Company Number 07555838

A Private Company Limited by Shares

Technical Training Solutions Ltd.

(the "Company")

Articles of Association (Adopted by Special Resolution on 5th April 2022)



Main House, Turkey Court Turkey Mill Business Park Ashford Road, Maidstone, Kent, ME14 5PP Tel: 01622 801208 w: www.tiger-law.com Ref: TL.TL.DW.002.969



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Articles of Association of Technical Training Solutions Ltd.

(Adopted by Special Resolution on 5th April 2022)

1. Preliminary

1.1 Definitions

In these Articles the following expressions have the following meanings:

"Act" means the Companies Act 2006 (as amended);

"Bad Leaver" means:

- (a) a shareholder whose employment with the Company and/or any Group company is terminated for Cause; or
- (b) a shareholder who is a consultant, officer or Director of the Company and/or any Group company who is dismissed for Cause; or
- (c) a shareholder who is in breach of any confidentiality, non-competition, non-disclosure or non-solicitation agreement with the Company and/or any Group company; or
- (d) any other circumstances in which the Company and/or any Group company is justified in immediately terminating the employment of the shareholder; or
- (e) where a shareholder is convicted of a criminal offence other than a traffic offence; or
- (f) where a shareholder knowingly says or does anything which is harmful to the reputation or goodwill of the Company and/or any Group company;

"Cause" means behaviour entitling the Company and/or any Group company to summarily dismiss the shareholder or terminate his or her employment because of gross misconduct, gross negligence and/or dishonesty;

"Companies Acts" has the meaning given by section 2 of the Companies Act 2006 which may, by virtue of that or any other such enactment, be cited together with the Act as the "Companies Acts" (with or without the addition of an indication of the date of any such enactment);

"Compulsory Transfer Notice" means a transfer notice deemed to be given pursuant to Articles 7.14, 7.15 or 7.22(b);

"Constitution" means the constitution of the Company as described in the document entitled "Constitution of Technical Training Solutions Ltd. with employee ownership" dated 5th April 2022 (as amended from time to time);

"Control" has the meaning given in section 995 of the Income Tax Act 2007;

"Director" means a director of the Company;

"Directors" means the board of directors of the Company;

"Employee" means a bona fide employee of a member of the Group;

"Employee Director" means a Director who is appointment and removed as a Director pursuant to Article 9;

"Employees' Share Scheme" has the meaning given in section 1166 of the Act;

"Group" means the Company and any other company which is for the time being both a subsidiary of the Company and under the Control of the Company;

"HMRC" means Her Majesty's Revenue and Customs;

"ITEPA" means the Income Tax (Earnings and Pensions) Act 2003;

"Leaves" means ceases to hold employment within the Group;

"Leaving Date" means, in relation to an Employee or former Employee, the date on which he or she Leaves;

"Model Articles" means, the model articles for private companies limited by shares contained in Schedule 1 of the Companies (Model Articles) Regulations 2008 (SI 2008/3229) as amended prior to the date of adoption of these Articles;

"Share Incentive Plan" means a share incentive plan approved by HMRC pursuant to section 488 and Schedule 2 of ITEPA;

"Shares" means shares in the capital of the Company;

"Statutory Market Value" means, in relation to any Shares, the market value of such Shares determined in accordance with Part 8 of the Taxation of Chargeable Gains Act 1992 (as amended or re-enacted);

"Transferee" means a person who agrees to acquire Shares in accordance with these Articles;

"Transfer Notice" means, in respect of any Shares, a notice given or deemed to be given to the Company that the holder of such Shares wishes, or is obliged, to offer such Shares for sale and transfer in accordance with the provisions of these Articles;

"Transfer Price" means the price per Share at which Transfer Shares may be sold and transferred as determined in accordance with these Articles;

"Transfer Shares" means Shares which are the subject of a Transfer Notice;

"Transferor" means a person wishing, or obliged, to offer Shares for sale and transfer pursuant to these Articles;

"Trust" means The TTS Employees' Share Trust established by the Trust Deed;

"Trust Deed" means the trust deed dated 5th April 2022 between the Company and TTS Employee Trustees Ltd., a company limited by guarantee incorporated in England and Wales with company number 14023234 (being the original trustee of that trust), which established the Trust (as amended from time to time);

"Trustee" means the trustee or trustees for the time being of the Trust (and references to the Trustee shall be construed as referring only to such person or persons acting in their capacity as trustee of that trust); and

"Voluntary Transfer Notice" means a Transfer Notice voluntarily given pursuant to Article 7.5.

1.2 Interpretation

For the purposes of these Articles:

- (a) a person shall not be treated as ceasing to hold office or employment within the Group unless and until he or she is no longer an employee or director of any member of the Group;
- (b) references to any statute order or regulation includes a reference to such statute as amended, modified, re-enacted or replaced from time to time;
- (c) words and phrases which are defined or referred to in or for the purposes of the Companies Acts have the same meanings in these Articles unless they are already defined within the Articles, or the context otherwise requires; and
- (d) headings are for ease of reference and shall not affect the interpretation of these Articles.

2. Application of Model Articles

- The Model Articles shall apply to the Company save as expressly excluded or modified by these Articles or as are inconsistent with the provisions of these Articles.
- 2.2 Model Articles 14(1) 14(4), 26 and 27(2) shall not apply.

3. Private Limited Company

The Company is a private company, and no shares or debentures of the Company may be offered for sale to the public

4. Share Capital

The share capital of the Company at the date of adoption of these Articles is £320.00 divided into 320 Shares of £1.00 each.

5. Matters requiring Special Consent

5.1 Subject to these Articles, the Company shall be run by its Directors. The following matters shall each require either the prior consent in writing of members together holding Shares representing

at least 75 per cent of the issued equity share capital of the Company or the passing of a special resolution of the members of the Company at a general meeting of the company:

- (a) the grant of any right to subscribe for shares in the capital of the Company or any other member of the Group otherwise than pursuant to an Employees' Share Scheme;
- (b) an issue of any shares in the capital of the Company otherwise than pursuant to the exercise of a right granted as mentioned in sub-clause (a) above and authorised pursuant to this Article 5.1 or a right granted pursuant to in sub-clause 5.2(a) below and authorised pursuant to Article 5.2;
- (c) a winding-up of the Company or of any other member of the Group (other than a company which is dormant);
- (d) the disposal of the whole or a substantial part of the undertaking or assets of the Company;
- (e) any change of status of the Company to a public limited company or application for any shares in the Company or in any parent undertaking of the Company to be dealt in on a public market;
- (f) the appointment of any person, other than TTS Employee Trustees Ltd., as trustee of the Trust; and
- (g) the removal of TTS Employee Trustees Ltd. as trustee of the Trust.
- 5.2 The following matters shall each require either the prior consent in writing of members together holding Shares representing at least 50 per cent of the issued equity share capital of the Company or the passing of an ordinary resolution of the members of the Company at a general meeting of the company:
 - (a) the grant of any right to subscribe for shares in the capital of the Company pursuant to an Employees' Share Scheme;
 - (b) the transfer of any shares in the capital of the Company (not being a transfer permitted by Article 7.4) to any person other than an existing member of the Company;
 - (c) the acquisition by the Company or by any other member of the Group (other than by the Trustee) of an interest in the equity share capital of the Company;
 - (d) the payment of dividends;
 - (e) the payment to an Employee or Employees of a bonus out of the profits of the Company which would otherwise be available for distribution (pursuant to section 830 of the Act);
 - (f) the payment or award to any Employee of a bonus (in cash or kind) of an amount which represents more than 25 per cent of the annual rate of basic salary payable to such Employee, being a bonus paid otherwise than in accordance with a binding obligation to make such payment or award under the terms of such Employee's contract of employment;

- (g) the disposal or the entering into of a binding agreement to dispose, to a person who is not a member of the Group, of:
 - (i) shares or securities (as such term is defined in section 420 of ITEPA) in any member of the Group;
 - (ii) any business of assets with a value in excess of £5,000;
- (h) the making of a loan to any person in excess of £5,000; and
- (i) any alteration of or addition to the Trust Deed.

6. Lien on Shares

- 6.1 The Company shall have a first and paramount lien on all Shares (whether or not such shares are fully-paid) registered in the name of a person indebted or under liability to the Company (whether such person is the sole holder of the shares or one of two or more joint holders) for all moneys (whether presently payable or not) payable at a fixed time or called, and to all distributions and other moneys and property attributable to such shares.
- 6.2 The Directors may at any time declare any Share to be wholly or in part exempt from the provisions of this Article 6.
- 6.3 The Company's lien on a Share shall extend to any amounts presently payable to the Company by the registered holder of such share or if such registered holder has died, his or her estate.

7. Transfer of Shares

- 7.1 No Share or any interest in a Share may be transferred otherwise than in accordance with the provisions of this Article and Model Article 26 shall have effect subject to the following provisions of these Articles.
- 7.2 For the purpose of ensuring that a transfer of Shares is duly authorised or required under these Articles, the Directors may require any member or legal representatives of any deceased member or any person named as transferee in any transfer lodged for registration or such other person as the Directors may reasonably believe to have information relevant to such purpose, to furnish to the Company such information and evidence as the Directors may think fit regarding any matter which they deem relevant to such purpose including (but not limited to) the names, addresses and interests of all persons respectively having interests in the Shares from time to time registered in that member's name. Failing such information and evidence being furnished to the satisfaction of the Directors within a period of 28 days after such request, the Directors may refuse to register the transfer in question.
- 7.3 Subject to Article 7.2, the Directors shall be bound to register a transfer of any Share made in accordance with the following provisions of this Article 7 but may otherwise refuse to register the transfer of a share and, if they do so, the instrument of transfer must be returned to the transferee with the notice of refusal unless they suspect that the proposed transfer may be fraudulent.

Permitted transfers

- 7.4 Any Share may at any time be transferred without restriction as to price or otherwise:
 - (a) to the Trustee;
 - (b) by the Trustee to any individual who is within the class of beneficiaries of the Trust;
 - (c) by the Trustee to the trustee or trustee of any other trust for the benefit of persons who are employees of members of the Group, and which is an Employees' Share Scheme;
 - (d) to the trustee or trustees of a Share Incentive Plan;
 - (e) by the trustee or trustees of a Share Incentive Plan to any individual pursuant to and in accordance with the rules of such Share Incentive Plan;
 - (f) to any person appointed as the Trustee upon a change of trustee, or upon the appointment of a new trustee, of the Trust;
 - (g) to any person appointed as trustee upon a change of trustee, or the appointment of a new trustee, of a Share Incentive Plan;
 - (h) to any person appointed as trustee of any such other trust as mentioned in sub- paragraph
 (c) above upon a change of trustee, or the appointment of a new trustee, of such trust; or
 - (i) subject to the Companies Act, to the Company for cancellation or to be held in treasury.

Voluntary transfers

- 7.5 Subject to Article 7.18, any person wishing to transfer a Share or any interest in a Share otherwise than as mentioned in Article 7.4 must give to the Company a Transfer Notice in writing in respect of such Share. A Voluntary Transfer Notice, once given, may not be withdrawn without the agreement of the Directors. A Voluntary Transfer Notice may be given subject to a condition that it shall be revoked if either:
 - (a) the Transferor and the Directors cannot reach agreement as to the Transfer Price (pursuant to Article 7.19(a)); or
 - (b) offers are not received by the Directors for all of the Transfer Shares.

Effect of a Transfer Notice

- 7.6 A Transfer Notice shall constitute the Company as agent of the Transferor for the sale and transfer of the Shares in respect of which such Transfer Notice is given or is deemed to be given at a price per Share determined in accordance with the following provisions of these Articles.
- 7.7 The Directors shall, within 14 days beginning with the date on which the Transfer Notice is given or is deemed to be given, first offer the Transfer Shares to the Trustee, and if and insofar as the Trustee does not, within the period of 21 days following receipt of such offer, accept such offer in respect of any of the Transfer Shares:
 - (a) offer the Transfer Shares for sale at the Transfer Price to any one or more of the following persons (and, if more than one, in such proportions as the Directors may determine):

- (i) the trustee or trustees of any Share Incentive Plan established by the Company;
- (ii) any one or more Employees;
- (iii) the trustee or trustees of any such other trust as is mentioned in sub-paragraph (c) of Article 7.4;
- (iv) the Company; or
- (b) offer the Transfer Shares, or the balance remaining of the Transfer Shares, to all of the holders of Shares (other than the Transferor) by making an offer of such Shares to each of such holders in proportion to or as nearly as may be in proportion to their respective holdings of Shares (a "General Offer"); or
- (c) offer a proportion of the Transfer Shares as mentioned in (a) above and make a General Offer in respect of the balance of the Transfer Shares.
- 17.8 If a General Offer is made, the Directors shall also invite each holder of Shares to state in his or her reply to the General Offer the number of additional Shares (if any) in excess of his or her proportion which such holder desires to purchase. If any holder of Shares does not accept the General Offer in respect of his or her respective proportion in full, the Shares not so accepted shall be used to satisfy requests for additional Shares as nearly as may be in proportion to the number of Shares already held by those holders who have made such requests respectively, provided that no holder shall be obliged to purchase more Shares than he or she shall have applied for. If any Shares shall not be capable of being so offered without fractions of those Shares being offered to the holders of Shares in proportion to their existing holdings, such Shares shall be offered to the holders of Shares, or some of them, in such proportions or in such manner as the Directors shall determine.
- 7.9 If or to the extent that any offer or offers made pursuant to Article 7.7(a) is or are not accepted in respect of all of the Transfer Shares within 28 days of such offer or offers having been made, the Directors shall make a General Offer in respect of the balance of such Shares.
- 7.10 A General Offer shall be open for acceptance for 60 days or such shorter period as the Directors may determine from the date on which it is made and insofar as it is not then accepted, it shall lapse.
- 7.11 If after the expiry of any such General Offer any Shares remain unsold or if any Transferee fails to complete his or her purchase of Shares within 28 days of the time from his date of acceptance of any such offer, the Directors may offer such Shares for sale at the Transfer Price to any such other person or persons as the Directors may determine **PROVIDED ALWAYS** that, if any such person is not already a member of the Company, the admission of such person or persons as a member of the Company is, in the opinion of the Directors, in the best interests of the Company.
- 7.12 If any such offer to purchase Transfer Shares is accepted in respect of any number of Transfer Shares, the Transferor shall (save, in the case of a Voluntary Transfer Notice, if a condition

imposed as mentioned in Article 7.5 is not satisfied) be bound to accept such offer and to transfer such Shares in accordance with, and subject to, the provisions of this Article 7.

7.13 If in any case the Transferor, after having become bound to sell any Transfer Shares, defaults in transferring them, the Directors may receive the purchase money on his or her behalf, and the Transferor shall be deemed to have appointed as his or her attorney any Director for the purpose of authorising such Director to execute a transfer of such Shares on behalf of the Transferor in favour of the Transferee. The receipt of the Company for the purchase money shall be a good discharge to the Transferee and such purchase monies shall be paid by the Company into a separate bank account in the name of the Transferor.

Compulsory Transfer Notice

- 7.14 If any holder of Shares, being an Employee, Leaves, he or she (for the purposes of this Article 7.14 the "Relevant Person") shall thereupon be deemed to have given a Transfer Notice (pursuant to Article 7.5) in respect of all of the Shares which he or she then holds immediately on the Leaving Date of the Relevant Person.
- 7.15 If any person not being an Employee (the "Newly-Acquiring Shareholder") acquires Shares in pursuance of rights or interests obtained by that, or any other, person at a time when that, or such other, person (for the purposes of this Article 7.15 the "Relevant Person") was an Employee, the Newly-Acquiring Shareholder shall, upon acquiring such Shares, be deemed to have given a Transfer Notice in respect of all such Shares immediately on the Leaving Date of the Relevant Person.
- 7.16 The provisions of Articles 7.5 to 7.13 (inclusive) shall apply in relation to any transfer of Shares made pursuant to the application of Articles 7.14, 7.15 and 7.22(b).
- 7.17 If no willing purchaser can be found from amongst the persons to whom the Transfer Shares have been offered by the Directors for any of the Transfer Shares in respect of which a Compulsory Transfer Notice is given or deemed to be given, the balance remaining of the Transfer Shares shall, subject to Article 9, remain registered in the name of the Transferor but the Company shall have the right, exercisable at any time, to require the Transferor to sell and transfer such Shares to a willing purchaser at the Transfer Price.
- 7.18 If on any occasion a Compulsory Transfer Notice is deemed to be given in respect of any Shares, any Voluntary Transfer Notice previously given or deemed to be given in respect of such Shares shall cease to be of any effect so that the provisions of this Article 7 shall apply in relation to such Compulsory Transfer Notice and shall cease to apply in relation to such Voluntary Transfer Notice.

Transfer Price

7.19 The Transfer Price shall:

(a) if the Transfer Notice is a Voluntary Transfer Notice, be such price as the Transferor and Transferee and the Directors may agree or, in the absence of such agreement, the market value of the Transfer Shares at the time of transfer of the Transfer Shares, determined in accordance with Articles 7.20 or 7.21; or

(b) if the Transfer Notice is a Compulsory Transfer Notice, be (subject to Article 7.21), the market value of the Transfer Shares at the Leaving Date or, if the Shares are transferred pursuant to the Company exercising its right under Article 7.17, at the time of transfer of the Transfer Shares, determined (in either case) in accordance with Article 7.20 EXCEPT THAT in the case of Bad Leaver, the Transfer Price shall be restricted to the nominal value of the Shares (and the shareholders hereby agree that this shall account for a genuine pre-estimate of the loss, damages and costs suffered or incurred or to be suffered or incurred by the continuing shareholders).

Valuation of a Share

- 7.20 Subject to Article 7.21, the market value of any Shares at a given time shall be the amount which is certified in writing to the Directors to be, in the expert opinion of an independent adviser (not being the auditors of any member of the Group) nominated by the Directors and who, in their opinion, is appropriately qualified to value shares in unquoted companies. Upon receipt of such certificate, the Directors shall as soon as practicable inform all members of the market value so determined. It shall be the responsibility of the Directors to obtain such an opinion as soon as reasonably practicable after a Transfer Notice has been given or has been deemed to be given. The costs of obtaining any such certificate shall be borne by the Company unless the Transfer Notice is a Voluntary Transfer Notice, in which case the Transferor shall bear such costs.
- 7.21 If for any purpose the Company has reached agreement with HMRC as to what is the Statutory Market Value of a Share as at the relevant time, the Directors may determine that such Statutory Market Value shall be taken to be the market value of Shares for the purposes of Article 7.19 and, in this event, the provisions of Article 7.20 shall not apply in relation to the relevant transfer of such Shares.

Transmission of Shares

- 7.22 In the application of Regulations 27 to 29 of the Model Articles to the Company:
 - (a) any person becoming entitled to a Share in consequence of the death or bankruptcy of a holder of a Share shall give a Transfer Notice in respect of such Share before he or she elects in respect of that Share to be registered himself or to execute a transfer;
 - (b) if a person so becoming entitled shall not have given a Transfer Notice in respect of any Share within 3 months of the death or bankruptcy, the Directors may at any time thereafter give notice requiring such a person within 14 working days to give a Transfer Notice in respect of all of the Shares to which he or she has so become entitled and for which he or she has not previously given a Transfer Notice and if he or she does not do so he or she shall at the end of such 14 day period be deemed to have given a Transfer Notice in respect of those Shares in relation to which he or she has still not given a Transfer Notice.

8. Suspension of voting rights after Member leaves

- 8.1 Shares held by an Employee who acquired such Shares pursuant to a right or opportunity made available by reason of the office or employment of such person with any member of the Group shall, if such person Leaves, immediately cease to carry any right to vote on a resolution of members or to attend or be counted in the quorum at a general meeting of members of the Company.
- 8.2 The suspension of voting rights, and of the right to attend and be counted in the quorum at a general meeting of members of the Company, attaching to Shares held by a former Employee shall cease to have effect when such Shares are transferred to any other person or persons pursuant to the provisions of Article 7.

9. Directors and Employee Director(s)

- 9.1 The minimum number of Directors shall be 1 and the maximum number of Directors shall be 5.
- 9.2 The Directors from time to time may choose any one of their number to act as chair of the Company.

10. Decision-making by Directors

In making any decision, the Directors shall have regard to the Constitution and Model Article 7 shall be construed accordingly.

11. Conflicts of Interest

- The Directors may authorise, to the fullest extent permitted by law, any matter proposed to them which would otherwise result in a Director infringing his or her duty under section 175 of the Act to avoid a situation in which such Director has, or can have, a direct or indirect interest that conflicts, or possibly may conflict, with the interests of the Company and which may reasonably be regarded as likely to give rise to a conflict of interest.
- 11.2 Authorisation of a matter under Article 11.1 is effective only if:
 - (a) the matter has been proposed to the Directors by its being submitted in writing for consideration at a meeting of the Directors or for the authorisation of the Directors by resolution in writing and in accordance with the Directors' normal procedures or in such other manner as the Directors may approve;
 - (b) any requirement as to quorum at the meeting of the Directors at which the matter is considered is met without counting the Director in question and any other interested Director; and
 - (c) the matter has been agreed to without the Director in question and any other interested Director voting or would have been agreed to if their votes had not been counted.
- 11.3 Any authorisation of a matter under Article 11.1 shall extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter so authorised.
- 11.4 The Directors may authorise a matter on such terms and for such duration, or impose such limits or conditions on it, as the Directors may decide and may vary the terms of duration of such an

authorisation (including any limits or conditions imposed on such authorisation) or revoke such authorisation. A Director shall comply with any obligations imposed on him by the Directors pursuant to any such authorisation.

- 11.5 Any terms imposed by the Directors under Article 11.4 may include (without limitation):
 - (a) whether the Director may vote (or be counted in the quorum) at a meeting of the Directors or any committee or sub-committee of the Directors in relation to any resolution relating to the relevant matter;
 - (b) whether the Director is to be given any documents or other information in relation to the relevant matter; and
 - (c) whether the Director is to be excluded from discussions in relation to the relevant matter at a meeting of the Directors or any committee or sub-committee of the Directors or otherwise
- 11.6 The Director shall not be required to disclose any confidential information obtained in relation to the relevant matter (other than through his or her position as a Director of the Company) to the Company or to use to apply it in performing his or her duties as a Director if to do so would result in a breach of a duty or obligation of confidence owed to him in relation to or in connection with that matter.
- 11.7 A Director does not infringe any duty he or she owes to the Company by virtue of sections 171 to 177 of the Act if he or she acts in accordance with such terms, limits and conditions (if any) as the Directors may impose in respect of its authorisation of the Director's conflict of interest or possible conflict of interest under Article 11.1.
- 11.8 A Director shall not, save as otherwise agreed by him or her, be accountable to the Company for any benefit which he or she (or a person connected with him or her) derives from any matter authorised by the Directors under Article 11.1 and any contract, transaction or arrangement relating thereto shall not be liable to be avoided on the grounds of any such benefit.
- 11.9 A reference in these Articles to a conflict of interest includes a conflict of interest and duty and a conflict of duties.

12. Annual General Meeting

- 12.1 The Company must hold a general meeting as its annual general meeting not less than once in each calendar year beginning 1st January and not more than fifteen months after the last preceding annual general meeting.
- 12.2 A notice calling an annual general meeting of the Company must state that the meeting is an annual general meeting.
- 12.3 The members of the Company may require the Company to give to members of the Company entitled to receive notice of the next annual general meeting, notice of a resolution which may properly be moved and is intended to be moved at that meeting.
- 12.4 A resolution may properly be moved at an annual general meeting unless:
 - (a) it would, if passed, be ineffective (whether by reason of inconsistency with any enactment or the constitution of the Company or otherwise);
 - (b) it is defamatory of any person; or
 - (c) it is frivolous or vexatious.
- The Company shall give notice of a resolution once it has received requests that it do so from members representing at least 5 per cent of the total voting rights of all the members who have a right to vote on the resolution at the annual general meeting to which the requests relate (excluding any voting rights attached to any shares in the Company held as treasury shares).
- 12.6 A request mentioned in Article 12.5:
 - (a) may be in hard copy form or in electronic form;
 - (b) must identify the resolution of which notice is to be given;
 - (c) must be authenticated by the person or persons making it; and
 - (d) must be received by the secretary of the Company not later than:
 - (i) 6 weeks before the annual general meeting to which the requests relate; or
 - (ii) if later, the time at which notice is given of that meeting.
- 12.7 If the Company is required to give notice of a resolution, it must send a copy of such resolution to each member of the Company entitled to receive notice of the annual general meeting in the same manner as notice of the meeting and at the same time as, or as soon as reasonably practicable after, it gives notice of the meeting.
- 12.8 The expenses of the Company in complying with the requirements of this Article 12 shall be borne by the Company and not by the members who requested the circulation of the resolution.