointed, and as varied and extended by the provisions of this Debenture (in the name of or on behalf of the relevant Chargor or in his own name and, in each case, at the cost of that Chargor):

- (a) all the powers conferred by the Law of Property Act 1925 and the Insolvency Act 1986 on mortgagors and on mortgagees in possession and on receivers appointed under that Act;
- (b) all the powers of an administrative receiver set out in Schedule 1 to the Insolvency Act 1986 (whether or not the Receiver is an administrative receiver);
- (c) all the powers and rights of an absolute owner and power to do or omit to do anything which the relevant Chargor itself could do or omit to do; and
- (d) the power to do all things (including bringing or defending proceedings in the name or on behalf of the relevant Chargor) which seem to the Receiver to be incidental or conducive to (i) any of the functions, powers, authorities or discretions conferred on or vested in him or (ii) the exercise of all rights, powers and remedies of the Collateral Agent under this Debenture (including realisation of all or any part of the Charged Property) or (iii) bringing to his hands any assets of the relevant Chargor forming part of, or which when obtained would be, Charged Property.

9.3 Receiver as Agent

Each Receiver appointed under this Debenture shall be the agent of the relevant Chargor, which shall be solely responsible for his acts or defaults, and for his remuneration and expenses, and be liable on any agreements or engagements made or entered into by him. The Collateral Agent will not be responsible for any misconduct, negligence or default of a Receiver.

9.4 Removal of Receiver

The Collateral Agent may by prior written notice remove from time to time any Receiver appointed by it and, whenever it may deem appropriate, appoint a new Receiver in the place of any Receiver whose appointment has terminated, for whatever reason.

9.5 Remuneration of Receiver

The Collateral Agent may from time to time fix the remuneration of any Receiver appointed by it.

9.6 Several Receivers

If at any time there is more than one Receiver, each Receiver may separately exercise all of the powers conferred by this Debenture (unless the document appointing such Receiver states otherwise).

10 Application of Proceeds

10.1 Order of Application

All moneys received or recovered, and any non-cash recovered, made or received by the Collateral Agent or any Receiver pursuant to this Debenture shall (subject to the claims of any person having prior rights thereto) be applied in the order and manner specified by the Credit Agreement notwithstanding any purported appropriation by any Chargor.

10.2 Section 109 Law of Property Act 1925

Sections 109(6) and (8) of the Law of Property Act 1925 shall not apply to a Receiver appointed under this Debenture.

10.3 Application against Secured Obligations

Subject to Clause 10.1 (*Application of Proceeds*) above, any moneys or other value received or realised by the Collateral Agent from a Chargor or a Receiver under this Debenture may be applied by the Collateral Agent to any item of account or liability or transaction forming part of the Secured Obligations to which they may be applicable in any order or manner which the Collateral Agent may determine.

11 Protection of Collateral Agent and Receiver

11.1 No Liability

Neither the Collateral Agent nor any Receiver shall be liable in respect of any of the Charged Property or for any loss or damage which arises out of the exercise or the attempted or purported exercise of, or the failure to exercise any of, their respective powers, unless caused by its or his fraud, gross negligence or wilful misconduct.

11.2 Insurance Proceeds

If an Applicable Acceleration Event has occurred and is continuing, all moneys received by virtue of any insurance maintained or effected in respect of the Charged Property shall be paid to the Collateral Agent (or, if not paid by the insurers directly to the Collateral Agent, shall be held on trust for the Collateral Agent) and shall, at the option of the Collateral Agent, be applied in replacing or reinstating the assets destroyed, damaged or lost or in reduction of the Secured Obligations.

11.3 Possession of Charged Property

Without prejudice to Clause 11.1 (*No Liability*) above, if the Collateral Agent or the Receiver enters into possession of the Charged Property, it will not be liable to account as mortgagee in possession in respect of all or any part of the Charged Property or be liable for any loss upon realisation or for any neglect, default or omission in connection with the Charged Property to which a mortgagee or mortgagee in possession might otherwise be liable and may at any time at its discretion go out of such possession

11.4 Primary liability of the Chargors

Each Chargor shall be deemed to be a principal debtor and the sole, original and independent obligor for the Secured Obligations and the Charged Property shall be deemed to be a principal security for the Secured Obligations. The liability of each Chargor under this Debenture and the charges contained in this Debenture shall not be impaired by an forbearance, neglect, indulgence, abandonment, extension of time, release, surrender or loss of securities, dealing, variation or arrangement by the Collateral Agent or any other Secured Party, or by an other act, event or matter whatsoever whereby the liability of the relevant Chargor (as a surety only) or the charges contained in this Debenture (as secondary or collateral charges only) would, but for this provision, have been discharged.

11.5 Delegation

Without prejudice to the rights to and limitations or delegation by the Collateral Agent permitted under the Loan Documents, following an Applicable Acceleration Event which is continuing and subject to the terms of the Loan Documents, the Collateral Agent may delegate by power of attorney or in any other manner all or any of the powers, authorities and discretions which are for the time being exercisable by it under this Debenture to any person or persons upon such terms and conditions (including the power to sub delegate) as it may reasonably and in good faith think fit and the Collateral Agent may, subject to the terms of the Loan Documents, pass confidential information to any such delegate. The Collateral Agent will not be liable or responsible to any Chargor or any other person for any losses arising from any act, default, omission or misconduct on the part of any delegate.

11.6 Cumulative Powers

The powers which this Debenture confers on the Collateral Agent, the other Secured Parties and any Receiver appointed under this Debenture are cumulative, without prejudice to their respective powers under the general law, and may be exercised as often as the relevant person thinks appropriate. The Collateral Agent, the other Secured Parties or the Receiver may, in connection with the exercise of their powers, join or concur with any person in any transaction, scheme or arrangement whatsoever. The respective powers of the Collateral Agent, the other Secured Parties and the Receiver will in no circumstances be suspended, waived or otherwise prejudiced by anything other than an express consent or amendment.

11.7 Remedies and waivers

No failure on the part of the Collateral Agent to exercise, nor any delay on its part in exercising, any of its rights under this Debenture, shall operate as a waiver of that right or constitute an election to affirm this Debenture. No election to affirm this Debenture on the part of the Collateral Agent shall be effective unless it is in writing. No single or partial exercise of any right under this Debenture shall preclude any further or other exercise of that or any other right.

12 Power of Attorney

Each Chargor, by way of security, on the date of this Debenture, irrevocably and severally appoints the Collateral Agent, each Receiver and any person nominated for the purpose by the Collateral Agent or any Receiver as its attorney (with full power of

substitution and delegation) in its name and on its behalf and as its act and deed at any time after the occurrence of an Applicable Acceleration Event which is continuing to execute, seal and deliver (using the company seal where appropriate) and otherwise perfect and do any deed, assurance, agreement, instrument, act or thing which is expressly required to execute and do under the terms of this Debenture, and which it has not done within a reasonable period of time or which may be required to enable the exercise of any rights or powers conferred on the Collateral Agent or any Receiver under this Debenture or by law or otherwise for any of the purposes of this Debenture, and each Chargor covenants with the Collateral Agent and each Receiver to ratify and confirm all such acts or things made, done or executed (or purported to be made, done or executed) by that attorney.

13 Protection for Third Parties

13.1 No Obligation to Enquire

No purchaser from, or other person dealing with, the Collateral Agent or any Receiver (or their agents) shall be obliged or concerned to enquire whether:

- (a) the right of the Collateral Agent or any Receiver to exercise any of the powers conferred by this Debenture has arisen or become exercisable or as to the propriety or validity of the exercise or purported exercise of any such powers; or
- (b) any of the Secured Obligations remain outstanding and/or are due and payable or be concerned with notice to the contrary and the title and position of such a purchaser or other person shall not be impeachable by reference to any of those matters.

13.2 Receipt Conclusive

The receipt of the Collateral Agent or any Receiver shall be an absolute and a conclusive discharge to a purchaser, and shall relieve him of any obligation to see to the application of any moneys paid to or by the direction of the Collateral Agent or any Receiver.

14 Deferral of Chargor rights

Until such time as the Secured Obligations have been discharged in full, no Chargor will exercise any rights which it may have by reason of performance by it of its obligations under this Debenture:

- (a) to be indemnified by any Loan Party;
- (b) to claim any contribution from any guarantor of any Loan Party's obligations under this Debenture; and/or

to take the benefit (in whole or in part and whether by way of subrogation or otherwise) of any rights of the Secured Parties under the Security Documents or of any other guarantee or Security taken pursuant to, or in connection with, this Debenture by any Secured Parties.

15 Discharge Conditional

If any settlement, discharge or release is made by a Secured Party in whole or in part on the basis of any payment, security or other disposition which is avoided or must be restored in insolvency, liquidation, administration or otherwise, without limitation, then the liability of each Chargor under this Debenture will continue or be reinstated as if the settlement, discharge or release had not occurred and any Security the subject of the discharge will continue or be reinstated as if that settlement, discharge or release had not occurred.

16 Covenant to Release

Once all the Secured Obligations have been irrevocably paid in full, whether or not as the result of an enforcement of the Security Documents, and none of the Secured Parties have any actual or contingent liability to advance further monies or incur any liability on behalf of any Chargor or any other Loan Party under the Loan Documents, the Collateral Agent shall, at the request and cost of any Chargor, promptly take any action including preparing, executing and delivering all documents and instruments (including any termination or release letter or deed), revoking any powers of attorney and performing all acts or deeds (including returning title documents, share certificates, related stock transfer forms and any other document belonging to the Chargors) which are, in each case, necessary or otherwise requested by the Chargors (acting reasonably) to release or re-assign the Charged Property from the Security constituted by this Debenture.

17 Ruling Off

If the Collateral Agent or any other Secured Party receives notice or is deemed to have received notice of any subsequent Security or other interest affecting all or any part of the Charged Property or any assignment or transfer of the Charged Property (in each case, except as permitted by the Loan Documents or where the Required Creditor Consent has been obtained) it may open a new account for the relevant Chargor in its books. If it does not do so then (unless it gives express notice in writing to the contrary to the relevant Chargor), as from the time it receives that notice, all payments made by or on behalf of the relevant Chargor to it (in the absence of any express appropriation to the contrary) shall be treated as having been credited to a new account of the relevant Chargor and not as having been applied in reduction of the Secured Obligations as at the time the relevant notice was received or deemed to have been received.

18 Redemption of Prior Charges

The Collateral Agent may, at any time after an Applicable Acceleration Event has occurred and is continuing, redeem any prior Security on or relating to any of the Charged Property or procure the transfer of that Security to itself, and may settle and pass the accounts of any person entitled to that prior Security. Any account so settled and passed shall (subject to any manifest error) be conclusive and binding on the relevant Chargor. The relevant Chargor will, upon a demand made in writing to it, pay to the Collateral Agent all principal monies and interest and all losses incidental to any such redemption or transfer.

19 Changes to Parties

19.1 Assignment by the Collateral Agent

The Collateral Agent may at any time assign or otherwise transfer all or any part of its rights and obligations under this Debenture in accordance with the Security Documents. Subject to the terms of the Loan Documents, the Collateral Agent shall be entitled to disclose such information concerning each Chargor and this Debenture as the Collateral Agent considers appropriate to any actual or proposed direct or indirect successor or to any person to whom information may be required to be disclosed by any applicable law. None of the rights and obligations of any Chargor under this Debenture shall be capable of being assigned or transferred.

19.2 Changes to Parties

Each Chargor authorises and agrees to changes to parties under section 9.04 (*Successors and Assigns, Etc.*) of the Credit Agreement and authorises the Collateral Agent to executed on its behalf any document required to effect the necessary transfer of rights or obligations contemplated by those provisions.

20 Miscellaneous

20.1 Filings

Each Chargor hereby irrevocably authorizes the Collateral Agent (or its designee) at any time and from time to time to file in any relevant jurisdiction any initial financing statements (including fixture filings) with respect to the Charged Property or any part thereof and amendments thereto that (i) describe the collateral covered thereby in any manner that the Collateral Agent reasonably determines is necessary or advisable to ensure the perfection of the security interests in the Charged Property granted under this Debenture, including indicating the Charged Property of such Chargor as “all assets” or “all assets of the Debtor whether now owned or existing or hereafter acquired or arising and wheresoever located, including all accessions thereto and products and proceeds thereof” or words of similar effect, and (ii) contain the information required by Article 9 of the UCC or the analogous legislation of each applicable jurisdiction for the filing of any financing statement or amendment, including (A) whether such Chargor is an organization, the type of organization and, if required in the applicable jurisdiction, any organizational identification number issued to such Chargor and (B) in the case of a financing statement filed as a fixture filing, a sufficient description of the real property to which such Article 9 Charged Property relates. Each Chargor agrees to provide such information to the Collateral Agent promptly upon the Collateral Agent’s reasonable request.”

20.2 Certificates Conclusive

A certificate or determination of the Collateral Agent as to any amount payable under this Debenture will be conclusive and binding on each Chargor, except in the case of manifest error.

20.3 Counterparts

This Debenture may be executed in any number of counterparts, and this has the same effect as if the signatures on the counterparts were on a single copy of this Debenture.

20.4 Invalidity of any Provision

If any provision of this Debenture is or becomes invalid, illegal or unenforceable in any respect under any law, the validity, legality and enforceability of the remaining provisions shall not be affected or impaired in any way.

20.5 Failure to Execute

Failure by one or more parties ("**Non Signatories**") to execute this Debenture on the date hereof will not invalidate the provisions of this Debenture as between the other parties who do execute this Debenture. Such Non Signatories may execute this Debenture on a subsequent date and will thereupon become bound by its provisions.

21 Governing Law and Jurisdiction

21.1 Governing Law

This Debenture and any non-contractual obligations arising out of or in connection with it are governed by English law.

21.2 Jurisdiction

The courts of England have exclusive jurisdiction to settle any dispute arising out of or in connection with this Debenture (including a dispute relating to the existence, validity or termination of this Debenture or the consequences of its nullity or any non-contractual obligation arising out of or in connection with this Debenture (a "**Dispute**")).

21.3 Convenient Forum

The parties agree that the courts of England are the most appropriate and convenient courts to settle Disputes between them and, accordingly, that they will not argue to the contrary.

In witness whereof this Debenture has been duly executed as a deed on the date first above written.

**SCHEDULE 1
SHARES**

Name of Chargor which holds the shares	Name of company issuing shares	Number and class
Plato UK Topco Limited	Plato UK Bidco Limited	102 Ordinary Shares of £1.00 each
Olympus UK Bidco Limited	Plato UK Topco Limited	64,806 A1 Ordinary Shares of £0.001 each 8,800 A2 Ordinary Shares of £0.01 each 18,307 B Ordinary Shares of £0.01 each 39,887,829 Preference Shares of £0.00001 each
Plato UK Bidco Limited	Phaidon International (Overseas) Ltd	5,100,000 Ordinary Shares of £0.01 each
Plato UK Bidco Limited	Phaidon International (UK) Ltd	5,100,000 Ordinary Shares of £0.01 each

SCHEDULE 2 BANK ACCOUNTS

Part 1

Notice of Security over Bank Accounts

To: [Insert name and address of bank/building society/financial institution]

Date: [●]

Dear Sirs

We give you notice that, by a debenture dated [●] (the “**Debenture**”), the companies identified in the schedule to this notice (the “**Customers**”) have charged to [insert name of Collateral Agent] (the “**Collateral Agent**”) as trustee for the Secured Parties any accounts and all monies (including interest) from time to time standing to the credit of those accounts identified in the schedule to this notice (the “**Charged Accounts**”) and to all interest (if any) accruing thereon.

If the security constituted by the Debenture becomes enforceable in accordance with clause 8 (*Enforcement of Security*) of the Debenture, the Collateral Agent may notify you of such event (an “**Enforcement Notice**”).

We irrevocably instruct and authorise you following receipt of an Enforcement Notice:

1. to hold all monies from time to time standing to the credit of the Charged Accounts to the order of the Collateral Agent and to pay all or any part of those monies to the Collateral Agent (or as it may direct); and
2. to disclose to the Collateral Agent (without any further reference to or further authority from us and without any inquiry by you as to the justification for such disclosure) such information relating to the Customers or the Charged Accounts which the Collateral Agent may from time to time request you to disclose to it.

We also advise you that:

1. the Customers may operate any of the Charged Accounts in the schedule below freely in the ordinary course of its business (including closing of unused and dormant accounts) until such time as the Collateral Agent shall deliver to you an Enforcement Notice stating that their permission is withdrawn; and
2. the provisions of this notice may only be revoked or varied with the prior written consent of the Collateral Agent.

This letter is governed by and will be construed in accordance with the laws of England.

Please confirm your agreement to the above by signing the enclosed acknowledgement of this notice and returning to the Collateral Agent (at [*insert name & address of Collateral Agent*]) with a copy to us.

Yours faithfully

.....
[*Insert name of the charging company*]
[For and on behalf of [●]]

as agent for and on behalf of all of the Customers]

Schedule

Customer	Account Number	Sort Code
[●]	[●]	[●]

Part 2

Acknowledgement of Security by Account Bank

To: [Insert name of Collateral Agent]
as Collateral Agent

Date: [●]

Dear Sirs

We confirm receipt from [insert name of charging company] (the “**Chargor**”) of a notice dated [●] of a charge upon the terms of a debenture dated [●] (the “**Debenture**”) of all monies (including interest) from time to time standing to the credit of the Charged Accounts specified in the notice. Terms defined in such notice shall have the same meaning in this acknowledgement (the “**Notice**”).

We agree to act in accordance with the provisions of the Notice.

We unconditionally and irrevocably waive all rights of set-off, lien, combination or consolidation of accounts, security in respect of any Charged Account and similar rights (however described) which we may have now or in the future in respect of any Charged Account or the balance thereon to the extent that such rights relate to amounts owed to us by any Customer.

We confirm that we have not received notice of the interest of any third party in any Charged Account.

This letter is to be governed by and will be construed in accordance with the laws of England.

Yours faithfully


.....
[Insert name of account bank]


SCHEDULE 3
INTELLECTUAL PROPERTY


Part A: Trade Marks

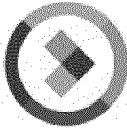
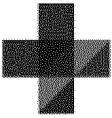
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
Canada	DSJ GLOBAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the supply chain and procurement sectors; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.	21/12/2017	1874440	TMA1068409	08/01/2030
Canada	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to science; employment and recruitment services relating to the life science industry/sector; employment and recruitment services relating to pharmaceutical industry; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.	21/12/2017	1874442	TMA1068407	08/01/2030
Canada	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the communications industry/sector; employment and recruitment services relating to the communications technology industry; project management	21/12/2017	1874443	TMA1068397	08/01/2030

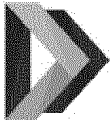
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.				
Canada	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the engineering industry/sector; employment and recruitment services relating to the infrastructure sector; employment and recruitment services relating to the forensics profession/sector; employment and recruitment services relating to the building and construction industry; employment and recruitment services relating to the oil, gas, power, water energy and environmental industries and sectors; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.	21/12/2017	1874439	TMA1068402	08/01/2030
Canada	PHAIDON [word]	(35) Employment and personnel recruitment services; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive	22/12/2017	1874952	TMA1068400	08/01/2030


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.				
Canada		(35) Employment and personnel recruitment services; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.	22/12/2017	1874953	TMA1068419	08/01/2030
Canada	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial sector; employment and recruitment services relating to the financial services industry; project management services in the field of employment and recruitment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; human resource management services; information and advice relating to employment services, recruitment services, employee and job profiling services, personnel selection services, and human resource management services; information and advice relating to market research services in the fields of employment recruitment, employee and job profiling.	21/12/2017	1874441	TMA1068384	08/01/2030

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
European Union*	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; information and advice relating to all of the aforesaid.	22/01/2018	17715871	17715871	22/01/2028
European Union*	 PHAIDON INTERNATIONAL	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; information and advice relating to all of the aforesaid.	22/01/2018	17715855	17715855	22/01/2028

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
European Union*	REIMAGINE YOUR POTENTIAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	17/08/2022	18748613	Pending	Pending
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	25/03/2021	1595796	1595796	25/03/2031

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596548	1596548	25/03/2031
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	25/03/2021	1595797	1595797	25/03/2031


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596552	1596552	25/03/2031

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596289	1596289	25/03/2031
European Union* (IR)	DSJ GLOBAL [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing an on-line searchable database featuring job postings and	20/10/2017	1380358	1380358	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.				
European Union* (IR)	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380244	1380244	20/10/2027
European Union* (IR)	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment	20/10/2017	1380356	1380356	20/10/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
European Union* (IR)	LARSON MADDOX [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	09/11/2021	1650503	1650503	09/11/2031


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
European Union* (IR)	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380359	1380359	20/10/2027
European Union* (IR)	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	20/10/2017	1380357	1380357	20/10/2027

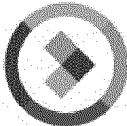
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
European Union* (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596567	1596567	25/03/2031
Hong Kong	DSJ GLOBAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	18/08/2017	304245543	304245543	17/08/2027

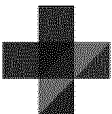

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Hong Kong	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	18/08/2017	304245534	304245534	17/08/2027
Hong Kong	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment	18/08/2017	304245516	304245516	17/08/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Hong Kong	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	18/08/2017	304245606	304245606	17/08/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
Hong Kong	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	27/12/2017	304380688	304380688	26/12/2027
Hong Kong	 PHAIDON INTERNATIONAL	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	27/12/2017	304380697	304380697	26/12/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Hong Kong	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	18/08/2017	304245525	304245525	17/08/2027
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	25/03/2021	1595796	1595796	25/03/2031


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employment services relating to employee and job profiling; online recruiting services featuring searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596548	1596548	25/03/2031

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employment services featuring employee and job profiling; online employment recruiting services featuring searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1595797	1595797	25/03/2031
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; job matching services in the nature of employee and job profiling services; online recruiting services featuring searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers;	25/03/2021	1596552	1596552	25/03/2031


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596289	1596289	25/03/2031
Singapore (IR)	DSJ GLOBAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment,	20/10/2017	1380358	1380358	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employee and job profiling; provision of online recruitment services via job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; personnel management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; provision of online recruitment services via job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; personnel management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380244	1380244	20/10/2027
Singapore (IR)	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	20/10/2017	1380356	1380356	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; job matching services in the nature of employee and job profiling services; online recruiting services, namely providing searchable information on job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; personnel management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; job matching services in the nature of employee and job profiling services; online recruiting services, namely providing searchable information on job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; personnel management consultancy services;	20/10/2017	1380359	1380359	20/10/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; job matching services in the nature of employee and job profiling services; online recruiting services, namely providing searchable information on job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	29/12/2017	1398623	1398623	29/12/2027
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; job matching services in the nature of employee and job profiling services; online recruiting services, namely providing searchable	29/12/2017	1400394	1400394	29/12/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		information on job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Singapore (IR)	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely providing searchable information on job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; personnel management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380357	1380357	20/10/2027

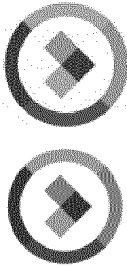
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
Singapore (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employment services relating to employee and job profiling; online recruiting services relating to searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596567	1596567	25/03/2031
Switzerland (IR)	DSJ GLOBAL [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting	20/10/2017	1380358	1380358	20/10/2027

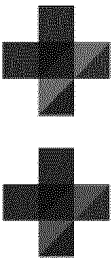
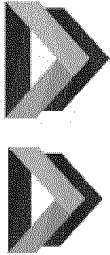
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		services, namely, providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.				
Switzerland (IR)	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380244	1380244	20/10/2027
Switzerland (IR)	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	20/10/2017	1380356	1380356	20/10/2027

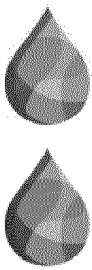
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Switzerland (IR)	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380359	1380359	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
Switzerland (IR)	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	29/12/2017	1398623	1398623	29/12/2027
Switzerland (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	29/12/2017	1400394	1400394	29/12/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
Switzerland (IR)	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380357	1380357	20/10/2027
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	12/02/2020	3466271	3466271	12/02/2030

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	12/02/2020	3466267	3466267	12/02/2030

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	12/02/2020	3466272	3466272	12/02/2030
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	12/02/2020	3466263	3466263	12/02/2030

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	12/02/2020	3466268	3466268	12/02/2030
United Kingdom	DSJ GLOBAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	30/06/2017	3240681	3240681	30/06/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom	DSJ GLOBAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380358	UK00801380358	20/10/2027
United Kingdom	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	30/06/2017	3240691	3240691	30/06/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380244	UK00801380244	20/10/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United Kingdom	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	30/06/2017	3240696	3240696	30/06/2027
United Kingdom	GLOCOMMS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with	20/10/2017	1380356	UK00801380356	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		<p>respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.</p> <p>** In the US*** Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid</p>				
United Kingdom	LARSON MADDOX [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	29/06/2021	3661839	3661839	29/06/2031

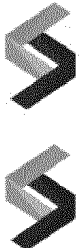
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	30/06/2017	3240678	3240678	30/06/2027



COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United Kingdom	LVI ASSOCIATES [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380359	UK00801380359	20/10/2027
United Kingdom	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of	22/01/2018	17715871	UK00917715871	22/01/2028


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment; personnel selection services; information and advice relating to all of the aforesaid.				
United Kingdom	PHAIDON [word]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	30/06/2017	3240668	3240668	30/06/2027
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel	30/06/2017	3240676	3240676	30/06/2027

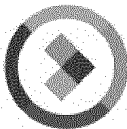
COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; personnel selection services; information and advice relating to all of the aforesaid.	22/01/2018	17715855	UK00917715855	22/01/2028
United Kingdom	REIMAGINE YOUR POTENTIAL [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services,	20/05/2022	3790271	Pending	Pending

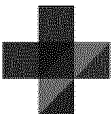

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380357	UK00801380357	20/10/2027
United Kingdom	SELBY JENNINGS [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	30/06/2017	3240686	3240686	30/06/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United Kingdom		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	12/02/2020	3466260	3466260	12/02/2030

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United States		(35) Employment and personnel recruitment services; employment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment and personnel recruitment services relating to the supply chain and procurement sectors; employment and personnel recruitment services relating to the science and technology sectors; employment and personnel recruitment services relating to the communications sector; employment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection services for others; human resource management services; information and advice relating to all of the aforesaid.	17/05/2018	87/925197	5858359	10/09/2029
United States		(35) Employment and personnel recruitment services; employment and recruitment services relating to the science and technology sectors; project management services for others for business purposes in the field of employment and recruitment; advertising services for others relating to recruitment and employment; market research services for others in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; providing online recruiting services, namely, providing an on-line searchable database featuring searchable job postings and resumes; executive recruitment services; psychometric testing for employment purposes and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers;	26/03/2021	90605044	6849397	20/09/2032

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		Consultancy of personnel recruitment in the nature of the provision of advice with respect to recruitment of personnel; Employment staffing consultation services in the nature of the provision of advice with respect to the seeking of employment; business management consultancy services; Human resources services, namely, personnel selection services for others; human resource management services.				
United States	REIMAGINE YOUR POTENTIAL [words]	(35) Employment agencies and personnel recruitment services; employment agencies and recruitment services relating to the financial, management consultancy and IT sectors; employment agencies and recruitment services relating to the supply chain and procurement sectors; employment agencies and recruitment services relating to the science and technology sectors; employment agencies and recruitment services relating to the communications sector; employment agencies and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services being employment agencies; online recruiting services, namely, searchable job postings and resumes; executive recruitment services; psychometric skills testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment recruitment; provision of advice with respect to the seeking of employment recruitment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid	17/08/2022	97552744	Pending	Pending
United States (IR)		(35) Employment agencies and personnel recruitment services; employment agencies and recruitment services relating to the financial, management consultancy and IT sectors; employment agencies and recruitment services relating to the supply chain and procurement sectors; employment agencies and recruitment services relating to the science and technology sectors; employment agencies and recruitment services relating to the communications sector; employment agencies and recruitment services relating to	25/03/2021	1595796	1595796	25/03/2031

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services being employment agencies; online recruiting services, namely, searchable job postings and resumes; executive recruitment services; psychometric skills testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment recruitment; provision of advice with respect to the seeking of employment recruitment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596548	Pending	Pending

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United States (IR)		(35) Employment agencies and personnel recruitment services; employment agencies and recruitment services relating to the financial, management consultancy and IT sectors; employment agencies and recruitment services relating to the supply chain and procurement sectors; employment agencies and recruitment services relating to the science and technology sectors; employment agencies and recruitment services relating to the communications sector; employment agencies and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services being employment agencies; online recruiting services, namely, searchable job postings and resumes; executive recruitment services; psychometric skills testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment recruitment; provision of advice with respect to the seeking of employment recruitment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1595797	1595797	25/03/2031
United States (IR)		(35) Employment agencies and personnel recruitment services; employment agencies and recruitment services relating to the financial, management consultancy and IT sectors; employment agencies and recruitment services relating to the supply chain and procurement sectors; employment agencies and recruitment services relating to the science and technology sectors; employment agencies and recruitment services relating to the communications sector; employment agencies and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services being employment agencies; online recruiting services, namely, searchable job postings and resumes; executive recruitment services;	25/03/2021	1596552	1596552	25/03/2031


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		psychometric skills testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment recruitment; provision of advice with respect to the seeking of employment recruitment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)		(35) Employment agencies and personnel recruitment services; employment agencies and recruitment services relating to the financial, management consultancy and IT sectors; employment agencies and recruitment services relating to the supply chain and procurement sectors; employment agencies and recruitment services relating to the science and technology sectors; employment agencies and recruitment services relating to the communications sector; employment agencies and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services being employment agencies; online recruiting services, namely, searchable job postings and resumes; executive recruitment services; psychometric skills testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment recruitment; provision of advice with respect to the seeking of employment recruitment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596289	1596289	25/03/2031
United States (IR)	DSJ GLOBAL [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to	20/10/2017	1380358	1380358	20/10/2027


COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)	EPM SCIENTIFIC [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation,	20/10/2017	1380244	1380244	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)	GLOCOMMS [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.	20/10/2017	1380356	1380356	20/10/2027
United States (IR)	LARSON MADDOX [words]	(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors;	09/11/2021	1650503	Pending	Pending

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)	LVI ASSOCIATES [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment	20/10/2017	1380359	1380359	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)	PHAIDON [word]	(35) Employment counseling and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing online searchable databases featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice in the nature of employment counseling with respect to the seeking of employment; provision of advice with respect to the seeking of employment, namely, providing employment counseling services; business management consultancy services; Human resources services, namely, personnel selection services for others; human resource management services; information and advice relating to all of the aforesaid.	29/12/2017	1398623	1398623	29/12/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
United States (IR)		(35) Employment counseling and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment relating to the engineering sector; business project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely, providing online searchable databases featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice in the nature of employment counseling with respect to the seeking of employment; provision of advice with respect to the seeking of employment, namely, providing employment counseling services; business management consultancy services; Human resources services, namely, personnel selection services for others; human resource management services; information and advice relating to all of the aforesaid.	29/12/2017	1400394	1400394	29/12/2027
United States (IR)	SELBY JENNINGS [words]	(35) Employment agency and personnel recruitment services; employment recruitment and personnel recruitment services relating to the financial, management consultancy and IT sectors; employment recruitment and personnel recruitment services relating to the supply chain and procurement sectors; employment recruitment and personnel recruitment services relating to the science and technology sectors; employment recruitment and personnel recruitment services relating to the communications sector; employment recruitment and personnel recruitment services relating to the engineering sector; project management services for others for business purposes in the field of	20/10/2017	1380357	1380357	20/10/2027

COUNTRY	MARK	CLASSES	APP. DATE	APP. NO.	REG. NO.	RENEWAL DATE
		employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services, namely, matching prospective employees with employers through profiling surveys and analysis; online recruiting services, namely providing an on-line searchable database featuring job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; providing employment agency services with respect to the seeking of employment; business management consultancy services; human resources services, namely, personnel selection for others; human resource management services; information and advice relating to all of the aforesaid.				
United States (IR)		(35) Employment and personnel recruitment services; employment and recruitment services relating to the financial, management consultancy and IT sectors; employment and recruitment services relating to the supply chain and procurement sectors; employment and recruitment services relating to the science and technology sectors; employment and recruitment services relating to the communications sector; employment and recruitment services relating to the engineering sector; project management services in the field of employment and recruitment; advertising services relating to recruitment and employment; market research services in the fields of employment recruitment, employee and job profiling; employee and job profiling services; online recruiting services, namely searchable job postings and resumes; executive recruitment services; psychometric testing relating to employment and personnel selection; personnel recruitment services in connection with personnel for the management, operation, maintenance, construction and programming of computers; provision of advice with respect to recruitment of personnel; provision of advice with respect to the seeking of employment; provision of advice with respect to the seeking of employment; business management consultancy services; personnel selection services; human resource management services; information and advice relating to all of the aforesaid.	25/03/2021	1596567	Pending	Pending

* European Union means Austria, Benelux, Bulgaria, Croatia, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Malta, Poland, Portugal, Romania, the Slovak Republic, Slovenia, Spain, Sweden.

Part B: Domain Names

Domain Names
None as at the date of this Debenture.

Signatories to Debenture
The Chargors

EXECUTED as a **DEED** by)
PLATO UK TOPCO LIMITED)
and signed on its behalf by)
James Slipper)



Director

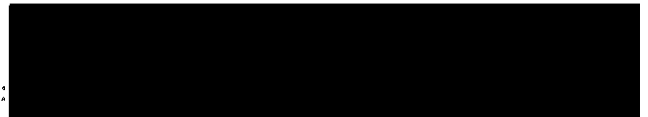
in the presence of:



Witness

Witness name: JODIE YOUNG

Witness address:



Witness occupation:

Notice Details:

Address: 21 Lombard Street, London, EC3V 9AH
Email: James.Slipper@PhaidonInternational.com
Attention: James Slipper

EXECUTED as a **DEED** by)
PLATO UK BIDCO LIMITED)
and signed on its behalf by)
James Slipper)



Director

in the presence of:



Witness

Witness name: JODIE YOUNG


Witness address:

Witness occupation:

Notice Details:

Address: 21 Lombard Street, London, EC3V 9AH
Email: James.Slipper@PhaidonInternational.com
Attention: James Slipper

EXECUTED as a **DEED** by)
PHAIDON INTERNATIONAL)
(OVERSEAS) LTD)
and signed on its behalf by)
James Slipper)



Director

in the presence of:



Witness

Witness name:

JODIE YOUNG


Witness address:

Witness occupation:

Notice Details:

Address: 21 Lombard Street, London, EC3V 9AH
Email: James.Slipper@PhaidonInternational.com
Attention: James Slipper

EXECUTED as a **DEED** by)
PHAIDON INTERNATIONAL)
(UK) LTD)
and signed on its behalf by)
James Slipper)


Director

in the presence of:


Witness

Witness name: JODIE YOUNG

Witness address:

Witness occupation:

Notice Details:

Address: 21 Lombard Street, London, EC3V 9AH
Email: James.Slipper@PhaidonInternational.com
Attention: James Slipper

The Collateral Agent



For and on behalf of
Churchill Agency Services LLC
as Collateral Agent

Name: Joseph Lee

Title: Principal

Notice Details

Churchill Agency Services LLC,
430 Park Avenue, 14th Floor
New York, NY 10022

Attention: Marina Elkinyuk
Tel.: (212) 478-9249
Email: agency@churchillam.com

with a copy (which shall not constitute notice) to:

Alter Domus (US) LLC
225 W. Washington Street, 9th Floor
Chicago, IL 60606
Attn: Legal Department
Email: churchillagency@alterdomus.com
Tel: (312) 564-5100

with a copy (which shall not constitute notice) to:

Sidley Austin LLP
One South Dearborn St.
Chicago, Illinois 60603
Attention: James A. Snyder
Email: james.snyder@sidley.com
Tel: (312) 853-7153