



**Registration of a Charge**

Company name: **ASPERITY EMPLOYEE BENEFITS GROUP LTD**

Company number: **07402459**



X767GF3E

Received for Electronic Filing: **18/05/2018**

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**Details of Charge**

Date of creation: **15/05/2018**

Charge code: **0740 2459 0009**

Persons entitled: **GLAS TRUST CORPORATION LIMITED**

Brief description: **PLEASE SEE INSTRUMENT FOR FURTHER DETAILS.**

**Contains fixed charge(s).**

**Contains floating charge(s) (floating charge covers all the property or undertaking of the company).**

**Contains negative pledge.**

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**Authentication of Form**

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

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**Authentication of Instrument**

Certification statement: **I 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:

**PROSKAUER ROSE (UK) LLP**



## **CERTIFICATE OF THE REGISTRATION OF A CHARGE**

Company number: 7402459

Charge code: 0740 2459 0009

The Registrar of Companies for England and Wales hereby certifies that a charge dated 15th May 2018 and created by ASPERITY EMPLOYEE BENEFITS GROUP LTD was delivered pursuant to Chapter A1 Part 25 of the Companies Act 2006 on 18th May 2018 .

Given at Companies House, Cardiff on 22nd May 2018

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**

Dated 15 May 2018

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## DEBENTURE

BETWEEN

(1) RG ENGAGEMENT GROUP 4 LIMITED  
AS PARENT

(2) THE PARENT AND THE SUBSIDIARIES OF THE PARENT LISTED IN Schedule 1  
AS ORIGINAL CHARGORS

(3) GLAS TRUST CORPORATION LIMITED  
AS SECURITY AGENT

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THIS DEBENTURE is dated 15 May 2018 and made between:

- (1) **RG ENGAGEMENT GROUP 4 LIMITED**, a company incorporated in England and Wales with registration number 09704802 and whose registered office is 265 Tottenham Court Road, London, England, W1T 7RQ (the “Parent”);
- (2) **THE SUBSIDIARIES OF THE PARENT LISTED IN Schedule 1** (*The Chargors*) (together with the Parent, the “Original Chargors”); and
- (3) **GLAS TRUST CORPORATION LIMITED** as trustee for itself and the Secured Parties (the “Security Agent”).

## BACKGROUND

- (A) The Original Chargors are required to enter into this Debenture as a condition of the Finance Documents.

IT IS AGREED as follows:

## 1. DEFINITIONS AND INTERPRETATION

### 1.1 Definitions

In this Debenture:

“Acceleration Event” has the meaning given to it in the Facilities Agreement.

“Account” means all accounts (including Controlled Accounts) and any credit balance from time to time on any account opened or maintained by any Chargor with any bank, building society, financial institution or other person (and any replacement account or subdivision or subaccount of that account) and includes all Related Rights.

“Additional Chargor” means a company which creates Security (or purports to create Security) over its assets in favour of the Security Agent by executing a Security Accession Deed.

“Administration Event” means:

- (a) a resolution is passed or an order is made for the winding-up, dissolution, administration or re-organisation of any Chargor or an administrator is appointed to any Chargor, save where expressly permitted by the terms of the Facilities Agreement; or
- (b) any person (who is entitled to do so) files notice of its intention to appoint an administrator to any Chargor with the court.

“Charged Assets” means all of the assets and undertaking of each Chargor, both present and future, which from time to time are the subject of any Security Interests created (or expressed or purported to be created) by it in favour of the Security Agent by or pursuant to this Security.

“Chargor” means an Original Chargor and an Additional Chargor.

“Controlled Account” means any Holding Account or Mandatory Prepayment Account.

**“Debt Documents”** has the meaning given to it in the Intercreditor Agreement.

**“Debtor”** has the meaning given to it in the Intercreditor Agreement.

**“Enforcement Event”** means the occurrence of an Acceleration Event or an Administration Event.

**“Excluded Asset”** means:

- (a) any assets (other than Investments, Accounts and Intra-Group Loans) or any interest in an asset (including but not limited to leasehold property, Intellectual Property and debts) subject to any Restriction;
- (b) any leasehold property with less than 10 years remaining on the applicable lease as at, and at any time after, the date of this Debenture; or
- (c) any asset of, or any 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”) 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..

**“Facilities Agreement”** means the facilities agreement dated on or about the date of this Debenture between, among others, RG Engagement Group 5 Limited as original borrower and guarantor, Barings Global Advisers Limited as arranger, GLAS Loan Agency Services Limited as agent, GLAS Trust Corporation Limited as Security Agent and the other parties listed therein.

**“Finance Document”** has the meaning given to it in the Facilities Agreement.

**“Insurance Policy”** means any contract or policy of insurance (including life insurance or assurance but excluding any policies in respect of third party liability) in which any Chargor may from time to time have an interest together with all amounts payable to such Chargor under or in connection with each of those policies including the insurance policies specified in Schedule 5 (*Insurance Policies*), and includes all Related Rights.

**“Intellectual Property”** means, in relation to a Chargor:

- (a) all of such Chargor’s patents, trademarks, service marks, designs, business names, copyrights, database rights, software rights, design rights, domain names, moral rights, inventions, confidential information, know-how and other intellectual property rights and interests, whether registered or unregistered; and
- (b) the benefit of all applications and rights to use such assets of such Chargor,

including the intellectual property specified in Schedule 4 (*Intellectual Property*) or any schedule to a Security Accession Deed, and includes all Related Rights.

**“Intercreditor Agreement”** means the intercreditor agreement dated on or about the date of this Debenture between, among others, the Parent as a Debtor, Barings Global Advisers



Limited as arranger, GLAS Loan Agency Services Limited as agent, GLAS Trust Corporation Limited as Security Agent and the other parties listed therein.

**“Intra-Group Loan”** means any loan by any Chargor as lender to any other member of the Group as borrower.

**“Investments”** means, in relation to a Chargor:

- (a) the Shares; and
- (b) all other shares, stocks, debentures, bonds, warrants, coupons, options, other securities and investments and rights to subscribe for other investments,

in each case whether held directly by, or to the order of, that Chargor or by any trustee, nominee, fiduciary or clearance system on its behalf, and includes all Related Rights (and including all rights against any such trustee, nominee, fiduciary or clearance system).

**“Lease”** means, in relation to any of the Real Property which is leasehold, the lease or leases, agreement for lease, tenancy or licence pursuant to, and in accordance with which, a Chargor holds such Real Property and any instrument supplemental to it which is expressed to be collateral to it or entered into pursuant to or in accordance with its terms.

**“Liabilities”** has the meaning given to it in the Intercreditor Agreement.

**“Material Insurance Policy”** means any Insurance Policy which is necessary for or material to the Group’s business, including the Insurance Policies specified in Schedule 5 (*Material Insurance Policies*) or any schedule to a Security Accession Deed, and includes all Related Rights.

**“Material Intellectual Property”** means Intellectual Property which is necessary for or material to the Group’s business, including the Intellectual Property specified in Schedule 4 (*Material Intellectual Property*) or any schedule to a Security Accession Deed, and includes all Related Rights.

**“Material Lease”** means a leasehold interest in Real Property in England and Wales (other than a leasehold interest with a term of less than 25 years remaining).

**Material Real Property”** means:

- (a) in relation to an Original Chargor, any freehold or leasehold property located in England and Wales specified in Schedule 2 (*Real Property*) in respect of which that Chargor has any right, title or interest;
- (b) in relation to an Additional Chargor, any freehold or leasehold located property in England and Wales specified in the schedule to the relevant Security Accession Deed in respect of which that Chargor has any right, title or interest;
- (c) in relation to a Chargor, any other freehold property located in England and Wales in respect of which that Chargor has any right, title or interest and which has a book value in excess of £500,000; and
- (d) in relation to a Chargor, any Material Lease,

and includes any buildings, fixtures (excluding any tenant fixtures), fittings, fixed plant or machinery from time to time situated on or forming part of such freehold or leasehold property, and includes all Related Rights.

“Permitted Security” has the meaning given to it in the Facilities Agreement.

“Planning Acts” means all legislation from time to time regulating the development, use, safety and control of Real Property and highways including but not limited to the Town and Country Planning Act 1990, the Planning (Listed Buildings and Conservation Areas) Act 1990, the Planning (Hazardous Substances) Act 1990, the Planning (Consequential Provisions) Act 1990, the Local Government, Planning and Land Act 1980, the Planning and Compensation Act 1991, the Planning and Compulsory Purchase Act 2004 and any regulations made pursuant to any of the foregoing.

“Plant and Machinery” means, in relation to a Chargor, all present and future plant, machinery, office equipment, computers, vehicles and other chattels of that Chargor (excluding any for the time being forming part of that Chargor’s stock in trade or work in progress), and includes all Related Rights.

“Real Property” means, in relation to a Chargor:

- (a) any freehold, leasehold or immovable property (including the freehold and leasehold property in England and Wales specified in Schedule 2 (*Real Property*)); and
- (b) any buildings, fixtures, fittings (excluding any tenant fixtures), fixed plant or machinery from time to time situated on or forming part of such freehold or leasehold property,

in respect of which that Chargor has any right, title or interest, and includes all Related Rights.

“Receiver” means a receiver, receiver and manager or, where permitted by law, an administrative receiver (as the Security Agent may specify at any time in any relevant appointment) and that term will include any appointee made under a joint or several appointment.

“Related Rights” means, to the extent applicable in relation to any asset:

- (a) the proceeds of sale, transfer, lease or other disposal of any part of all or any part of that asset;
- (b) all rights under any licence, agreement for sale or agreement for lease in respect of all or any part of that asset;
- (c) all rights, powers, benefits, claims, contracts, warranties, remedies, Security Interests, guarantees, indemnities or covenants for title in respect of all or any part of that asset;
- (d) any dividend, interest or other distribution paid or payable;
- (e) any moneys and proceeds paid or payable in respect of all or any part of that asset;
- (f) any awards or judgments in favour of a Chargor in respect of all or any part of that asset; and

(g) any other assets deriving from or relating to all or any part of that asset.

**“Restriction”** means in relation to any asset of a Chargor, any legal requirement or third party arrangement (including shareholder agreements (other than the Shareholders Agreement), landlord consent requirements, contracts, leases, licensing arrangements or joint venture arrangements) which would preclude (either absolutely or conditionally (including requiring the consent of any third party) but excluding any arrangement with a Sponsor Affiliate or Holding Company of the Parent) such asset from being subject to legal, valid, binding and enforceable Security (or if secured, would give a third party the right to terminate or otherwise amend any rights, benefits and/or obligations of such Chargor in respect of those assets or require such Chargor to take any action materially adverse to its interests).

**“Secured Obligations”** means all the Liabilities and all other present and future liabilities and obligations at any time due, owing or incurred by any member of the Group and by each Debtor to any Secured Party under the Debt Documents, both actual and contingent and whether incurred solely or jointly and as principal or surety or in any other capacity.

**“Secured Parties”** has the meaning given to it in the Facilities Agreement.

**“Security”** means any Security Interest executed, created (or intended to be created), evidenced or conferred by or pursuant to this Debenture.

**“Security Accession Deed”** means a deed substantially in the form set out in Schedule 11 (*Form of Security Accession Deed*).

**“Security Interest”** means any mortgage, charge, assignment, pledge, lien or other security interest securing any obligations of any person or any other agreement or arrangement having the effect of conferring security.

**“Security Period”** means the period beginning on the date of this Debenture and ending on the Senior Discharge Date.

**“Senior Discharge Date”** has the meaning given to it in the Intercreditor Agreement.

**“Shares”** means, in relation to a Chargor, all of the shares held by that Chargor (or on its behalf by a nominee) including those shares specified in Schedule 3 (*Shares*) or the schedule to any Security Accession Deed.

**“Specific Contracts”** means, in relation to a Chargor:

- (a) any Intra-Group Loans;
- (b) any Hedging Agreement entered into by that Chargor in connection with the Finance Documents; and
- (c) any other agreement to which that Chargor is a party and which is designated as such from time to time by the Parent and the Security Agent,

and includes all Related Rights.

## **1.2 Terms defined in other Finance Documents**

Unless defined in this Debenture, or the context otherwise requires, a term defined in the Facilities Agreement or in any other Finance Document has the same meaning in this

Debenture, or any notice given under or in connection with this Debenture, as if all references in those defined terms to the Facilities Agreement or other Finance Document were a reference to this Debenture or that notice.

### **1.3 Construction**

- (a) Save as otherwise provided in this Debenture, clause 1.2 (*Construction*) of the Facilities Agreement will apply as if incorporated in this Debenture, or in any notice given under or in connection with this Debenture, as if all references in that clause to the Facilities Agreement were a reference to this Debenture or that notice.
- (b) References to a Clause or Schedule are to a clause or schedule of this Debenture.

### **1.4 Intercreditor Agreement**

- (a) This Debenture is subject to the terms of the Intercreditor Agreement.
- (b) If there is any conflict or inconsistency between any provision of this Debenture and any provision of the Intercreditor Agreement, the provision of the Intercreditor Agreement shall prevail.

### **1.5 Disposition of property**

The terms of the Facilities Agreement and each other Finance Document and of any side letters between the Parties in relation to the Finance Documents are incorporated into this Debenture and each other Finance Document to the extent required for any purported disposition of any Real Property contained in any Finance Document to be a valid disposition in accordance with Section 2(1) of the Law of Property (Miscellaneous Provisions) Act 1989.

### **1.6 Clawback**

If the Security Agent reasonably considers that any amount paid or credited to any Finance Party is capable of being avoided or reduced by virtue of any bankruptcy, insolvency, liquidation or similar laws, the liability of the Chargors under this Debenture and the Security Interests constituted by those documents will continue and such amount will not be considered to have been irrevocably paid.

### **1.7 Third Party Rights**

A person who is not a party 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.

### **1.8 Deed**

It is intended that this Debenture takes effect as a deed notwithstanding the fact that a party may only execute this document under hand.

## **2. COVENANT TO PAY**

Each Chargor covenants with the Security Agent, as security trustee for the Secured Parties, to pay, discharge and satisfy the Secured Obligations when they become due for payment and discharge in accordance with their respective terms.

### **3. FIXED SECURITY**

#### **3.1 General**

All Security created by a Chargor under this Clause 3 and Clause 4 (*Floating charge*) is:

- (a) granted in favour of the Security Agent as security trustee for the Secured Parties;
- (b) continuing security for the payment, discharge and performance of the Secured Obligations (regardless of any intermediate payment);
- (c) subject to any Permitted Security, granted with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994 (but no covenant shall be implied by such grant which is disapplied under Clause 12.1 (*Implied covenants for title*)); and
- (d) granted in respect of all the right, title and interest (if any), present and future, of that Chargor in and to the relevant Charged Asset.

#### **3.2 Legal mortgage**

Each Chargor charges by way of first legal mortgage the Material Real Property.

#### **3.3 Assignment by way of Security**

- (a) Each Chargor assigns and agrees to assign absolutely (to the extent not validly and effectively charged by way of first legal mortgage pursuant to Clause 3.2 (*Legal mortgage*)), subject to a proviso for reassignment on release, and to the fullest extent assignable or capable of assignment without infringing any contractual provision restricting the same:
  - (i) the proceeds of any Material Insurance Policies; and
  - (ii) each Specific Contract.
- (b) Each Chargor shall remain liable to perform all its obligations under the assets described in paragraph (a) above.
- (c) Notwithstanding the other terms of this Clause 3.3, prior to the occurrence of an Enforcement Event, each Chargor may, subject to the other terms of the Finance Documents, continue to exercise all and any of its rights under and in connection with the Specific Contracts and the Material Insurance Policies.

#### **3.4 Fixed charges**

Each Chargor (to the extent not validly and effectively charged by way of first legal mortgage pursuant to Clause 3.2 (*Legal mortgage*) or assigned pursuant to Clause 3.3 (*Assignment by way of Security*)) charges:

- (a) by way of first fixed charge, the Real Property;
- (b) by way of first fixed charge, the Accounts;
- (c) by way of first fixed charge, its book and other debts and monetary claims owing to it and any proceeds of those debts and claims and all Related Rights;

- (d) by way of first fixed charge, the Material Intellectual Property;
- (e) by way of first fixed charge, the Plant and Machinery;
- (f) by way of first fixed charge, any goodwill and rights and claims in relation to its uncalled share capital;
- (g) by way of first fixed charge, the Investments;
- (h) by way of first fixed charge, any beneficial interest, claim or entitlement it has to any pension fund now or in the future; and
- (i) by way of first fixed charge, each of the assets which are specified in Clause 3.3 (*Assignment by way of Security*).

### **3.5 Fixed security**

Clause 3.2 (*Legal mortgage*), Clause 3.3 (*Assignment by way of Security*) and Clause 3.4 (*Fixed charges*) shall be construed as creating a separate and distinct mortgage, fixed charge or security assignment over each relevant asset within any particular class of assets specified in this Debenture. Any failure to create effective fixed security (for whatever reason) over an asset shall not affect the fixed nature of the security on any other asset, whether within the same class of assets or not.

### **3.6 Security restrictions**

- (a) There shall be excluded from the from the operation of Clause 3.2 (*Legal mortgage*), Clause 3.3 (*Assignment by way of Security*), Clause 3.4 (*Fixed charges*), Clause 5.1 (*Restrictions on dealings*) and Clause 13.1(*Further assurance*) any Excluded Asset of each Chargor unless and until the relevant Restriction that precludes such asset from being subject to legal, valid, binding and enforceable Security has been satisfied or waived.
- (b) For each Excluded Asset which is material to the business or operations of a Chargor or to the business or operations of any member of the Group, each relevant Chargor undertakes to:
  - (i) use its reasonable endeavours to obtain a consent or waiver in respect of such Restriction as soon as possible;
  - (ii) keep the Security Agent informed of its progress in obtaining such consent or waiver; and
  - (iii) forthwith upon receipt of such consent or waiver, provide the Security Agent with a copy,

provided that if such Chargor has used its reasonable endeavours and has not been able to obtain such consent or waiver, its obligation to do so shall cease on the expiry of 30 Business Days from the date of the Security Agent's request.

- (c) No Chargor shall be required to request a consent or waiver in respect of any Restriction from any third party if such request would be materially adverse to its interests or to the interests of any member of the Group.

- (d) Immediately upon receipt of the relevant waiver or consent, the relevant formerly Excluded Asset shall stand charged to the Security Agent (as trustee for the Secured Parties) under Clause 3.2 (*Legal mortgage*), Clause 3.3 (*Assignment by way of Security*) or Clause 3.4 (*Fixed charges*) as applicable. If reasonably required by the Security Agent at any time following receipt of that waiver or consent, the relevant Chargor will execute a further valid fixed charge in such form as the Security Agent shall require but on terms no more onerous to such Chargor than the terms of this deed.
- (e) Save as expressly required under in part 1 of schedule 2 (*Conditions precedent to first Utilisation*) of the Facilities Agreement, no Chargor shall have any obligation to (i) investigate title, review documentation (including in relation to leases, trade receivables or inventory) or review registers (including in relation to Intellectual Property), provide surveys or other insurance, environmental or other due diligence or diligence of any potentially applicable Restriction, or (ii) identify, satisfy or remove any such Restriction, in each case, prior to, or as a condition of, entering into this deed, or at any time thereafter (unless expressly required to do so by the Security Agent in accordance with paragraph 3.6(b) above).

#### **4. FLOATING CHARGE**

##### **4.1 Floating charge**

- (a) Each Chargor charges by way of first floating charge all its present and future assets and undertaking other than any assets effectively charged by way of legal mortgage or fixed charge or assigned under Clauses 3.2 (*Legal mortgage*), 3.3 (*Assignment by way of Security*) or 3.4 (*Fixed charges*) respectively.
- (b) Paragraph 14 of Schedule B1 to the Insolvency Act 1986 applies to the floating charge created by paragraph (a) above.

##### **4.2 Conversion of floating charge to fixed Security**

- (a) The Security Agent may at any time by notice to the relevant Chargor convert the floating charge constituted under Clause 4.1 (*Floating charge*) with immediate effect into a fixed charge as regards any asset which is the subject of the floating charge or which is specified in the notice if:
  - (i) this Debenture is enforceable in accordance with Clause 14 (*When Security becomes enforceable*); or
  - (ii) the Security Agent reasonably considers that any of the Charged Assets which are material to the business or operations of a Chargor or to the business or operations of the Group are in danger of being seized or sold pursuant to any legal process, or execution is being enforced against that Charged Asset; or
  - (iii) the Security Agent reasonably considers that it is necessary in order to protect the priority of the Security constituted by the floating charge; or
  - (iv) an Event of Default under clause 27.7 (*Insolvency Proceedings*) of the Facilities Agreement is continuing.

- (b) In addition, without prejudice to any rule of law which may have a similar effect, the floating charge constituted under Clause 4.1 (*Floating charge*) will automatically be converted (without notice) with immediate effect into a fixed charge as regards all Charged Assets which are subject to the floating charge and which are referred to in paragraphs (i) to (iii) below or owned by the relevant member of the Group in respect of which the event referred to at paragraph (iv) below has occurred:
- (i) a Chargor creates (or attempts or takes any steps to create) any Security Interest over any Charged Asset (save as expressly permitted under the Facilities Agreement) and subject to any grace period contained therein;
  - (ii) a Chargor disposes (or attempts or takes any steps to dispose) of all or any of the Charged Assets which are material to the business or operations of a Chargor or to the business or operations of the Group (save as expressly permitted under the Facilities Agreement);
  - (iii) any person levies (or attempts or takes any steps to levy) any distress, attachment, sequestration execution or other process against any Charged Asset (which is not discharged within three Business Days) (save as expressly permitted under the Facilities Agreement); or
  - (iv) an Administration Event occurs.

## **5. RESTRICTIONS ON DEALING**

### **5.1 Restrictions on dealings**

No Chargor may:

- (a) create or allow to exist any Security Interest over all or any part of the Charged Assets; or
- (b) either in a single transaction or in a series of transactions and whether related or not and whether voluntarily or involuntarily sell, transfer, licence lease or otherwise dispose of all or any part of its assets or enter into any other preferential arrangement having a similar effect,

unless expressly permitted under the Facilities Agreement or with the prior written consent of the Security Agent.

## **6. REAL PROPERTY**

### **6.1 Description of information**

Each Chargor represents and warrants to the Security Agent on the date of this Debenture or, as applicable, the date of any Security Accession Deed pursuant to which it becomes a party to this Debenture, that all Material Real Property in respect of which it has an interest is fully and accurately described in Schedule 2 (*Real Property*) (or, as applicable, the relevant schedule to a Security Accession Deed).

### **6.2 Acquisitions**

If a Chargor acquires any Material Real Property after the date of this Debenture it must:



- (a) promptly notify the Security Agent;
- (b) promptly on request by the Security Agent and at the cost of that Chargor, execute and deliver to the Security Agent a legal mortgage in favour of the Security Agent of that property in any form which the Security Agent may require (acting reasonably and in accordance with the Agreed Security Principles and consistent with this Debenture);
- (c) if the title to that freehold or leasehold property is registered at the Land Registry or required to be so registered, give the Land Registry written notice of this Security and any mortgage; and
- (d) if applicable, ensure that this Security and any mortgage is correctly noted in the Register of Title against that title at the Land Registry.

### **6.3 Notice of Security: Leases**

Each Chargor will:

- (a) immediately upon the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, upon acquiring or entering into a Material Lease or granting any Mortgage) give notice to all landlords, tenants and other persons who are parties to any Material Leases, of the fixed Security constituted under this Security in respect of any such Material Lease, such notice being substantially in the form set out in Part 1 of Schedule 7 (*Leases*); and
- (b) use all reasonable endeavours to procure that each such landlord, tenant or other person delivers an acknowledgement of receipt of such notice to the Security Agent substantially in the form set out in Part 2 of Schedule 7 (*Leases*) within 15 Business Days of the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, the date on which such lease was entered into or Mortgage granted). If the Chargor has used its reasonable endeavours but has not been able to obtain the acknowledgement referred to above, its obligation to obtain such acknowledgement shall cease on the expiry of 45 Business Days from the date of this Debenture.

### **6.4 Deposit of title deeds**

Each Chargor shall:

- (a) as soon as reasonably practicable following the request of the Security Agent after the date of this Debenture, deposit with the Security Agent (or provide a solicitor's undertaking to hold in favour of the Security Agent) any deeds, certificates and other documents (if any) constituting or evidencing title to any Real Property; and
- (b) deposit with the Security Agent (or provide a solicitor's undertaking to hold in favour of the Security Agent) at any time thereafter any further such deeds, certificates and other documents, promptly upon coming into possession of any of those items.

### **6.5 Application to the Land Registry**

Each Chargor hereby consents to an application in the following (or substantially similar) terms being made to the Land Registry to enter a restriction in the proprietorship register of any registered land at any time forming part of the Real Property:

*“No disposition of the registered estate by the proprietor of the registered estate is to be registered without a written consent signed by the proprietor for the time being of the charge dated [●] in favour of [●] (as security agent) referred to in the charges register or their conveyancer.”*

## **7. INVESTMENTS**

### **7.1 Calls**

- (a) Each Chargor must pay all calls and other payments due and payable in respect of any of its Investments (other than such calls or payments which it is disputing in good faith).
- (b) If a Chargor fails to do so, the Security Agent may pay those calls or other payments on behalf of that Chargor. That Chargor must promptly on request reimburse the Security Agent for any payment made by the Security Agent on the date the Security Agent requests such reimbursement under this Clause 7.1 and, pending reimbursement, that payment will constitute part of the Secured Obligations.

### **7.2 Other obligations in respect of Investments**

No Finance Party will be required in any manner to:

- (a) perform or fulfil any obligation of a Chargor;
- (b) make any payment;
- (c) make any enquiry as to the nature or sufficiency of any payment received by it or a Chargor; or
- (d) present or file any claim or take any other action to collect or enforce the payment of any amount,

in respect of any Investment.

### **7.3 Dividends**

- (a) At any time prior to an Enforcement Event, each Chargor shall be entitled to receive and retain all dividends, interest and other monies arising from the Investments.
- (b) At any time after an Enforcement Event, each Chargor shall hold any amounts or other benefits received by way of dividends, interest and other monies arising from the Investments on trust for the Secured Parties and pay the same promptly to the Security Agent on the date of that Chargor's receipt of same or as the Security Agent may direct.

### **7.4 Voting rights**

- (a) At any time prior to an Enforcement Event, each Chargor shall be entitled to exercise (or direct the exercise of) the voting and other rights and powers attached to the Investments *provided that* such Chargor may only exercise such rights or powers (or otherwise permit or agree to any variation of the rights attaching to or conferred by all or any part of the Investments) if:

- (i) that does not cause an Event of Default to occur;
  - (ii) that does not materially adversely affect the validity or enforceability of the Security Interest created (or purported to be created) by this Debenture; and
  - (iii) the exercise of, or the failure to exercise, those rights and powers would not have a material and adverse effect on the ability of the Security Agent to realise this Security.
- (b) At any time after an Enforcement Event, the Security Agent (or any Receiver or Delegate) may, at its discretion, (in the name of the relevant Chargor or otherwise and without any further consent or authority from such Chargor):
- (i) exercise (or refrain from exercising) any voting rights in respect of the Investments;
  - (ii) apply all dividends, interest and other monies arising from the Investments in accordance with Clause 18 (*Application of monies*);
  - (iii) transfer the Investments into the name of the Security Agent or such nominee(s) of the Security 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 the Investments, including the right, in relation to any company whose shares or other securities are included in the Investments, to concur or participate in:
    - (A) the reconstruction, amalgamation, sale or other disposal of such company or any of its assets or undertaking (including the exchange, conversion or reissue of any shares or securities as a consequence thereof);
    - (B) the release, modification or variation of any rights or liabilities attaching to such shares or securities; and
    - (C) the exercise, renunciation or assignment of any right to subscribe for any shares or securities, in each case in the manner and on the terms the Security Agent thinks fit, and the proceeds of any such action shall form part of the Investments.

## 7.5 Delivery of share certificates and registers

Each Chargor shall:

- (a) within three Business Days from the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, as soon as reasonably practicable following the acquisition of or subscription for any other Investments) deposit with the Security Agent (or procure the deposit of) all certificates or other documents to title to the Investments and stock transfer forms (executed and undated by it or on its behalf), together with a duly certified copy of the register for any member of the Group which has issued such Investments; and
- (b) as soon as reasonably practicable following the acquisition, subscription, accrual, offer or issue of any stocks, shares, warrants or other securities in respect of or

derived from the Investments, notify the Security Agent of that occurrence and procure the delivery to the Security Agent of all certificates or other documents of title representing such items and such stock transfer forms or other instruments of transfer (executed and undated by it or on its behalf) in respect thereof as the Security Agent may request.

## **8. INTELLECTUAL PROPERTY**

### **8.1 Representations**

Each Chargor represents to the Security Agent that as at the date of this Debenture or, as applicable, the date of any Security Accession Deed pursuant to which it becomes a party to this Debenture, all Intellectual Property which is Material Intellectual Property is accurately described in Schedule 4 (*Intellectual Property*) (or, as applicable, the relevant schedule to a Security Accession Deed).

### **8.2 Acquisition**

Each Chargor (or the Parent on its behalf) shall promptly notify the Security Agent if it acquires, develops or establishes any Material Intellectual Property after the date of this Debenture which is material to its business.

## **9. ACCOUNTS**

### **9.1 Accounts**

Each Chargor shall, on or before the date of this Debenture (or, as applicable, the date of any Security Accession Deed or promptly following the date on which any new Account is established after the date of this Debenture) deliver details of all of its Accounts to the Security Agent.

### **9.2 Book debts and receipts**

Immediately following an Enforcement Event, each Chargor shall get in and realise its:

- (a) securities to the extent held by way of temporary investment;
- (b) book and other debts and other moneys owed to it (other than owed by members of the Group); and
- (c) royalties, fees and income of any nature owed to it,

and: (i) pay such monies into such account as the Security Agent may designate; and (ii) not enter into a single transaction or series of transactions to sell, factor, discount or otherwise dispose of all part of its receivables.

### **9.3 Withdrawals**

- (a) Unless an Enforcement Event has occurred, the Chargor may withdraw any moneys (including interest) standing to the credit of an Account (other than a Controlled Account).
- (b) Except with the prior written consent of the Security Agent or as provided below, no Chargor may withdraw any moneys (including interest) standing to the credit of a

Controlled Account except as permitted or required by clause 11.4 (*Mandatory Prepayment Accounts and Holding Accounts*) of the Facilities Agreement.

- (c) Prior to an Enforcement Event, the Security Agent may (subject to the payment of any claims having priority to this Security and subject to the Intercreditor Agreement) withdraw amounts standing to the credit of a Controlled Account in accordance with clause 11.4 (*Mandatory Prepayment Accounts and Holding Accounts*) of the Facilities Agreement.
- (d) After an Enforcement Event, the Security Agent may (subject to the payment of any claims having priority to this Security and subject to the Intercreditor Agreement) withdraw, transfer or set-off amounts standing to the credit of any Account to satisfy the Secured Obligations.

#### **9.4 Notice of Security**

Each Chargor (or the Parent as agent on its behalf) will:

- (a) On the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, as soon as reasonably practicable following the establishment of any new Account), give notice to the relevant bank, building society, financial institution or other person of the charge constituted under this Debenture (or Security Accession Deed, as applicable) in respect of each Account, such notice being in the form set out in Part 1 of Schedule 8 (*Accounts*) and specifying therein each Controlled Account as “blocked”; and
- (b) use all 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 Security Agent substantially in the form set out in Part 2 of Schedule 8 (*Accounts*) within 15 Business Days of the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, upon establishing the relevant new Account). If the Chargor has used its reasonable endeavours but has not been able to obtain the acknowledgement referred to above, its obligation to obtain such acknowledgement shall cease on the expiry of 45 Business Days from the date of this Debenture.

### **10. INSURANCES**

#### **10.1 Rights**

After an Enforcement Event:

- (a) the Security Agent may exercise (without any further consent or authority on the part of any Chargor and irrespective of any direction given by any Chargor) any of the rights of any Chargor in connection with any amounts payable to it under any of its Insurances;
- (b) each Chargor must take such steps (at its own cost) as the Security Agent may require to enforce those rights; this includes initiating and pursuing legal or arbitration proceedings in the name of that Chargor; and
- (c) each Chargor must hold any payment received by it under any of its Insurance Policies (excluding proceeds of any third party liability insurances paid to the Chargor to meet third party claims) on trust for the Security Agent.

## **10.2 Notice of Security**

Each Chargor will:

- (a) On the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, as soon as reasonably practicable following the establishment of any new Material Insurance Policy) give notice to each insurer party to each of the Material Insurance Policies of the assignment constituted by this Debenture (or Security Accession Deed, as applicable) in respect of each Material Insurance Policy, such notice being substantially in the form set out in Part 1 of Schedule 9 (*Insurance Policies*); and
- (b) use all reasonable endeavours to procure that each such insurer delivers an acknowledgement of receipt of such notice to the Security Agent substantially in the form set out in Part 2 of Schedule 9 (*Insurance Policies*) within 15 Business Days of the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, upon establishing the relevant new Insurance Policy). If the Chargor has used its reasonable endeavours but has not been able to obtain the acknowledgement referred to above, its obligation to obtain such acknowledgement shall cease on the expiry of 45 Business Days from the date of this Debenture.

## **11. SPECIFIC CONTRACTS**

### **11.1 Notice of Security**

(a) Each Chargor will:

- (i) On the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, as soon as reasonably practicable following the entering into or designation of any other Specific Contract), give notice to the relevant counterparty to each Specific Contract of the assignment constituted under this Debenture (or Security Accession Deed, as applicable) in respect of each Specific Contract, such notice being substantially in the form set out in Part 1 of Schedule 10 (*Specific Contracts*) or in such other form as may be specified by the Security Agent (acting reasonably and in accordance with the Agreed Security Principles); and
  - (ii) use reasonable endeavours to procure that the relevant counterparty delivers an acknowledgement of receipt of such notice to the Security Agent substantially in the form set out in Part 2 of Schedule 10 (*Specific Contracts*) or in such other form as may be specified by the Security Agent (acting reasonably and in accordance with the Agreed Security Principles) within 15 Business Days of the date of this Debenture (or, as applicable, the date of any Security Accession Deed or, if later, the date of entering into or designating the relevant Specific Contract).
- (b) Each Chargor is deemed to have given (and acknowledged) such notice of assignment in respect of any Intra-Group Loans outstanding on the date of this Debenture where the creditors and debtors under such loans are both Chargors.

## **12. PROVISIONS AS TO SECURITY**

### **12.1 Implied covenants for title**

- (a) The covenants set out in Sections 3(1), 3(2), 4(1)(b) and 6(2) of the Law of Property (Miscellaneous Provisions) Act 1994 will not extend to Clauses 3 (*Fixed Security*) or 4 (*Floating charge*).
- (b) It shall be implied in respect of Clauses 3 (*Fixed Security*) and 4 (*Floating charge*) that a Chargor is disposing of the Charged Assets free from all charges and encumbrances (whether monetary or not) and from all other rights exercisable by third parties (including liabilities imposed and rights conferred by or under any enactment), save for any Permitted Security.

## **12.2 Further Loans**

- (a) Subject to the terms of the Facilities Agreement, each Lender is under an obligation to make further Loans to the Chargors, and that obligation will be deemed to be incorporated in this Security as if set out in this Security.
- (b) Each Chargor consents to an application being made to the Land Registry to enter notice of the obligation to make further Loans on the Charges Register of any registered land forming part of the Charged Assets.

## **13. FURTHER ASSURANCE**

### **13.1 Further assurance**

- (a) The covenant set out in Section 2(1)(b) of the Law of Property (Miscellaneous Provisions) Act 1994 shall extend to include the obligations set out in paragraph (b) below.
- (b) Each Chargor shall promptly, at its own cost and subject to the Agreed Security Principles and/or receipt of any necessary consents and receipt of any necessary consents, do all such acts or execute all such documents (including assignments, transfers, mortgages, charges, notarisations, registrations, notices and instructions) as the Security Agent may reasonably specify (and in such form as the Security Agent may reasonably require) in favour of the Security Agent or its nominee(s):
  - (i) to perfect the Security created or intended to be created in respect of the Charged Assets (which may include the execution by such Chargor of a mortgage, charge, assignment or other Security Interest over all or any of the assets constituting, or intended to constitute, Charged Assets) or for the exercise of any the rights, powers and remedies of the Security Agent, any Receiver or the Secured Parties provided by or pursuant to this Security or by law;
  - (ii) to confer on the Security Agent (or the Secured Parties) security over any property, asset or undertaking of such Chargor located in any jurisdiction outside England and Wales equivalent or similar to the security intended to be conferred by or pursuant to this Debenture; and/or
  - (iii) after the Security has become enforceable, to facilitate the realisation of the Charged Assets.

### **13.2 Necessary Action**

Subject to the Agreed Security Principles, each Chargor shall take all such action as is available to it (including making all filings and registrations) as may be necessary or as may reasonably be requested by the Security Agent for the purpose of the creation, perfection, protection or maintenance of any Security, in each case in a manner which is consistent with the remaining provisions of this Debenture and, in the case of any document required to be created under this Clause 13.2, containing provisions corresponding to, and which are on terms no more onerous than, the Facilities Agreement or this Debenture.

#### **14. WHEN SECURITY BECOMES ENFORCEABLE**

##### **14.1 Timing**

This Security will become immediately enforceable any time:

- (a) after the occurrence of an Enforcement Event; or
- (b) if a Chargor requests that the Security Agent exercises any of its powers under this Debenture.

##### **14.2 Enforcement**

After this Security has become enforceable, the Security Agent may in its absolute discretion enforce all or any part of this Security in any manner it sees fit or as may be directed by the relevant Secured Parties in accordance with the Intercreditor Agreement.

#### **15. ENFORCEMENT OF SECURITY**

##### **15.1 General**

- (a) The power of sale or other disposal conferred on the Security Agent and on any Receiver by this Security shall operate as a variation and extension of the statutory power of sale under Section 101 of the Law of Property Act 1925 (and the Secured Obligations shall be deemed to be due and payable for that purpose) and such power shall arise on execution of this Debenture (or Security Accession Deed or Mortgage, as the case may be) (but shall only be exercisable following an Enforcement Event).
- (b) Any restriction imposed by law on the power of sale (including under section 103 of the Law of Property Act 1925) or the right of a mortgagee to consolidated mortgages (including under section 93 of the Law of Property Act 1925) does not apply to this Security.
- (c) Any powers of leasing conferred on the Security Agent by law are extended so as to authorise the Security Agent to lease, make agreements for leases, accept surrenders or leases and grant options as the Security Agent may think fit and without the need to comply with any restrictions conferred by law (including under section 99 or 100 of the Law of Property Act 1925).

##### **15.2 No liability as mortgagee in possession**

None of the Security Agent, any Receiver nor a nominee of either of them will be liable, by reason of entering into possession of a Charged Asset:

- (a) to account as mortgagee in possession or for any loss on realisation; or



- (b) for any default or omission for which a mortgagee in possession might be liable, except in the case of gross negligence or wilful default on its part.

### **15.3 Privileges**

Each Receiver, the Security Agent or a nominee of a Receiver of the Security Agent is entitled to all the rights, powers, privileges and immunities conferred by law (including the Law of Property Act 1925) on mortgagees and receivers duly appointed under any law (including the Law of Property Act 1925).

### **15.4 Protection of third parties**

No person (including a purchaser) dealing with the Security Agent or a Receiver or its or his agents will be concerned to enquire:

- (a) whether the Secured Obligations have become payable;
- (b) whether any power which the Security Agent or a Receiver is purporting to exercise has become exercisable or is being properly exercised; or
- (c) how any money paid to the Security Agent or to that Receiver is to be applied.

### **15.5 Redemption of prior mortgages**

- (a) At any time after this Security has become enforceable, the Security Agent may:
  - (i) redeem any prior Security Interest against any Charged Asset; and/or
  - (ii) procure the transfer of that Security Interest to itself or its nominee; and/or
  - (iii) settle and pass the accounts of the prior mortgagee, chargee or encumbrancer; any accounts so settled and passed will be, in the absence of manifest error, conclusive and binding on each Chargor.
- (b) Each Chargor must pay to the Security Agent, on the date of demand of same, the costs and expenses incurred by the Security Agent in connection with any such redemption and/or transfer, including the payment of any principal or interest.

### **15.6 Right of appropriation**

To the extent that the provisions of the Financial Collateral Arrangements (No. 2) Regulations 2003 apply to a Charged Asset, the Security Agent shall have the right (following an Enforcement Event and without giving notice) to appropriate all or any part of that Charged Asset in or towards the payment or discharge of the Secured Obligations. For this purpose, a commercially reasonable method of valuing a Charged Asset shall be:

- (a) in the case of cash on account in an Account, the amount standing to the credit of that Account, together with any accrued interest, at the time of appropriation; and
- (b) in the case of any Investments, their market value determined by the Security Agent by reference to a public index, independent valuation or by such other process as the Security Agent may select.

### **15.7 Effect of Moratorium**

The Security Agent shall not be entitled to exercise its rights under Clause 14.2 (*Enforcement*) or Clause 4.2 (*Conversion of floating charge to fixed Security*) where the right arises as a result of an Event of Default occurring solely due to any person obtaining or taking steps to obtain a moratorium pursuant to Schedule A1 of the Insolvency Act 1986.

## **16. APPOINTMENT OF RECEIVER OR ADMINISTRATOR**

### **16.1 Appointment and removal**

After this Security has become enforceable (or if requested by a Chargor) the Security Agent may by deed or otherwise (acting through an authorised officer of the Security Agent), without prior notice:

- (a) appoint one or more persons to be a Receiver of the whole or any part of the Charged Assets;
- (b) appoint two or more Receivers of separate parts of the Charged Assets;
- (c) remove (so far as it is lawfully able) any Receiver so appointed;
- (d) appoint another person(s) as an additional or replacement Receiver(s); or
- (e) appoint one or more persons to be an administrator of the Chargor(s).

### **16.2 Capacity of Receivers**

Each person appointed to be a Receiver pursuant to Clause 16.1 (*Appointment and removal*) shall be:

- (a) entitled to act individually or together with any other person appointed or substituted as Receiver;
- (b) for all purposes deemed to be the agent of the Chargor(s) which shall be solely responsible for his acts, defaults and liabilities and for the payment of his remuneration and no Receiver shall at any time act as agent for the Security Agent; and
- (c) entitled to remuneration for his services at a rate to be fixed by the Security Agent from time to time (without being limited to the maximum rate specified by the Law of Property Act 1925).

### **16.3 Statutory powers of appointment**

The powers of appointment of a Receiver shall be in addition to all statutory and other powers of appointment of the Security Agent under the Law of Property Act 1925 (as extended by this Security) or otherwise and such powers shall remain exercisable from time to time by the Security Agent in respect of any part of the Charged Assets.

## **17. POWERS OF RECEIVERS**

Every Receiver shall (subject to any restrictions in the instrument appointing him but notwithstanding any winding-up or dissolution of the relevant Chargor) have and be entitled to exercise, in relation to the Charged Assets, and as varied and extended by the provisions of

this Security (in the name of or on behalf of the relevant Chargor or in his own name and, in each case, at the cost of the relevant Chargor):

- (a) all the powers conferred by the Law of Property Act 1925 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;
  - (ii) the exercise of any rights, powers and remedies of the Security Agent provided by or pursuant to this Security or by law (including realisation of all or any part of the assets in respect of which that Receiver was appointed); or
  - (iii) bringing to his hands any assets of the relevant Chargor forming part of, or which when got in would be, Charged Assets.

## **18. APPLICATION OF MONIES**

All moneys received or recovered by the Security Agent or any Receiver pursuant to this Security or the powers conferred by it shall (subject to the claims of any person having prior rights thereto and by way of variation of the provisions of the Law of Property Act 1925) be applied in accordance with the Intercreditor Agreement.

## **19. PROTECTION OF PURCHASERS**

### **19.1 Consideration**

The receipt of the Security Agent or any Receiver shall be conclusive discharge to a purchaser and, in making any sale or disposal of any of the Charged Assets or making any acquisition, the Security Agent or any Receiver may do so for such consideration, in such manner and on such terms as it thinks fit.

### **19.2 Protection of purchasers**

No purchaser or other person dealing with the Security Agent or any Receiver shall be bound to inquire whether the right of the Security Agent or such Receiver to exercise any of its powers has arisen or become exercisable or be concerned with any propriety or validity on the part of the Security Agent or such Receiver in such dealings.

## **20. POWER OF ATTORNEY**

### **20.1 Appointment and powers**

Each Chargor by way of security irrevocably appoints the Security Agent and any Receiver severally to be its attorney and in its name, on its behalf and as its act and deed to execute, deliver and perfect all other documents and do all things which the attorney may consider to be required for:

- (a) carrying out any obligation imposed on such Chargor by this Security or any other agreement binding on such Chargor to which the Security Agent is party (including the execution and delivery of any deeds, charges, assignments or other security and any transfers of the Charged Assets and perfecting the security created or intended to be created in respect of the Charged Assets) and which such Chargor has been requested in writing by the Security Agent to do, but has failed to do within five Business Days of such request; and
- (b) enabling the Security Agent and any Receiver to exercise, or delegate the exercise of, any of the rights, powers and authorities conferred on them by or pursuant to this Security or by law (including, after this Security has become enforceable in accordance with Clause 14 (*When Security becomes enforceable*), the exercise of any right of a legal or beneficial owner of the Charged Assets).

## **20.2 Exercise of power of attorney**

The Security Agent and any Receiver may only exercise the power of attorney granted pursuant to Clause 20.1 (*Appointment and powers*) following:

- (a) the occurrence of an Enforcement Event; or
- (b) the failure by a Chargor to comply with any undertaking or obligation under this Debenture within five Business Days of being notified of that failure by the Security Agent (with a copy of such notice being sent to the Parent).

## **20.3 Ratification**

Each Chargor shall ratify and confirm all things done and all documents executed by any attorney in the exercise or purported exercise of all or any of his powers save in relation to any breach by the Security Agent of the provisions of Clause 20.2 (*Exercise of power of attorney*).

## **21. EFFECTIVENESS OF SECURITY**

### **21.1 Continuing security**

- (a) The Security shall remain in full force and effect as a continuing security for the Secured Obligations unless and until discharged by the Security Agent.
- (b) No part of the Security will be considered satisfied or discharged by an intermediate payment, discharge or satisfaction of the whole or any part of the Secured Obligations.

### **21.2 Cumulative rights**

The Security shall be cumulative, in addition to and independent of every other Security Interest which the Security Agent or any Finance Party may at any time hold for the Secured Obligations or any other obligations or any rights, powers and remedies provided by law. No prior Security Interest held by the Security Agent (whether in its capacity as trustee or

otherwise) or any of the other Finance Parties over the whole or any part of the Charged Assets shall merge into the Security.

### **21.3 No prejudice**

The Security shall not be prejudiced by any unenforceability or invalidity of any other agreement or document or by any time or indulgence granted to any Chargor or any other person, or the Security Agent (whether in its capacity as trustee or otherwise) or any of the other Finance Parties or by any variation of the terms of the trust upon which the Security Agent holds the Security or by any other thing which might otherwise prejudice that Security.

### **21.4 Remedies and waivers**

No failure on the part of the Security Agent to exercise, or any delay on its part in exercising, any rights, powers and remedies of the Security Agent provided by or pursuant to this Security, shall operate as a waiver of those rights, powers and remedies, nor shall any single or partial exercise of any such rights, powers and remedies preclude any further or other exercise of that or any other rights, powers and remedies.

### **21.5 Partial invalidity**

If, at any time, any provision of this Security is or becomes illegal, invalid or unenforceable in any respect under the law of any jurisdiction, neither the legality, validity or enforceability of the remaining provisions of this Security nor of such provision under the laws of any other jurisdiction shall in any way be affected or impaired thereby and, if any part of the security intended to be created by or pursuant to this Security is invalid, unenforceable or ineffective for any reason, that shall not affect or impair any other part of the security.

### **21.6 Waiver of defences**

The obligations of, and the Security created by, each Chargor under this Security will not be affected by any act, omission, matter or thing which, but for this Clause 21.6, would reduce, release or prejudice any of its obligations under, or the Security created by, this Security and whether or not known to such Chargor or any Finance Party including:

- (a) any time, waiver or consent granted to, or composition with, any Obligor or other person;
- (b) the release of any other Obligor or any other person under the terms of any composition or arrangement with any creditor or any Obligor;
- (c) the taking, variation, compromise, exchange, renewal or release of, or refusal or neglect to perfect, take up or enforce, any rights against, or Security over assets of, any Obligor or other person or any non-presentment or non-observance of any formality or other requirement in respect of any instruments or any failure to realise the full value of any Security;
- (d) any incapacity or lack of powers, authority or legal personality of or dissolution or change in the members or status of, any Obligor or any other person;
- (e) any amendment, novation, supplement, extension (whether of maturity or otherwise) or restatement (in each case however fundamental and of whatsoever nature, and whether or not more onerous) or replacement of a Finance Document or any other document or security or of the Secured Obligations;

- (f) any unenforceability, illegality or invalidity of any obligation of any person under any Finance Document or any other document or security or of the Secured Obligations; and
- (g) any insolvency or similar proceedings.

#### **21.7 Immediate recourse**

Each Chargor waives any right it may have of first requiring a Finance Party (or any trustee or Security Agent on its behalf) to proceed against or enforce any other rights or Security or claim payment from any other person before claiming from such Chargor under this Security. This waiver applies irrespective of any law or any provision of this Debenture to the contrary.

#### **21.8 Deferral of rights**

Until the end of the Security Period, no Chargor will exercise any rights which it may have by reason of performance by it of its obligations under this Security:

- (a) to be indemnified by an Obligor;
- (b) to claim any contribution from any guarantor of any Obligor's obligations under this Security; and/or
- (c) to take the benefit (in whole or in part and whether by way of subrogation or otherwise) of any right of the Finance Parties under this Security or of any other guarantee or Security taken pursuant to, or in connection with, this Security by any Finance Party.

#### **21.9 Release of Chargers' right of contribution**

If any Chargor ceases to be a Chargor in accordance with the terms of the Finance Documents for the purpose of any sale or other disposal of that Chargor:

- (a) that Chargor will be released by each other Chargor from any liability whatsoever to make a contribution to any other Guarantor arising by reason of the performance by any other Chargor of its obligations under the Finance Documents; and
- (b) each other Chargor will waive any rights it may have by reason of the performance of its obligations under the Finance Documents to take the benefit (in whole or in part and whether by way of subrogation or otherwise) of any right of any Finance Party or of any other security taken under, or in connection with, any Finance Document where the rights or security are granted by or in relation to the assets of the retiring Chargor.

#### **21.10 Collateral Security**

Where any Security Interest initially takes effect as a collateral or further Security Interest to another Security Interest intended to be constituted under this Security or which otherwise secures all or any part of the Secured Obligations to which a Chargor is a party then, despite any receipt, release or discharge endorsed on or given in respect of or under the second mentioned Security Interest, the first mentioned Security Interest will operate as an independent Security Interest.

## **22. PRIOR SECURITY INTERESTS**

- (a) In the event of any action, proceeding or step being taken to exercise any powers or remedies conferred by any prior ranking Security Interest against any of the Charged Assets or in case of exercise by the Security Agent or any Receiver of any power of sale under this Security, the Security Agent may redeem such prior Security Interest or procure the transfer thereof to itself.
- (b) The Security Agent may settle and agree the accounts of the prior Security Interest and any accounts so settled and passed will be conclusive and binding on the Chargors.
- (c) All principal monies, interest, costs, charges and expenses of and incidental to any redemption or transfer will be paid by the Chargors to the Security Agent on demand together with accrued interest thereon as well as before judgment at the rate from time to time applicable to unpaid sums specified in the Facilities Agreement from the time or respective times of the same having been paid or incurred until payment thereof (as well as after as before judgment).

## **23. SUBSEQUENT SECURITY INTERESTS**

If the Security Agent or any of the other Finance Parties at any time receives or is deemed to have received notice of any subsequent Security Interest, assignment or transfer affecting the Charged Assets or any part of the Charged Assets which is prohibited by the terms of any Finance Document, all payments thereafter by or on behalf of any Chargor to the Security Agent will (in the absence of any express contrary appropriation by the Chargor) be treated as having been credited to a new account of such Chargor and not as having been applied in reduction of the Secured Obligations at the time that notice was received.

## **24. RELEASE**

Upon the Senior Discharge Date, the Security Agent shall, or shall procure that its appointees will, at the request and cost of the Chargors:

- (a) release the Charged Assets from this Debenture; and
- (b) re assign the Charged Assets that have been assigned to the Security Agent under this Debenture.

## **25. SUSPENSE ACCOUNTS**

All monies received, recovered or realised by the Security Agent under this Security (including the proceeds of any conversion of currency) may in the discretion of the Security Agent be credited to any interest bearing suspense or impersonal account(s) maintained with a financial institution (including itself) for so long as it may think fit (the interest being credited to the relevant account) pending their application from time to time at the Security Agent's discretion, in or towards the discharge of any of the Secured Obligations.

## **26. NOTICES**

Any communication under this Security shall be made and given in accordance with the terms of clause 36 (*Notices*) of the Facilities Agreement.

**27. COUNTERPARTS**

This Debenture may be executed in any number of counterparts and all of those counterparts taken together shall be deemed to constitute one and the same instrument.

**28. GOVERNING LAW AND JURISDICTION**

- (a) This Debenture and any non-contractual obligations arising out of or in connection with it are governed by and construed in accordance with English law.
- (b) The courts of England have exclusive jurisdiction to settle any dispute arising out of or in connection with this Debenture (including a dispute regarding the existence, validity or termination of this deed or any non-contractual obligations arising out of or in any way relating to this Debenture) (a “**Dispute**”).
- (c) The parties to this Debenture agree that the courts of England are the most appropriate and convenient courts to settle the Disputes and accordingly no party will argue to the contrary.

**THIS DEBENTURE** has been executed as, and is intended to take effect as, a deed by the Original Chargors and is delivered and has been signed by the Security Agent on the date written on the first page of this Debenture.



**SCHEDULE 1  
THE CHARGORS**

<b>Name</b>	<b>Jurisdiction</b>	<b>Registered No.</b>
RG Engagement Group 4 Limited	England and Wales	09704802
RG Engagement Group 5 Limited	England and Wales	09704859
International Benefits Holdings Limited	England and Wales	07430816
Asperity Employee Benefits Group Ltd	England and Wales	07402459
Reward Gateway (UK) Ltd	England and Wales	05696250

**SCHEDULE 2  
REAL PROPERTY**

**PART 1**

**Registered Land**

<b>Chargor</b>	<b>Registered land</b>
RG Engagement Group 4 Limited	None at the date of this deed
RG Engagement Group 5 Limited	None at the date of this deed
International Benefits Holdings Limited	None at the date of this deed
Asperity Employee Benefits Group Ltd	None at the date of this deed
Reward Gateway (UK) Ltd	None at the date of this deed

**PART 2**

**Unregistered Land**









<b>Chargor</b>	<b>Unregistered land</b>
RG Engagement Group 4 Limited	None at the date of this deed
RG Engagement Group 5 Limited	None at the date of this deed
International Benefits Holdings Limited	None at the date of this deed
Asperity Employee Benefits Group Ltd	None at the date of this deed
Reward Gateway (UK) Ltd	None at the date of this deed







**SCHEDULE 3  
SHARES**











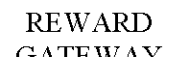




<b>Chargor</b>	<b>Name of company in which shares are held</b>	<b>Class of shares held</b>	<b>Number of shares held</b>	<b>Percentage Shareholding</b>
RG Engagement Group 4 Limited	RG Engagement Group 5 Limited	Ordinary	110	100%
		Ordinary A	1	
RG Engagement Group 5 Limited	International Benefits Holdings Limited	Ordinary	70,000	100%
		Ordinary A	120,000	
		Ordinary B	47,092	
		Ordinary Z	9	
		Preference	224,100	
International Benefits Holdings Limited	Asperity Employee Benefits Group Ltd	Ordinary	118,251	100%
International Benefits Holdings Limited	Logbuy Limited	Ordinary	1,462	100%
International Benefits Holdings Limited	Perkz Ltd	Ordinary	100	100%
International Benefits Holdings Limited	Viridien Employee Engagement Limited	Ordinary	1	100%
Asperity Employee Benefits Group Ltd	Reward Gateway (UK) Ltd	Ordinary	120,553	100%




**SCHEDULE 4**  
**MATERIAL INTELLECTUAL PROPERTY**

Registered trademark

Chargor	Country	Intellectual Property	Registration Number
Reward Gateway (UK) Ltd	UK	Bike Concierge	2581892
	UK	Bike Hub	2597937
	UK	Bike Miles	2615884
	UK	Cycle Currency	2581928
	UK	Cycle Hub	2589676
	UK	DALZA	3167661
	UK	pleasecycle 	2562216
	UK	REWARDGATEWAY  	3019858
	UK	Reward Gateway  RewardGateway  RewardGateway	3203663
	UK	SmartHub  	3077373
	UK	Stravel	3033076
	UK	Yomp	3068776
	European Union	ASPERITY 	010169597
	European Union	ASPERITY	010169514

	International	DALZA <b>DALZA</b>	1317590
	International	REWARD GATEWAY 	1191832
	International	Reward Gateway  Reward Gateway	1348467
	International	SmartHub <b>SmartHub</b>	1247231
	US	REWARD GATEWAY 	4626846
	US	REWARD GATEWAY  Reward Gateway	5398687
	US	SMARTHUB <b>SmartHub</b>	Pending SN: 79165264
	Canada	DALZA	1785323
	Canada	REWARD GATEWAY  Reward Gateway	1816683
	Canada	SMARTHUB <b>SmartHub</b>	1698417
	Australia	DALZA	1808158
	Australia	REWARD GATEWAY 	1605646
	Australia	REWARD	1850292

		GATEWAY  Reward Gateway	
	Australia	SMARTHUB 	1694917
	Hong Kong	DALZA 	303801447
	Hong Kong	REWARDGATEWAY  	302875528
	Hong Kong	RewardGateway  Reward Gateway	304032468
	Hong Kong	SmartHealth  	303415211
	Hong Kong	SmartHub  	303168838
	New Zealand	DALZA 	1054882
	New Zealand	REWARD GATEWAY 	992496
	New Zealand	Reward Gateway  Reward Gateway	1068530
	New Zealand	SmartHub 	1019895
	Singapore	Dalza 	40201619257X

		<b>DALZA</b>	
	Singapore	Reward Gateway  Reward Gateway	40201710974P
	Singapore	rewardgateway  	T1401133J
	Singapore	smart hub <b>SmartHub</b> <b>SmartHub</b>	T1416841H
	Singapore	SmartHealth <b>SmartHealth</b>	40201519945

Domain names

Chargor / Registered Proprietor	Domain name	Expiry Date
Reward Gateway (UK) Ltd	<a href="http://Rewardgateway.co.uk">Rewardgateway.co.uk</a>	3 July 2018
	<a href="http://Rewardgateway.net">Rewardgateway.net</a>	29 November 2018
	<a href="http://Rewardgateway.info">Rewardgateway.info</a>	29 November 2018
	<a href="http://Rewardgateway.org">Rewardgateway.org</a>	29 November 2018

**SCHEDULE 5**  
**MATERIAL INSURANCE POLICIES**

<b>Insurer / Policy Number</b>	<b>Policy</b>	<b>Insured Chargor(s)</b>	<b>Period</b>
Hiscox Insurance Company Ltd / [REDACTED] [REDACTED]	Combined Liability Policy	Reward Gateway (UK) Ltd	01 November 2017 to 30 June 2018
		Asperity Employee Benefits Group Ltd	
		International Benefit Holdings Ltd	
AIG Europe Limited / [REDACTED]	Personal Accident & Travel Policy	RG Engagement Group 5 Limited	01 November 2017 to 30 June 2018
AIG Europe Ltd (UK) / [REDACTED]	Business Travel Policy	International Benefit Holdings Ltd	01 November 2017 to 30 June 2018



**SCHEDULE 6**  
**MATERIAL LEASES**

<b>Chargor</b>	<b>Material Leases</b>
RG Engagement Group 4 Limited	None at the date of this deed
RG Engagement Group 5 Limited	None at the date of this deed
International Benefits Holdings Limited	None at the date of this deed
Asperity Employee Benefits Group Ltd	None at the date of this deed
Reward Gateway (UK) Ltd	None at the date of this deed

**SCHEDULE 7  
LEASES**

**Part 1  
Notice of Charge of Material Lease**

To: [Insert name and address of Headlease Holder]

Date: [●]

Dear Sirs

We give you notice that, by a debenture dated [●] (the “**Debenture**”), we charged to [insert name of Security Agent] (the “**Security Agent**”) (as trustee for the Secured Parties) all our right, interests and benefits in, to and under [the [describe Lease] dated [●] between [●] and [●] relating to [●] (including all monies payable thereunder and the proceeds of all claims and judgments for breach of covenant) (the “**Lease**”).]

We will remain liable to perform all our obligations under the Lease and the Security Agent is under no obligation of any kind whatsoever under the Lease nor under any liability whatsoever in the event of any failure by us to perform our obligations under the Lease.

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

Please note that immediately following your receipt of an Enforcement Notice:

1. all remedies provided for under the Lease or available at law or in equity are exercisable by the Security Agent;
2. all rights to compel performance of the Lease are exercisable by the Security Agent;
3. all rights, interests and benefits whatsoever accruing to or for the benefit of us arising under the Lease belong to the Security Agent;
4. all amounts payable by you in relation to the Lease shall be payable directly to (or at the direction of) the Security Agent; and
5. you are authorised to disclose information in relation to the Lease to the Security Agent.

This letter may only be revoked with the prior written consent of the Security 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 and returning it to the Security Agent (at [insert name & address of Security Agent]) with a copy to us.

Yours faithfully

.....  
[Insert name of relevant Chargor]

**Part 2**  
**Acknowledgement of Notice of Charge**

To:     *[Insert name of Security Agent]*  
          as Security Agent

Date:    [●]

Dear Sirs

We confirm receipt from [●] (the “**Chargor**”) of a notice dated [●] of a charge by way of [fixed charge] upon the terms of a debenture dated [●] (the “**Debenture**”) to *[insert name of Security Agent]* (the “**Security Agent**”) (as trustee for the Secured Parties) of all the Chargor’s right, interest and benefit in, to and under the Lease (as specified in that notice) to which we are a party (the “**Notice**”).

We confirm that we have not received notice of:

- (a)     any assignment or charge of or over any of the rights, interests and benefits specified in the Notice; or
- (b)     the interest of any third party in any of the rights, interests and benefits specified in the Notice.

We further confirm that:

1.     following our receipt of an Enforcement Notice, no amendment, waiver or release of any such rights, interests and benefits will be effective without the prior written consent of the Security Agent;
2.     following our receipt of an Enforcement Notice, no termination of such rights, interests or benefits will be effective unless we have given the Security Agent 21 days’ written notice of the proposed termination and specifying the action necessary to avoid such termination;
3.     the Chargor will remain liable to perform all its obligations under the Lease and the Security Agent is under no obligation of any kind whatsoever under the Lease nor under any liability whatsoever in the event of any failure by the Chargor to perform its obligations under the Lease; and
4.     no breach or default on the part of the Chargor of any of the terms of such Lease will be deemed to have occurred unless we have given notice of such breach to the Security Agent specifying how to make good such breach.

We unconditionally and irrevocably waive all rights of set-off, counter-claim and similar rights (however described) which we may have now or in the future to the extent that such rights relate to amounts owed to us by the Chargor.

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

Yours faithfully

.....  
[Headlease Holder]

**SCHEDULE 8  
ACCOUNTS**

**Part 1  
Notice of Security over 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 (together with the Parent, the “**Customers**”) have charged to [insert name of *Security Agent*] (the “**Security 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, the Security Agent may notify you of such event (an “**Enforcement Notice**”).

We irrevocably instruct and authorise you:

- (a) following receipt of an Enforcement Notice (or at any time in respect of any blocked Charged Account), to hold all monies from time to time standing to the credit of the Charged Accounts to the order of the Security Agent and to pay all or any part of those monies to the Security Agent (or as it may direct) promptly; and
- (b) to disclose to the Security Agent (without any 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 Security Agent may from time to time request you to disclose to it.

We also give you notice that:

- 1. the Security Agent will have sole signing rights to those Charged Accounts which are identified as “blocked” accounts in the schedule to this notice and therefore the Customers may not withdraw any monies from such accounts without having obtained the prior written consent of the Security Agent;
- 2. the Customers may make withdrawals from those Charged Accounts which are identified as “not blocked” accounts in the schedule below until such time as the Security Agent shall notify you in writing that their permission is withdrawn; and
- 3. the provisions of this notice may only be revoked or varied with the prior written consent of the Security 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 Security Agent (at [insert name & address of *Security Agent*]) with a copy to us.

Yours faithfully

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

as agent for and on behalf of all of the Customers]<sup>1</sup>

---

<sup>1</sup> Delete if the charging company is sending this on its own behalf, not by the Parent on its behalf.

**Schedule**

<b>Customer</b>	<b>Account Number</b>	<b>Sort Code</b>	<b>Status</b>
[●]	[●]	[●]	[blocked/not blocked]



**Part 2**  
**Acknowledgement of Security by Account Bank**

To:     *[Insert name of Security Agent]*  
          as Security 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 9**  
**INSURANCE POLICIES**

**Part 1**  
**Notice of Assignment of Insurance Policies**

To:     *[Insert name and address of insurer]*

Date:   [●]

Dear Sirs

We give you notice that, by a debenture dated [●] (the “**Debenture**”), we charged by way of assignment to *[insert name of Security Agent]* (the “**Security Agent**”) (as trustee for the Secured Parties) all our right, interests and benefits in, to and under the *[describe Insurance Policy]* with policy number *[insert policy number]* effected by us or whomsoever (including all monies payable thereunder, proceeds of all claims, awards and judgments) and all other insurances entered into supplemental to or in replacement of such policy of insurance (the “**Policy**”).

We will remain liable to perform all our obligations under the Policy and the Security Agent is under no obligation of any kind whatsoever under the Policy nor under any liability whatsoever in the event of any failure by us to perform our obligations under the Policy.

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

Please note that immediately following your receipt of an Enforcement Notice:

1.     all remedies provided for under the Policy or available at law or in equity are exercisable by the Security Agent;
2.     all rights to compel performance of the Policy are exercisable by the Security Agent;
3.     all rights, interests and benefits whatsoever accruing to or for the benefit of us arising under the Policy belong to the Security Agent;
4.     all amounts payable by you in relation to the Policy shall be payable directly to (or at the direction of) the Security Agent; and
5.     you are authorised to disclose information in relation to the Policy to the Security Agent.

This letter may only be revoked with the prior written consent of the Security 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 and returning it to the Security Agent (at *[insert name & address of Security Agent]*) with a copy to us.

Yours faithfully

.....  
[Insert name of charging company]

**Part 2**  
**Acknowledgement of Assignment by Insurer**

To:     *[Insert name of Security Agent]*  
          as Security Agent

Date:    [●]

Dear Sirs

We confirm receipt from *[insert name of charging company]* (the “Chargor”) of a notice dated [●] of a charge by way of assignment upon the terms of a debenture dated [●] (the “Debenture”) to *[insert name of Security Agent]* (the “Security Agent”) (as trustee for the Secured Parties) of all the Chargor’s right, interest and benefit in, to and under the Policy (as specified in that notice) to which we are a party (the “Notice”).

We confirm that:

1.       we have not received notice of:
  - (a)     any assignment or charge of or over any of the rights, interests and benefits specified in the Notice; or
  - (b)     the interest of any third party in any of the rights, interests and benefits specified in the Notice;
2.       we acknowledge the terms of the Notice and will act in accordance with its provisions;
3.       we have noted the interests of the Security Agent on the Policy;
4.       we will notify the Security Agent of any claim paid out by us under the Policy; and
5.       no breach or default on the part of the Chargor of any of the terms of such Policy will be deemed to have occurred unless we have given notice of such breach to the Security Agent specifying how to make good such breach.

We unconditionally and irrevocably waive all rights of set-off, counter-claim and similar rights (however described) which we may have now or in the future to the extent that such rights relate to amounts owed to us by the Chargor.

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

Yours faithfully

.....  
[Insurer]

**SCHEDULE 10**  
**SPECIFIC CONTRACTS**

**Part 1**  
**Notice of Assignment of Specific Contracts**

To:     *[Insert name of Counterparty/ies]*

Date:   [●]

Dear Sirs,

We give you notice that, by a debenture dated [●] (the “**Debenture**”), we charged by way of assignment to *[insert name of Security Agent]* (the “**Security Agent**”) (as trustee for the Secured Parties) all our right, interests and benefits in, to and under the *[describe Specific Contract]* (including all monies payable thereunder) (the “**Contract**”).

We will remain liable to perform all our obligations under the Contract and the Security Agent is under no obligation of any kind whatsoever under the Contract nor under any liability whatsoever in the event of any failure by us to perform our obligations under the Contract.

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

Please note that immediately following your receipt of an Enforcement Notice:

1.     all remedies provided for under the Contract or available at law or in equity are exercisable by the Security Agent;
2.     all rights to compel performance of the Contract are exercisable by the Security Agent;
3.     all rights, interests and benefits whatsoever accruing to or for the benefit of us arising under the Contract belong to the Security Agent;
4.     all amounts payable by you in relation to the Contract shall be payable directly to (or at the direction of) the Security Agent; and
5.     you are authorised to disclose information in relation to the Contract to the Security Agent.

This letter may only be revoked with the prior written consent of the Security 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 and returning it to the Security Agent (at *[insert name & address of Security Agent]*) with a copy to us.

Yours faithfully

.....  
[Insert name of charging company]

**Part 2**  
**Acknowledgement of Assignment by Counterparty**

To:     *[Insert name of Security Agent]*  
          as Security Agent

Date:    [●]

Dear Sirs

We confirm receipt from [●] (the “Chargor”) of a notice dated [●] of a charge by way of assignment upon the terms of a debenture dated [●] (the “Debenture”) to *[insert name of Security Agent]* (the “Security Agent”) (as trustee for the Secured Parties) of all the Chargor’s right, interest and benefit in, to and under the Contract (as specified in that notice) to which we are a party (the “Notice”).

We confirm that we have not received notice of:

- (a)     any assignment or charge of or over any of the rights, interests and benefits specified in the Notice; or
- (b)     the interest of any third party in any of the rights, interests and benefits specified in the Notice.

We confirm that we acknowledge the terms of the Notice and will act in accordance with its provisions.

We unconditionally and irrevocably waive all rights of set-off, counter-claim and similar rights (however described) which we may have now or in the future to the extent that such rights relate to amounts owed to us by the Chargor.

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

Yours faithfully

.....  
*[Insert name of counterparty]*

**SCHEDULE 11**  
**FORM OF SECURITY ACCESSION DEED**

**THIS SECURITY ACCESSION DEED** is dated [●] and is made between:

- (1) [●] (registered in England and Wales with registered number [●] and with its registered address at [●]) for itself and for the Chargors (the “**Parent**”);
- (2) [●] (registered in England and Wales with registered number [●] and with its registered address at [●]) (the “**Additional Chargor**”); and
- (3) [●] as security trustee for itself and the other Secured Parties (the “**Security Agent**”).

**WHEREAS**

- (A) This Security Accession Deed is supplemental to a debenture dated [●] between, among others, the Parent and the Security Agent (the “**Debenture**”) and the Additional Chargor intends to accede to the Debenture as a Chargor.
- (B) [The Additional Chargor has also entered into a Accession Deed to the Facilities Agreement on or about the date of this Security Accession Deed and by doing so appoints the Parent as its agent on the terms set out in the Security Accession Deed.]
- (C) The Additional Chargor is required to enter into this Security Accession Deed as a condition of the Finance Documents.

**IT IS AGREED** as follows:

**1. DEFINITIONS AND INTERPRETATION**

**1.1 Definitions**

Save to the extent otherwise defined in this Security Accession Deed, terms defined in the Debenture have the same meaning when used in this Security Accession Deed.

**1.2 Interpretation**

Clauses 1.2 (*Terms defined in other Finance Documents*), 1.3 (*Construction*), 1.4 (*Intercreditor Agreement*), 1.5 (*Disposition of property*), 1.6 (*Clawback*), 1.7 (*Third Party Rights*) and 1.8 (*Deed*) of the Debenture are incorporated in this Security Accession Deed as if they were set out in full in this Security Accession Deed, but so that references in those Clauses to “this Debenture” shall be construed as reference to this Security Accession Deed.

**2. ACCESSION OF ACCEDING CHARGOR**

**2.1 Accession**

The Additional Chargor agrees to be a Chargor for the purposes of the Debenture with immediate effect and agrees to be bound by all the terms of the Debenture (including to make the representations and warranties and comply with the undertakings set out therein) as if it had originally been a party to it.

**2.2 Covenant to pay**



The Additional Chargor covenants with the Security Agent, as security trustee for the Secured Parties, to pay, discharge and satisfy the Secured Obligations when they become due for payment and discharge in accordance with their respective terms.

### **3. FIXED SECURITY**

#### **3.1 General**

All Security created by the Additional Chargor under this Clause 3 and Clause 4 (*Floating Charge*) is:

- (a) granted in favour of the Security Agent as security trustee for the Secured Parties;
- (b) continuing security for the payment, discharge and performance of the Secured Obligations (regardless of any intermediate payment);
- (c) subject to any Permitted Security, granted with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994 (but no covenant shall be implied by such grant which is disapplied under Clause 12.1 (*Implied covenants for title*) of the Debenture); and
- (d) granted in respect of all the right, title and interest (if any), present and future, of the Additional Chargor in and to the relevant Charged Asset.

#### **3.2 Legal mortgage**

The Additional Chargor charges by way of first legal mortgage, the Material Real Property.

#### **3.3 Assignment by way of Security**

- (a) The Additional Chargor assigns and agrees to assign absolutely with (to the extent not validly and effectively charged by way of first legal mortgage pursuant to Clause 3.2 (*Legal mortgage*)) and to the fullest extent assignable or capable of assignment without infringing any contractual provision restricting the same:
  - (i) the proceeds of any Material Insurance Policies; and
  - (ii) each Specific Contract.
- (b) The Additional Chargor shall remain liable to perform all its obligations under the assets described in paragraph (a) above.
- (c) Notwithstanding the other terms of this Clause 3.3, prior to the occurrence of an Enforcement Event, the Additional Chargor may, subject to the other terms of the Finance Documents, continue to exercise all and any of its rights under and in connection with the Specific Contracts and the Material Insurance Policies.

#### **3.4 Fixed charges**

The Additional Chargor (to the extent not validly and effectively charged by way of first legal mortgage pursuant to Clause 3.2 (*Legal mortgage*) or assigned pursuant to Clause 3.3 (*Assignment by way of Security*)) charges:

- (a) by way of first fixed charge, the Real Property;

- (b) by way of first fixed charge, the Accounts;
- (c) by way of first fixed charge, its book and other debts and monetary claims owing to it and any proceeds of those debts and claims and all Related Rights;
- (d) by way of first fixed charge, the Material Intellectual Property;
- (e) by way of first fixed charge, the Plant and Machinery;
- (f) by way of first fixed charge, any goodwill and rights and claims in relation to its uncalled share capital;
- (g) by way of first fixed charge, the Investments;
- (h) by way of first fixed charge, any beneficial interest, claim or entitlement it has to any pension fund now or in the future; and
- (i) by way of first fixed charge, each of the assets which are specified in Clause 3.3 (*Assignment by way of Security*).

### 3.5 Fixed security

Clause 3.2 (*Legal mortgage*) and Clause 3.3 (*Assignment by way of Security*) shall be construed as creating a separate and distinct mortgage, fixed charge or security assignment over each relevant asset within any particular class of assets specified in this Security Accession Deed. Any failure to create effective fixed security (for whatever reason) over an asset shall not affect the fixed nature of the security on any other asset, whether within the same class of assets or not.

### 3.6 Security restrictions

- (a) There shall be excluded from the from the operation of Clause 3.2 (*Legal mortgage*), Clause 3.3 (*Assignment by way of Security*), and Clause 3.4 (*Fixed charges*) any Excluded Asset of each Chargor unless and until the relevant Restriction that precludes such asset from being subject to legal, valid, binding and enforceable Security has been satisfied or waived.
- (b) For each Excluded Asset which is material to the business or operations of a Chargor or to the business or operations of any member of the Group, each relevant Chargor undertakes to:
  - (i) use its reasonable endeavours to obtain a consent or waiver in respect of such Restriction as soon as possible;
  - (ii) keep the Security Agent informed of its progress in obtaining such consent or waiver; and
  - (iii) forthwith upon receipt of such consent or waiver, provide the Security Agent with a copy,

provided that if such Chargor has used its reasonable endeavours and has not been able to obtain such consent or waiver, its obligation to do so shall cease on the expiry of 30 Business Days from the date of the Security Agent's request.

- (c) No Chargor shall be required to request a consent or waiver in respect of any Restriction from any third party if such request would be materially adverse to its interests or to the interests of any member of the Group.
- (d) Immediately upon receipt of the relevant waiver or consent, the relevant formerly Excluded Asset shall stand charged to the Security Agent (as trustee for the Secured Parties) under Clause 3.2 (*Legal mortgage*), Clause 3.3 (*Assignment by way of Security*), or Clause 3.4 (*Fixed charges*) as applicable. If reasonably required by the Security Agent at any time following receipt of that waiver or consent, the relevant Chargor will execute a further valid fixed charge in such form as the Security Agent shall require but on terms no more onerous to such Chargor than the terms of this deed.
- (e) Save as expressly required under in part 1 of schedule 2 (*Conditions precedent to first Utilisation*) of the Facilities Agreement, no Chargor shall have any obligation to (i) investigate title, review documentation (including in relation to leases, trade receivables or inventory) or review registers (including in relation to Intellectual Property), provide surveys or other insurance, environmental or other due diligence or diligence of any potentially applicable Restriction, or (ii) identify, satisfy or remove any such Restriction, in each case, prior to, or as a condition of, entering into this deed, or at any time thereafter (unless expressly required to do so by the Security Agent in accordance with paragraph 3.6(b) above).

#### **4. FLOATING CHARGE**

##### **4.1 Floating charge**

- (a) The Additional Chargor charges by way of first floating charge all of its present and future assets and undertaking other than assets effectively charged by way of legal mortgage or fixed charge or assigned under Clauses 3.2 (*Legal mortgage*), 3.3 (*Assignment by way of Security*) or 3.4 (*Fixed charges*) respectively.
- (b) The floating charge created by paragraph (a) above is a qualifying floating charge and paragraph 14 of Schedule B1 to the Insolvency Act 1986 applies to such floating charge.

##### **4.2 Conversion of floating charge to fixed Security**

- (a) The Security Agent may at any time by notice to the Additional Chargor convert the floating charge constituted under Clause 4.1 (*Floating charge*) with immediate effect into a fixed charge as regards any asset which is the subject of the floating charge and which is specified in the notice if:
  - (i) this Security Accession Deed is enforceable in accordance with Clause 14 (*When Security becomes enforceable*) of the Debenture;
  - (ii) the Security Agent reasonably considers that any of the Charged Assets which are material to the business or operations of a Chargor or to the business or operations of the Group are in danger of being seized or sold pursuant to any legal process, or execution is being enforced against that Charged Asset;

- (iii) the Security Agent reasonably considers that it is necessary in order to protect the priority of the Security constituted by the floating charge created by Clause 4.1 (*Floating charge*); or
  - (iv) an Event of Default under clause 27.7 (*Insolvency Proceedings*) of the Facilities Agreement is continuing.
- (b) In addition, without prejudice to any rule of law which may have a similar effect, the floating charge constituted under Clause 4.1 (*Floating charge*) will automatically be converted (without notice) with immediate effect into a fixed charge as regards all Charged Assets which are subject to the floating charge and which are referred to in paragraphs (i) to (iii) below or owned by the relevant member of the Group in respect of which the event referred to at paragraph (iv) below has occurred:
  - (i) the Additional Chargor creates (or attempts or takes any steps to create) any Security over any Charged Asset (save as expressly permitted under the Facilities Agreement) and subject to any grace period therein;
  - (ii) the Additional Chargor disposes (or attempts or takes any steps to dispose) of all or any of its Charged Assets which are material to the business or operations of a Chargor or to the business or operations of the Group (save as expressly permitted under the Facilities Agreement);
  - (iii) any person levies (or attempts or takes any steps to levy) any distress, attachment, sequestration, execution or other process against any Charged Asset (which is not discharged within three Business Days) (save as expressly permitted under the Facilities Agreement); or
  - (iv) an Administration Event occurs.

## 5. Consent of existing charging companies

The Parent agrees (for itself and each Chargor) to the terms of this Security Accession Deed and agrees that its execution will in no way prejudice or affect any Security granted by any Chargor by or under the Debenture (or any other Security Accession Deed).

## 6. Security power of attorney

### 6.1 Appointment and powers

The Additional Chargor by way of security irrevocably appoints the Security Agent and any Receiver severally to be its attorney and in its name, on its behalf and as its act and deed to execute, deliver and perfect all other documents and do all things which the attorney may consider to be required for:

- (a) carrying out any obligation imposed on the Additional Chargor by this Security Accession Deed or any other agreement binding on the Additional Chargor to which the Security Agent is party (including the execution and delivery of any deeds, charges, assignments or other security and any transfers of the Charged Assets and perfecting the security created or intended to be created in respect of the Charged Assets) and which the Additional Chargor has been requested in writing by the Security Agent to do, but has failed to do within five Business Days of such request; and

- (b) enabling the Security Agent and any Receiver to exercise, or delegate the exercise of, any of the rights, powers and authorities conferred on them by or pursuant to this Security Accession Deed or by law (including, after the Debenture has become enforceable in accordance with Clause 14 (*When Security becomes enforceable*) of the Debenture, the exercise of any right of a legal or beneficial owner of the Charged Assets).

## **6.2 Exercise of power of attorney**

The Security Agent and any Receiver may only exercise the power of attorney granted pursuant to Clause 6.1 (*Appointment and powers*) following:

- (a) the occurrence of an Enforcement Event; or
- (b) the failure by the Additional Chargor to comply with any undertaking or obligation under this Security Accession Deed within five Business Days of being notified of that failure by the Security Agent (with a copy of such notice being sent to the Parent).

## **7. Counterparts**

This Security Accession Deed 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 Security Accession Deed.

## **8. Governing law and jurisdiction**

Clause 28 (*Governing law and jurisdiction*) of the Debenture shall be incorporated in this Security Accession Deed as if set out here in full but so that references to the Debenture shall be construed as references to this Security Accession Deed.

**THIS SECURITY ACCESSION DEED** has been executed as, and is intended to take effect as, a deed by the Parent and the Additional Chargor and is delivered and has been signed by the Security Agent on the date written on the first page of this Security Accession Deed.

**Schedule 1**  
**Material Real Property**

**Schedule 2**  
**Material Shares**

**Schedule 3**  
**Material Intellectual Property**

**Schedule 4**  
**Material Insurance Policies**

**Schedule 5**  
**Material Leases**

## SIGNATURES TO THE SECURITY ACCESSION DEED

### The Parent

EXECUTED AS A DEED by

[●] LIMITED

acting by

)

)

)

)

.....  
Director

Witness signature:

Witness name:

.....

Witness address:

.....

.....

.....

### Additional Chargor

EXECUTED AS A DEED by

[●] LIMITED

acting by

)

)

)

)

.....  
Director

Witness signature:

.....

Witness name:

.....

Witness address:

.....

.....

### Security Agent

by

[●] LIMITED

acting by

)

)

)

)

.....  
[Authorised signatory]

EXECUTION PAGE

The Parent

EXECUTED AS A DEED by  
RG ENGAGEMENT GROUP 4  
LIMITED acting by

)  
)  
)  
) [Redacted]  
Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]

Chargors

EXECUTED AS A DEED by  
RG ENGAGEMENT GROUP 4  
LIMITED acting by

)  
)  
)  
) [Redacted]  
Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]

EXECUTED AS A DEED by  
RG ENGAGEMENT GROUP 5  
LIMITED acting by

)  
)  
)  
) [Redacted]  
Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]



**EXECUTED AS A DEED by  
INTERNATIONAL BENEFITS  
HOLDINGS LIMITED acting by**

) [Redacted]  
)  
)  
) Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]

**EXECUTED AS A DEED by  
ASPERITY EMPLOYEE BENEFITS  
GROUP LTD acting by**

) [Redacted]  
)  
)  
) Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]

**EXECUTED AS A DEED by  
REWARD GATEWAY (UK) LTD acting  
by**

) [Redacted]  
)  
)  
) Director

Witness signature:

[Redacted]

Witness name:

Anne Twining

Witness address:

[Redacted]  
[Redacted]

**Security Agent**

Signed for and on behalf of GLAS TRUST )  
CORPORATION LIMITED by )

)  
)

Iva Bardhi  
Transaction Manager

Address: 45 Ludgate Hill, London, EC4M 7JU, United Kingdom

E-mail [tmg@glas.agency](mailto:tmg@glas.agency)  
[Alan.Joyce@glas.agency](mailto:Alan.Joyce@glas.agency)  
[Gilda.Cara@glas.agency](mailto:Gilda.Cara@glas.agency)  
[John.Sealy@GLAS.agency](mailto:John.Sealy@GLAS.agency)

Attention: Transaction Management Group

Copy to: Alan Joyce, John Sealy and Gilda Cara