

PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

of

Convibo Limited (Company)

8 April 2018

Pursuant to Chapter 2 of Part 13 of the Companies Act 2006, the directors of the Company propose that resolution 1 below is passed as an ordinary resolution and resolutions 2 and 3 below are passed as special resolutions (**Resolutions**).

ORDINARY RESOLUTION

1. That, subject to the passing of Resolution 2 below, in accordance with section 551 of the Companies Act 2006 (**CA 2006**), the directors of the Company (**Directors**) be generally and unconditionally authorised to issue and allot shares in the Company or grant rights to subscribe for or to convert any security into shares in the Company (**Rights**) up to an aggregate nominal amount of £14.413 provided that this authority shall, unless renewed, varied or revoked by the Company, expire on the date that is five years after the Circulation Date save that the Company may, before such expiry, make an offer or agreement which would or might require shares to be allotted or Rights to be granted and the Directors may allot shares or grant Rights in pursuance of such offer or agreement notwithstanding that the authority conferred by this resolution has expired.

SPECIAL RESOLUTIONS

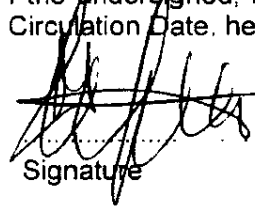
2. That, the draft articles of association attached to this resolution (**New Articles**) be adopted as the articles of association of the Company in substitution for, and to the exclusion of, the existing articles of association.
3. That, subject to the passing of Resolution 1 above, the Directors be generally empowered to allot and issue shares in the capital of the Company up to an aggregate nominal amount of £11.08 to investors in the Company as if the pre-emption rights set out in articles 15.2 to 15.6 (inclusive) of the New Articles did not apply to any such allotment and issues.



AGREEMENT

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

I the undersigned, being a person entitled to vote on the above Resolutions on the Circulation Date, hereby irrevocably agree to the Resolutions:



Signature

8/4/2018

Date

Venture Friends Cooperative U.A.

Name of shareholder

D.J. Rutgers

Name and title of signatory (corporate shareholders only)

NOTES

- 1 You can choose to agree to all of the Resolutions or none of them, but you cannot agree to only some of the Resolutions. If you agree to the Resolutions, please indicate your agreement by signing and dating this document where indicated above and returning it to the Company using one of the following methods:

- **By Hand:** delivering the signed copy to Attention: Takis Malavetas
- **Post:** returning the signed copy by post to Attention: Takis Malavetas.
- **E-mail:** by attaching a scanned copy of the signed document to an e-mail and sending it to takis@homerun.delivery. Please enter "Written Resolutions" in the e-mail subject box.

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

2. Once you have indicated your agreement to the Resolutions, you may not revoke your agreement.
3. Unless, by the date 28 days after the Circulation Date, sufficient agreement has been received for the Resolutions to pass, they will lapse. If you agree to the Resolutions, please ensure that your agreement reaches us before or during this date.
4. In the case of joint holders of shares, only the vote of the senior holder who votes will be counted by the Company. Seniority is determined by the order in which the names of the joint holders appear in the register of members.
5. If you are signing this document on behalf of a person under a power of attorney or other authority please send a copy of the relevant power of attorney or authority when returning this document.

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I the undersigned, being a person entitled to vote on the above Resolutions on the Circulation Date, hereby irrevocably agree to the Resolutions:

.....
Signature

..... 23 April 2018
Date

PANAGIOTIS MALAVETAS.....

Name of shareholder

.....

Name and title of signatory (corporate
shareholders only)

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PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

of

Convibo Limited (Company)

8 April 2018

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I the undersigned, being a person entitled to vote on the above Resolutions on the Circulation Date, hereby irrevocably agree to the Resolutions


.....
Signature

23/04/2018

.....
Date

Christian Lerke

.....
Name of shareholder

.....
Name and title of signatory (corporate
shareholders only)

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PRIVATE COMPANY LIMITED BY SHARES

WRITTEN RESOLUTIONS

of

Convibo Limited (Company)

8 April 2018

COMPANIES HOUSE

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AGREEMENT

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I the undersigned, being a person entitled to vote on the above Resolutions on the Circulation Date, hereby irrevocably agree to the Resolutions:



Signature

23/04/2018

Date

.....Gregor Tschurtschenthaler.....

Name of shareholder

.....

**Name and title of signatory (corporate
shareholders only)**

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THE COMPANIES ACT 2006
PRIVATE COMPANY LIMITED BY SHARES
ARTICLES OF ASSOCIATION
OF
CONVIBO LTD
(Company number 08780184)

**(Adopted by special resolution passed on
23 April 2018)**

INTRODUCTION

1. INTERPRETATION

1.1 The following definitions and rules of interpretation apply in these Articles:

Act: the Companies Act 2006;

Acting in concert: has the meaning given to it in the City Code on Takeovers and Mergers published by the Panel on Takeovers and Mergers (as amended);

Adoption Date: the date of adoption of these Articles;

Articles: the Company's articles of association for the time being in force;

Available Profits: profits available for distribution within the meaning of part 23 of the Act;

Bad Leaver: an employee of a Group Company who ceases to be employed by any Group Company in circumstances where he is dismissed (or could have been dismissed but for his resignation) by the relevant Group Company on grounds only of (a) fraud, (b) gross misconduct (being conduct which would entitle the relevant Group Company to summarily dismiss the employee in accordance with their service agreement) or (c) being convicted of a serious crime (other than a minor road traffic offence). For the avoidance of doubt, an employee shall not be deemed to be a Bad Leaver where that employee is dismissed by the Company solely on grounds relating to performance, capability or the qualifications of the

employee, where those grounds do not fall within any of the other categories set out in this definition of Bad Leaver;

Board: the board of directors of the Company;

Business Day: any day (other than a Saturday, Sunday or public holiday in the United Kingdom) on which clearing banks in the City of London are generally open for business;

Chairman: the chairman of the board of Directors as appointed by the Directors from time to time;

Civil Partner: in relation to an individual Shareholder, a civil partner as defined in the Civil Partnerships Act 2004;

Company: means Convibo Ltd (company number 08780184);

Company's Lien: has the meaning given to it in article 25.1;

Conditions: has the meaning given in article 12.1;

Connected: has the meaning given in section 252 of the Act;

Conversion Date: has the meaning given in article 12.1;

Controlling Interest: an interest in Shares conferring on the holder or holders control of the Company within the meaning of section 1124 of the Corporation Tax Act 2010;

Deemed Transfer Notice: a Transfer Notice which is deemed to have been served by any of the provisions of these Articles;

Deferred Shares: the deferred shares of £0.0001 in the capital of the Company from time to time;

Directors: the directors of the Company from time to time;

Disposal: the disposal by the Company of all, or a substantial part of, its business and assets;

Effective Date: the later of 26 April 2017 and the date on which the relevant Leaver commenced their employment with a Group Company;

Eligible Director: a Director who would be entitled to vote on the matter at a meeting of Directors (but excluding any Director whose vote is not to be counted in respect of the particular matter);

Exit: a Share Sale, a Disposal or a Listing;

Exit Proceeds: the Exit Value minus all Company costs, fees and expenses associated with such Exit;

Exit Value: the gross proceeds (or a bona fide valuation of the likely gross proceeds as estimated by the Independent Expert) of an Exit;

Fair Value: has the meaning given in article 19.2;

Family Trust: as regards any particular Shareholder who is an individual (or deceased or former Shareholder who is an individual) any trust (whether arising under a settlement, declaration of trust or other instrument by whomsoever or wheresoever made, or under a testamentary disposition or on an intestacy) under which no immediate beneficial interest in any of the Shares in question is for the time being vested in any person other than the particular Shareholder and/or any of the Privileged Relations of that Shareholder (and so that for this purpose a person shall be considered to be beneficially interested in a Share if such Share or the income thereof is liable to be transferred or paid or applied or appointed to or for the benefit of any such person or any voting or other rights attaching thereto are exercisable by or as directed by any such person pursuant to the terms of the relevant trusts or in consequence of an exercise of a power or discretion conferred thereby on any person or persons);

Financial Year: an accounting reference period (as defined in section 391 of the Act) of the Company;

Founders: Panagiotis Takis Malavetas, Christian Lerke and Gregor Tschurtschenthaler.

Fourth Anniversary: in relation to an employee of a Group Company the fourth anniversary of the Effective Date;

Good Leaver: an employee of a Group Company who ceases to be employed by any Group Company in circumstances where he is neither a Bad Leaver or a Voluntary Leaver;

Group: in relation to any company or undertaking, such company together with its holding company and each subsidiary of that company and its holding company;

Group Company: the Company together with its holding company and each subsidiary of the Company and the holding company;

Independent Expert: an independent firm of accountants appointed by the Board (in each case acting as an expert and not as an arbitrator);

Investment Agreement: the investment and shareholders agreement dated the 26 April 2017 between the Company and its Shareholders and amended on or around the Adoption Date (as the same may have been varied, supplemented, adhered to or superseded in accordance with its terms for the time being);

Investor Majority: has the meaning given in the Investment Agreement;

JJ: JamJar Investments Nominee Limited or such other Shareholder as Jamjar Investments Nominee Limited designates as constituting JJ in substitution of Jamjar Investments Nominee Limited;

JJ Observer: has the meaning given in article 5.3;

Leaver: a Bad Leaver, a Good Leaver or a Voluntary Leaver;

Lien Enforcement Notice: means a notice in writing which complies with the requirements of article 26.2;

Listing: the successful application and admission of all or any of the Shares, or securities representing such Shares (including American depositary receipts, American depositary shares and/or other instruments) to the Official List of the Financial Conduct Authority or on the AIM market operated by the London Stock Exchange plc, or the Nasdaq National Stock Market of the Nasdaq Stock Market Inc., or to any recognised investment exchange (as defined in section 285 of the Financial Services and Markets Act 2000);

Model Articles: the model articles for private companies limited by shares contained in Schedule 1 to The Companies (Model Articles) Regulations 2008 (SI 2008/3229), as amended prior to the Adoption Date;

Ordinary Shares: the ordinary shares of £0.001 each in the capital of the Company;

Original Shareholder: has the meaning given in article 17.1;

Permitted Transfer: a transfer of Shares made in accordance with article 17;

Permitted Transferee: in relation to:

- (a) a Shareholder who is an individual, any of his Privileged Relations or the trustee(s) of a Family Trust;
- (b) a Shareholder which is an undertaking (as defined in section 1161(1) of the Act) any member of the same Group;
- (c) in relation to a Shareholder which is an investment fund, any member (individual or corporate) of the same fund group; and
- (d) in relation to a Shareholder which is a corporate entity:
 - (i) any member of the same Group;
 - (ii) any member of the same fund group;
 - (iii) any nominee of such corporate entity;

Preferred Shares: the preferred shares of £0.001 each in the capital of the Company;

Preference Amount: means a price per Preferred Share equal to the amount subscribed (including premium) for such Preferred Share;

Privileged Relation: in relation to a Shareholder who is an individual (or a deceased or former Shareholder who is an individual) means a spouse, civil partner (as defined in the Civil Partnerships Act 2004), child or grandchild (including step or adopted or illegitimate child and their issue);

Qualifying Listing: a Listing deemed to be a Qualifying Listing by the Board in its absolute discretion.

Relevant Securities: any Shares or other securities convertible into, or carrying the right to subscribe for Shares, issued by the Company after the Adoption Date, other than any Shares or other securities issued by the Company in order for the Company to comply with its obligations under these Articles and/or the Investment Agreement;

Sale Shares: has the meaning given in article 18.1(a);

Seller: has the meaning given in article 18.1;

Shareholder: a holder for the time being of any Share or Shares;

Shares: the Ordinary Shares and the Preferred Shares;

Share Option Pool: has the meaning given in the Investment Agreement;

Share Sale: the sale of (or the grant of a right to acquire or to dispose of) any Shares (in one transaction or as a series of transactions) which would, if completed, result in the buyer of those Shares (or grantee of that right) and persons acting in concert with him together acquiring a Controlling Interest, except where the identities of the Shareholders and the proportion of Shares held by each of them following completion of the sale are the same as the identities of the Shareholders and their respective shareholdings in the Company immediately before the sale;

Termination Date: in relation to any employee of a Group Company:

- (a) where employment ceases by virtue of notice given by the employer to the employee, the date on which such notice expires;
- (b) where a contract of employment is terminated by the employer and a payment is made in lieu of notice, the date on which notice of termination was served;
- (c) where a Leaver dies, the date of his death; or
- (d) in any other case, the date on which the employment is terminated;

Transfer Notice: has the meaning given in article 18.1;

Transfer Price: has the meaning given in article 19;

Unvested Shares: in relation to a Leaver, the number of Shares held by the Leaver and any of his Permitted Transferees that are deemed to constitute Unvested Shares pursuant to article 20.3;

Vested Shares: in relation to a Leaver any Shares held by the Leaver and any of his Permitted Transferees that are not Unvested Shares;

VF: Venture Friends Cooperatief U.A., a company registered under the laws of the Netherlands under registration number 65036050 and registered tax number 855955703 and having its registered office at Jan van Goyenkade 8, 1075 HP Amsterdam, the Netherlands;

VF Director: has the meaning given in article 5.4;

VF Observer: has the meaning given in article 5.4;

Voluntary Leaver: an employee of a Group Company who ceases to be employed by any Group Company by reason of voluntary resignation or departure in circumstances where he could not have been terminated as a Bad Leaver and where he was not constructively dismissed (as determined by a court with competent authority, until such time as all court appeal processes are exhausted in a timely basis) and has not resigned due to permanent ill health,; and

Writing or Written: the representation or reproduction of words, symbols or other information in a visible form by any method or combination of methods, whether sent or supplied in electronic form or otherwise, save that, in relation to a Transfer Notice (or Deemed Transfer Notice), “writing” or “written” shall not include the sending or supply of notices, documents or information in electronic form (other than by fax).

- 1.2 Headings in these Articles shall not affect the interpretation of these Articles.
- 1.3 Unless the context otherwise requires, words in the singular shall include the plural and the plural shall include the singular.
- 1.4 Unless the context otherwise requires, a reference to one gender shall include a reference to the other genders.
- 1.5 Save as otherwise specifically provided in these Articles, words and expressions which have particular meanings in the Model Articles shall have the same meanings in these Articles, subject to which and unless the context otherwise requires, words and expressions which have particular meanings in the Act shall have the same meanings in these Articles (but excluding any statutory modification of them not in force on the Adoption Date).
- 1.6 A reference in these Articles to:
 - (a) an **Article** is a reference to the relevant numbered article of these Articles; and
 - (b) a **model article** is a reference to the relevant article,unless expressly provided otherwise.
- 1.7 A reference to a statute or statutory provision is a reference to it as amended, extended or re-enacted from time to time. A reference to a statute or statutory provision shall include all subordinate legislation made from time to time under that statute or statutory provision.

- 1.8 Any words following the terms **including, include, in particular, for example** or any similar expression shall be construed as illustrative and shall not limit the sense of the words, description, definition, phrase or term preceding those terms.
- 1.9 A reference in these Articles to a holder, or the holder(s), of Shares or any class of Shares as the case may be shall, in each case, be deemed to exclude any member holding Shares in treasury.
- 1.10 A reference to a holding company or a subsidiary means a holding company or a subsidiary (as the case may be) as defined in section 1159 of the Act and for the purposes only of the membership requirement contained in sections 1159(1)(b) and (c), a company shall be treated as a member of another company even if its shares in that other company are registered in the name of:
- (a) another person (or its nominee), by way of security or in connection with the taking of security; or
 - (b) its nominee.

In the case of a limited liability partnership which is a subsidiary of a company or another limited liability partnership, section 1159 of the Act shall be amended so that: (a) references in sections 1159(1)(a) and (c) to voting rights are to the members' rights to vote on all or substantially all matters which are decided by a vote of the members of the limited liability partnership; and (b) the reference in section 1159(1)(b) to the right to appoint or remove a majority of its board of directors is to the right to appoint or remove members holding a majority of the voting rights.

2. ADOPTION OF THE MODEL ARTICLES

- 2.1 The Model Articles (together with those provisions of Schedule 3 to The Companies (Model Articles) Regulations 2008 (SI 2008/3229) referred to in article 25) shall apply to the Company, except in so far as they are modified or excluded by these Articles or are inconsistent with these Articles, and, subject to any such modifications, exclusions or inconsistencies, shall together with these Articles constitute the articles of association of the Company to the exclusion of any other articles or regulations set out in any statute or in any statutory instrument or other subordinate legislation.
- 2.2 Model articles 7, 8, 9(1), 11(2) and (3), 12, 14(1) to (4) (inclusive), 16, 22, 26(5), 38, 39, 49, 50 and 51 to 53 (inclusive) shall not apply to the Company.

- 2.3 Model article 29 shall be amended by the insertion of the words “, or the name of any person(s) named as the transferee(s) in an instrument of transfer executed under article 28(2),” after the words “the transmittee’s name”.

DIRECTORS

3. NUMBER OF DIRECTORS

Unless otherwise determined by ordinary resolution, the number of Directors shall not exceed 5 but shall not be less than one.

4. PROCEEDINGS OF DIRECTORS

- 4.1 Any decision of the Directors must be taken at a meeting of Directors in accordance with these Articles or must be a decision taken in accordance with article 4.2 (subject to article 4.3 and article 4.4). All decisions made at any meeting of the Directors (or any committee of the Directors) shall be made only by resolution and resolutions at any meeting of the Directors (or committee of the Directors) shall be decided by a majority of votes.
- 4.2 A unanimous decision of the Directors is taken when all Eligible Directors indicate to each other by any means that they share a common view on a matter.
- 4.3 A decision taken in accordance with article 4.2 may take the form of a resolution in writing, where each Eligible Director has signed one or more copies of it, or to which each Eligible Director has otherwise indicated agreement in writing.
- 4.4 A decision may not be taken in accordance with article 4.2 if the Eligible Directors would not have formed a quorum at a Directors’ meeting to vote on the matter in accordance with article 4.6 and article 4.7.
- 4.5 Meetings of the Directors shall take place at least 4 times in each year, with a period of not more than 14 weeks between any two meetings. Any Director may call a meeting of the Directors. At least 5 Business Days’ advance notice of each such meeting shall be given to each Director unless all the Directors agree to shorter notice.
- 4.6 The quorum for any meeting (or, where specified below, part of a meeting) of the Directors shall be two Eligible Directors. If the necessary quorum is not present within 30 minutes from the time appointed for the meeting, or if, during a meeting, such quorum ceases to be present, the meeting shall stand adjourned to such time and place as the Directors determine.

- 4.7 For the purposes of any meeting (or part of a meeting) held pursuant to article 7 to authorise a Conflict (as defined in article 7.1), if there is only one Eligible Director in office other than the conflicted Director(s), the quorum for such meeting (or part of a meeting) shall be one Eligible Director.
- 4.8 Questions arising at any meeting of the Directors shall be decided by a majority of votes. If there is an equality of votes, the Chairman (or other chairman of the meeting) shall have a second or casting vote.
- 4.9 Where decisions of the Directors are taken by electronic means, such decisions shall be recorded by the Directors in permanent form, so that they may be read with the naked eye.
- 4.10 The Directors may make any rule which they think fit about how they make decisions and about how such rules are to be recorded or communicated to Directors.

5. APPOINTMENT AND REMOVAL OF DIRECTORS

- 5.1 Model article 17(1) shall be modified by the inclusion, at the end of that model article, of the words “provided that the appointment does not cause the number of Directors to exceed the maximum number set out in article 3 of these Articles”.
- 5.2 Model article 18 shall be modified by the addition of the following events upon the occurrence of which a person shall cease to be a Director:
- (a) he is convicted of a criminal offence (other than a minor motoring offence) and a majority of the other Directors resolve that he cease to be a Director; and
 - (b) a majority of the other Directors resolve that he cease to be a Director.
- 5.3 For as long as JJ holds Shares, it shall at its sole discretion be entitled from time to time by written notice served upon the Board to appoint and maintain (and remove from appointment and, upon removal to appoint a replacement) one representative to attend as an observer at each and any meeting of the Board and of any committee of the Board who will be entitled to speak at any such meeting but not to vote at any such meetings (“**JJ Observer**”).
- 5.4 For as long as VF holds Shares, it shall at its sole discretion be entitled from time to time by written notice served upon the Board to:
- (a) appoint and maintain (and remove from appointment and, upon removal to appoint a replacement) one representative to attend as an observer at each

and any meeting of the Board and of any committee of the Board who will be entitled to speak at any such meeting but not to vote at any such meetings (“VF Observer”); or

- (b) appoint and maintain in office one natural person as a director of the Company (and as a member of each and any committee of the Board) and to remove the director so appointed and, upon his removal whether by VF or otherwise, to appoint another director in his place (“VF Director”).

6. TRANSACTIONS OR OTHER ARRANGEMENTS WITH THE COMPANY

6.1 Subject to sections 177(5) and 177(6) and sections 182(5) and 182(6) of the Act and provided he has declared the nature and extent of his interest in accordance with the requirements of the Act, a Director who is in any way, whether directly or indirectly, interested in an existing or proposed transaction or arrangement with the Company:

- (a) may be a party to, or otherwise interested in, any transaction or arrangement with the Company or in which the Company is otherwise (directly or indirectly) interested;
- (b) shall be an Eligible Director for the purposes of any proposed decision of the Directors (or committee of the Directors) in respect of such existing or proposed transaction or arrangement in which he is interested;
- (c) shall be entitled to vote at a meeting of Directors (or of a committee of the Directors) or participate in any unanimous decision, in respect of such existing or proposed transaction or arrangement in which he is interested;
- (d) may act by himself or his firm in a professional capacity for the Company (otherwise than as auditor) and he or his firm shall be entitled to remuneration for professional services as if he were not a Director;
- (e) may be a Director or other officer of, or employed by, or a party to a transaction or arrangement with, or otherwise interested in, anybody corporate in which the Company is otherwise (directly or indirectly) interested; and
- (f) shall not, save as he may otherwise agree, be accountable to the Company for any benefit which he (or a person connected with him) derives from any such transaction or arrangement or from any such office or employment or from any interest in any such body corporate and no such transaction or arrangement shall be liable to be avoided on the grounds of any such

interest or benefit nor shall the receipt of any such remuneration or other benefit constitute a breach of his duty under section 176 of the Act.

7. DIRECTORS' CONFLICTS

7.1 The Directors may, in accordance with the requirements set out in this article 7, authorise any matter or situation proposed to them by any Director which would, if not authorised, involve a Director (an **"Interested Director"**) breaching his duty under section 175 of the Act to avoid conflicts of interest (**"Conflict"**).

7.2 Any authorisation under this article 7 will be effective only if:

- (a) the matter in question shall have been proposed by any Director for consideration in the same way that any other matter may be proposed to the Directors under the provisions of these Articles or in such other manner as the Directors may determine;
- (b) any requirement as to the quorum for consideration of the relevant matter is met without counting the Interested Director; and
- (c) the matter was agreed to without the Interested Director voting or would have been agreed to if the Interested Director's vote had not been counted.

7.3 Any authorisation of a Conflict under this article 7 may (whether at the time of giving the authorisation or subsequently):

- (a) extend to any actual or potential conflict of interest which may reasonably be expected to arise out of the matter or situation so authorised;
- (b) provide that the Interested Director be excluded from the receipt of documents and information and the participation in discussions (whether at meetings of the Directors or otherwise) related to the Conflict;
- (c) provide that the Interested Director shall or shall not be an Eligible Director in respect of any future decision of the Directors in relation to any resolution related to the Conflict;
- (d) impose upon the Interested Director such other terms for the purposes of dealing with the Conflict as the Directors think fit;
- (e) provide that, where the Interested Director obtains, or has obtained (through his involvement in the Conflict and otherwise than through his position as a Director of the Company) information that is confidential to a third party, he will not be obliged to disclose that information to the Company, or to use it

in relation to the Company's affairs where to do so would amount to a breach of that confidence; and

- (f) permit the Interested Director to absent himself from the discussion of matters relating to the Conflict at any meeting of the Directors and be excused from reviewing papers prepared by, or for, the Directors to the extent they relate to such matters.

7.4 Where the Directors authorise a Conflict, the Interested Director will be obliged to conduct himself in accordance with any terms and conditions imposed by the Directors in relation to the Conflict.

7.5 The Directors may revoke or vary such authorisation at any time, but this will not affect anything done by the Interested Director, prior to such revocation or variation, in accordance with the terms of such authorisation.

7.6 A Director, notwithstanding his office, may be a Director or other officer of, employed by, or otherwise interested (including by the holding of shares) in his appointor(s) (or any Permitted Transferee of such appointor(s)) and no authorisation under article 7.1 shall be necessary in respect of any such interest.

7.7 A Director is not required, by reason of being a Director (or because of the fiduciary relationship established by reason of being a Director), to account to the Company for any remuneration, profit or other benefit which he derives from or in connection with a relationship involving a Conflict which has been authorised by the Directors in accordance with these Articles or by the Company in general meeting (subject in each case to any terms and conditions attaching to that authorisation) and no contract shall be liable to be avoided on such grounds.

SHARES AND DISTRIBUTIONS

8. SHARES

8.1 The issued share capital of the Company at the Adoption Date is £46.236, divided into 46,236 Shares.

8.2 Unless the context requires otherwise, references in these Articles to Shares of a particular class shall include Shares created and/or issued after the Adoption Date and ranking *pari passu* in all respects (or in all respects except only as to the date from which those Shares rank for dividend) with the Shares of that relevant class then in issue.

9. DIVIDENDS

- 9.1** In respect of any Financial Year, the Available Profits of the Company shall be used to pay such dividends as the Company may determine to distribute.
- 9.2** Subject to article 9.1 above, each dividend shall be distributed to the appropriate Shareholders pro rata according to the number of Shares held by them respectively (such that Shares of different classes constituted one class of share) and shall accrue daily (assuming a 365 day year) as well after as before the commencement of a winding up. All dividends are expressed net and shall be paid in cash.

10. LIQUIDATION

- 10.1** On a return of assets on liquidation, capital reduction or otherwise (other than a conversion or purchase of Shares), the assets of the Company remaining after the payment of its liabilities shall be applied (to the extent that the Company is lawfully able to do so):
- (a) first, in paying the holders of the Preferred Shares, in priority to any other classes of Shares, an amount per Preferred Share held equal to the Preference Amount (provided that if there are insufficient surplus assets to pay the amounts per share equal to the Preference Amount, the remaining surplus assets shall be distributed to the holders of the Preferred Shares pro rata to their respective aggregate Preference Amounts);
 - (b) second, in paying to the holders of the Deferred Shares, if any, a total of £1.00 for the entire class of Deferred Shares (which payment shall be deemed satisfied by payment to any one holder of Deferred Shares); and
 - (c) thereafter in distributing the balance of the assets among the holders of the Ordinary Shares pro rata to the number of Ordinary Shares held.
- 10.2** Notwithstanding Article 10.1 above, for purposes of determining the amount each holder of Preferred Shares is entitled to receive pursuant to Article 10.1, each such holder's Preferred Shares shall automatically convert (regardless of whether such holder actually converted) into Ordinary Shares immediately prior to the event giving rise to the distribution under Article 10.1 if, as a result of a conversion, such holder would receive (as determined by the Board), in the aggregate, an amount greater than the amount that would be distributed to such holder if their Preferred Shares did not automatically convert into Ordinary Shares. For the avoidance of doubt, the liquidation preference is non-participating and the holders of Preferred Shares shall only be entitled to receive a distribution per share held under Article

10.1(a) or under Article 10.1(c) (on an as converted basis), and not under both provisions.

11. EXIT PROVISIONS

11.1 The Exit Proceeds shall be distributed in the order of priority set out in article 10.1.

11.2 The Directors shall not register any transfer of Shares pursuant to a Share Sale if the Exit Proceeds are not distributed in the manner set out in article 10.1 provided that, if the Exit Proceeds are not settled in their entirety upon completion of the Share Sale:

(a) the Directors may register the transfer of the relevant Shares, provided that the Exit Proceeds due on the date of completion of the Share Sale have been distributed in the order set out in article 10.1; and

(b) each Shareholder shall take any reasonable action (to the extent lawful and within its control) to ensure that the balance of the Exit Proceeds are distributed in the order of priority set out in article 10.1.

11.3 On a Disposal, the surplus assets of the Company remaining after payment of its liabilities shall be distributed (to the extent that the Company is lawfully permitted to do so) in the order of priority set out in article 10.1, provided always that if it is not lawful for the Company to distribute its surplus assets in accordance with the provisions of article 10.1, each Shareholder shall (to the extent lawful) take all reasonable action required by the Directors to put the Company into voluntary liquidation so that article 10 applies.

12. CONVERSION OF PREFERRED SHARES

12.1 Any holder of Preferred Shares shall be entitled, by notice in writing to the Company, to require conversion into Ordinary Shares some or of all of the Preferred Shares held by them at any time and those Preferred Shares shall convert automatically on the date of such notice (the "**Conversion Date**"). The holder may in such notice state that conversion of its Preferred Shares into Ordinary Shares is conditional upon the occurrence of particular events (the "**Conditions**").

12.2 All of the Preferred Shares shall automatically convert into Ordinary Shares:

(a) on the date of a notice given by the holders of at least 75% of the Preferred Shares (which date shall be treated as the Conversion Date); or

(b) immediately upon the occurrence of a Qualifying Listing.

- 12.3** In the case of (i) Article 12.1 and Article 12.2(a), at least five Business Days after the Conversion Date or (ii) in the case of Article 12.2(b), at least five Business Days prior to the occurrence of the Qualifying Listing, each holder of the relevant Preferred Shares shall deliver the certificate (or an indemnity in a form reasonably satisfactory to the Board in respect of any lost certificate(s)) in respect of the shares being converted for such shares to the Company at its registered office for the time being.
- 12.4** Where conversion is mandatory on the occurrence of a Qualifying Listing, that conversion will be effective only immediately prior to such Qualifying Listing (and "**Conversion Date**" shall be construed accordingly) and, if such Qualifying Listing does not become effective or does not take place, such conversion shall be deemed not to have occurred. In the event of a conversion under Article 12.1, if the Conditions have not been satisfied or waived by the relevant holder by the Conversion Date such conversion shall be deemed not to have occurred.
- 12.5** On the Conversion Date, the relevant Preferred Shares shall without further authority than is contained in these Articles (and subject to Article 12.3) stand converted into Ordinary Shares on the basis of one Ordinary Share for each Preferred Share held and the Ordinary Shares resulting from that conversion shall in all other respects rank par passu with the existing issued Ordinary Shares.
- 12.6** The Company shall on the Conversion Date enter the holder of the converted Preferred Shares in the register of members of the Company as the holder of the appropriate number of Ordinary Shares and, subject to the relevant holder delivering its certificate(s) (or indemnity) in respect of the Preferred Shares in accordance with this Article, the Company shall within 10 Business Days of the Conversion Date forward to such holder of Preferred Shares by post to his address shown in the register of members, free of charge, a definitive certificate for the appropriate number of fully paid Ordinary Shares.

13. VARIATION OF CLASS RIGHTS

Whenever the share capital of the Company is divided into different classes of Shares, the special rights attached to any such class may only be varied or abrogated (either whilst the Company is a going concern or during or in contemplation of a winding up) with the consent in writing of the holders of at least 75% in nominal value of the issued Shares of that class.

14. DEFERRED SHARES

- 14.1** Subject to the Act, any Deferred Shares may be purchased or (in the case of Shares issued as redeemable shares) redeemed by the Company at any time at its

option for one penny for all the Deferred Shares registered in the name of any holder(s) without obtaining the sanction of the holder(s).

14.2 The allotment or issue of Deferred Shares or the conversion or re-designation of shares into Deferred Shares shall be deemed to confer irrevocable authority on the Company at any time after their allotment, issue, conversion or re-designation, without obtaining the sanction of such holder(s), to:

- (a) appoint any person to execute any transfer (or any agreement to transfer) such Deferred Shares to such person(s) as the Company may determine (as nominee or custodian thereof or otherwise); and/or
- (b) give, on behalf of such holder, consent to the cancellation of such Deferred Shares; and/or
- (c) purchase such Deferred Shares in accordance with the Act,

14.3 In any such case (i) for a price being not more than an aggregate sum of one penny for all the Deferred Shares registered in the name of such holder(s) and (ii) with the Company having authority pending such transfer, cancellation and/or purchase to retain the certificates (if any) in respect thereof.

14.4 No Deferred Share may be transferred without the prior consent of the Board.

15. PRE-EMPTION RIGHTS ON THE ISSUE OF FURTHER SHARES

15.1 In accordance with section 567(1) of the Act, sections 561 and 562 of the Act shall not apply to an allotment of equity securities (as defined in section 560(1) of the Act) made by the Company.

15.2 Unless otherwise agreed by special resolution, if the Company proposes to allot any Relevant Securities, those Relevant Securities shall not be allotted to any person unless the Company has first offered them to all the Shareholders (on the date of the offer) (each an “Offeree”) and in the respective proportions that the number of Shares held by each such holder bears to the total number of Shares in issue at the relevant time (as nearly as possible without involving fractions and as if they constituted a single class of Share) and on the same terms, and at the same price, as those Relevant Securities are being, or are to be, offered to any other person.

15.3 An offer made under article 15.2 shall:

- (a) be in writing and give details of the number, class and subscription price (including any share premium) of the Relevant Securities being offered;

(b) remain open for a period of at least 10 Business Days from the date of service of the offer; and

(c) stipulate that any Offeree who wishes to subscribe for a number of Relevant Securities in excess of the number to which he is entitled under article 15.2 shall, in his acceptance, state the number of excess Relevant Securities (“**Excess Securities**”) for which he wishes to subscribe.

15.4 If, on the expiry of an offer made in accordance with article 15.2, the total number of Relevant Securities applied for is less than the total number of Relevant Securities so offered, the Directors shall allot the Relevant Securities to the Offerees in accordance with their applications, subject to a maximum of each Offeree’s proportionate entitlement.

15.5 Any Relevant Securities not accepted by Offerees pursuant to an offer made in accordance with article 15.2 shall be used to satisfy any requests for Excess Securities made pursuant to article 15.3(c). If there are insufficient Excess Securities to satisfy such requests, the Excess Securities shall be allotted to the applicants in the respective proportions that the number of Shares held by each such applicant bears to the total number of such Shares held by all applicants (as nearly as possible without involving fractions, increasing the number of Excess Securities allotted to any Shareholder beyond that applied for by him and as if they constituted a single class of Share).

15.6 If, after completion of the allotments referred to in article 15.4 and article 15.5, not all of the Relevant Securities have been allotted, the balance of such Relevant Securities shall be offered to any other person(s) as the Directors may determine, at the same price and on the same terms as the offer to the Shareholders.

15.7 The provisions of Articles 15.2 to 15.6 (inclusive) shall not apply to Shares and options to subscribe for Shares issued or granted out of the Share Option Pool.

16. TRANSFERS OF SHARES: GENERAL

16.1 In these Articles, reference to the transfer of a Share includes the transfer, assignment or other disposal of a beneficial or other interest in that Share, or the creation of a trust or encumbrance over that Share and reference to a Share includes a beneficial or other interest in a Share.

16.2 No Share shall be transferred, and the Directors shall refuse to register a transfer of any Share, unless it is made in accordance with these Articles. Subject to article 16.5, the Directors shall register any duly stamped transfer made in accordance with these Articles, unless they suspect that the proposed transfer may be fraudulent.

- 16.3** If a Shareholder transfers (or purports to transfer) a Share other than in accordance with these Articles, he shall be deemed to have immediately served a Transfer Notice in respect of all Shares held by him.
- 16.4** Any transfer of a Share by way of sale which is required to be made under article 20, article 21 or article 22 shall be deemed to include a warranty that the transferor sells the Share with full title guarantee.
- 16.5** The Directors may, as a condition to the registration of any transfer of Shares, require the transferee to execute and deliver to the Company a deed, in favour of the Company agreeing to be bound by the terms of the Investment Agreement in such form as the Directors may reasonably require (but not so as to oblige the transferee to have any obligations or liabilities greater than those of the proposed transferor). If any condition is imposed in accordance with this article 16.5, the transfer may not be registered unless and until that deed has been executed and delivered to the Company's registered office by the transferee.
- 16.6** To enable the Directors to determine whether or not there has been any transfer (or purported transfer) of Shares the Directors may require:
- (a) any holder (or the legal representatives of a deceased holder); or
 - (b) any person named as a transferee in a transfer lodged for registration; or
 - (c) such other person as the Directors may reasonably believe to have information relevant to that purpose,
- to provide the Company with any information and evidence that the Directors think fit regarding any matter which they deem relevant to that purpose.
- 16.7** If any such information or evidence referred to in article 16.6 is not provided to enable the Directors to determine to their reasonable satisfaction that no breach has occurred, or that as a result of the information and evidence provided the Directors are reasonably satisfied that a breach has occurred, the Directors shall immediately notify the holder of such Shares of that fact in writing and, if the holder fails to remedy that situation to the reasonable satisfaction of the Directors) within 10 Business Days of receipt of such written notice, then:
- (a) the relevant Shares shall cease to confer on the holder of them any rights:
 - (i) to vote (whether on a show of hands, on a poll or otherwise and whether in person, by proxy or otherwise), including in respect of any resolution of any class of Shares;

- (ii) to receive dividends or other distributions otherwise attaching to those Shares; or
 - (iii) to participate in any future issue of Shares issued in respect of those Shares; and
- (b) the Directors may, by notice in writing to the relevant holder, determine that a Transfer Notice shall be deemed to have been given in respect of some or all of his Shares with effect from the date of service of the notice (or such later date as may be specified in such notice).

The Directors may reinstate the rights referred to in article 16.7(a) at any time and, in any event, such rights shall be reinstated in respect of any Shares transferred pursuant to article 16.7(b) on completion of such transfer.

16.8 Unless expressly provided otherwise in these Articles, if a Transfer Notice is deemed to have been given under these Articles, the Deemed Transfer Notice shall be treated as having specified that the Seller wishes to transfer all the Shares held by him (including any Shares acquired after the date the relevant Transfer Notice is deemed given but before completion of the transfer of Shares pursuant to the relevant Transfer Notice).

16.9 Any Transfer Notice (but not a Drag Along Notice (as defined in article 21) or an Offer Notice (as defined in article 22)) served in respect of the transfer of any Share which has not completed before the date of service of a Deemed Transfer Notice shall automatically be revoked by the service of a Deemed Transfer Notice.

17. PERMITTED TRANSFERS OF SHARES

17.1 A Shareholder (the “**Original Shareholder**”) may transfer all or any of his or its Shares to a Permitted Transferee.

17.2 Where Shares are held by the trustee(s) of a Family Trust, the trustee(s) may transfer Shares to:

- (a) the Original Shareholder;
- (b) any Privileged Relation(s) of the Original Shareholder;
- (c) subject to article 17.3, the trustee(s) of another Family Trust of which the Original Shareholder is the settlor; or

(d) subject to article 17.3, to the new (or remaining) trustee(s) upon a change of trustee(s) of a Family Trust,

without any price or other restriction.

17.3 A transfer of Shares may only be made to the trustee(s) of a Family Trust if the Directors are satisfied:

(a) with the terms of the trust instrument and, in particular, with the powers of the trustee(s);

(b) with the identity of the proposed trustee(s);

(c) that the proposed transfer will not result in 50% or more of the aggregate of the Company's equity share capital being held by trustees of that and any other trusts; and

(d) that no costs incurred in connection with the setting up or administration of that Family Trust are to be paid by the Company.

17.4 If the Original Shareholder is a company, and a Permitted Transfer has been made, the Permitted Transferee shall, within 20 Business Days of ceasing to be a member of the same group of companies as the Original Shareholder, transfer the Shares held by it to:

(a) the Original Shareholder; or

(b) a member of the same group of companies as the Original Shareholder,

(which in either case is not in liquidation), without any price or other restriction. If the Permitted Transferee fails to make a transfer in accordance with this article 17.4, a Transfer Notice shall be deemed to have been given in respect of such Shares on the expiry of the period set out in this article 17.4.

17.5 If the Original Shareholder is an individual and a Permitted Transfer has been made to a Privileged Relation of the Original Shareholder, the Permitted Transferee (or the transmittee(s) of any such person), shall within 20 Business Days of ceasing to be a Privileged Relation of the Original Shareholder (whether by reason of death, divorce or otherwise) either:

(a) execute and deliver to the Company a transfer of the Shares held by him to the Original Shareholder (or to any Permitted Transferee of the Original Shareholder) for such consideration as may be agreed between them; or

(b) give a Transfer Notice to the Company in accordance with article 18,

failing which a Transfer Notice shall be deemed to have been given in respect of such Shares on the expiry of the period set out in this article 17.5.

- 17.6 If a Permitted Transferee who was a member of the same fund group as the Original Shareholder ceases to be a member of the same fund group, the Permitted Transferee must not later than 5 Business Days after the date on which the Permitted Transferee so ceases, transfer all the Shares held by it to the Original Shareholder (or to any Permitted Transferee of the Original Shareholder) (which in either case is not in liquidation) without restriction as to price or otherwise failing which a Transfer Notice shall be deemed to have been given in respect of such Shares on the expiry of the 5 Business Days.

18. PRE-EMPTION RIGHTS ON THE TRANSFER OF SHARES

- 18.1 A Shareholder who wishes to transfer Shares (a “**Seller**”) shall, before transferring or agreeing to transfer any Shares, give notice in writing (a “**Transfer Notice**”) to the Company specifying:

- (a) subject to article 16.8, the number of Shares he wishes to transfer (“**Sale Shares**”);
- (b) the name of the proposed transferee, if any; and
- (c) subject to article 20.6, the price per Sale Share (in cash), if any, at which he wishes to transfer the Sale Shares (the “**Proposed Sale Price**”).

- 18.2 A Transfer Notice (or Deemed Transfer Notice) constitutes the Company the agent of the Seller for the sale of the Sale Shares at the Transfer Price.

- 18.3 As soon as practicable following the later of:

- (a) receipt of a Transfer Notice (or in the case of a Deemed Transfer Notice, the date such notice is deemed to be served); and
- (b) the determination of the Transfer Price,

the Directors shall offer the Sale Shares for sale in the manner set out in the remaining provisions of this article 18 at the Transfer Price. Each offer shall be in writing and shall give details of the number and Transfer Price of the Sale Shares offered.

- 18.4 The Directors shall offer the Sale Shares to all the Shareholders (other than the Seller), inviting them to apply in writing within the period from the date of the offer

to the date 20 Business Days after the offer (both dates inclusive) (the “**Offer Period**”) for the maximum number of Sale Shares they wish to buy.

18.5 If:

- (a) at the end of the Offer Period, the number of Sale Shares applied for is equal to or exceeds the number of Sale Shares, the Directors shall allocate the Sale Shares to each Shareholder who has applied for Sale Shares in the proportion which his existing holding of Shares bears to the total number of Shares (as if they constituted a single class of Share) held by all Shareholders (other than the Seller). Fractional entitlements shall be rounded down to the nearest whole number (save where such rounding would result in not all Sale Shares being allocated, in which case, the allocation of any such fractional entitlements shall be determined by the Directors). No allocation shall be made to a Shareholder of more than the maximum number of Sale Shares which he has stated he is willing to buy;
- (b) not all Sale Shares are allocated following allocations in accordance with article 18.5(a), but there are applications for Sale Shares that have not been satisfied, the Directors shall allocate the remaining Sale Shares to such applicants in accordance with the procedure set out in article 18.5(a). The procedure set out in this article 18.5(b) shall apply on any number of consecutive occasions until either all Sale Shares have been allocated or all applications for Sale Shares have been satisfied; and
- (c) at the end of the Offer Period, the total number of Sale Shares applied for is less than the number of Sale Shares, the Directors shall allocate the Sale Shares to the Shareholders in accordance with their applications. The balance (the “**Surplus Shares**”) shall be offered to any other person in accordance with article 18.9.

18.6 Where allocations have been made in respect of all the Sale Shares, the Directors shall, when no further offers or allocations are required to be made under article 18.4 and article 18.5, give notice in writing of the allocations of Sale Shares (an “**Allocation Notice**”) to the Seller and each Shareholder to whom Sale Shares have been allocated (each an “**Applicant**”). The Allocation Notice shall specify the number of Sale Shares allocated to each Applicant and the place and time for completion of the transfer of the Sale Shares (which shall be at least 10 Business Days, but not more than 30 Business Days, after the date of the Allocation Notice).

18.7 On the date specified for completion in the Allocation Notice, the Seller shall, against payment from an Applicant, transfer the Sale Shares allocated to such Applicant, in accordance with any requirements specified in the Allocation Notice.

18.8 *If the Seller fails to comply with article 18.7:*

(a) the Chairman (or, failing him, any other Director or some other person nominated by a resolution of the Directors) may, as agent on behalf of the Seller:

(i) complete, execute and deliver in his name all documents necessary to give effect to the transfer of the relevant Sale Shares to the Applicants;

(ii) receive the Transfer Price and give a good discharge for it (and no Applicant shall be obliged to see to the distribution of the Transfer Price); and

(iii) (subject to the transfer being duly stamped) enter the Applicants in the register of Shareholders as the holders of the Shares purchased by them; and

(b) the Company shall pay the Transfer Price into a separate bank account in the Company's name on trust (but without interest) for the Seller until he has delivered his certificate(s) for the Relevant Shares (or an indemnity, in a form reasonably satisfactory to the Directors, in respect of any lost certificate, together with such other evidence (if any) as the Board may reasonably require to prove good title to those Shares) to the Company.

18.9 Where an Allocation Notice does not relate to all the Sale Shares, then, subject to article 18.10, the Seller may, at any time during the 20 Business Days following the date of service of the Allocation Notice, transfer the remaining Sale Shares to any person at a price at least equal to the Transfer Price.

18.10 The Seller's right to transfer Shares under article 18.9 does not apply if the Directors reasonably consider that:

(a) the transferee is a person (or a nominee for a person) whom the Directors determine to be a competitor of the business of the Company;

(b) the sale of the Sale Shares is not bona fide or the price is subject to a deduction, rebate or allowance to the transferee; or

- (c) the Seller has failed or refused to promptly provide information available to him and reasonably requested to enable the Directors to form the opinion referred to in article 18.10(b).

19. VALUATION

19.1 The Transfer Price for each Sale Share that is the subject of a Transfer Notice (or Deemed Transfer Notice) shall, save where expressly provided otherwise in these Articles, be the price per Sale Share (in cash) agreed between the Directors, and the Seller or, in default of agreement within 5 Business Days of the date of service of the Transfer Notice (or, in the case of a Deemed Transfer Notice, the date on which the board of Directors first has actual knowledge of the facts giving rise to such deemed service), the Fair Value of each Sale Share.

19.2 The Fair Value shall be the price per Sale Share determined by the Independent Expert on the following bases and assumptions:

- (a) valuing the Sale Shares as on an arm's-length sale between a willing seller and a willing buyer as at the date the Transfer Notice was served (or deemed served);
- (b) if the Company is then carrying on business as a going concern, on the assumption that it will continue to do so;
- (c) that the Sale Shares are capable of being transferred without restriction;
- (d) valuing the Sale Shares as a rateable proportion of the total value of all the issued Shares without any premium or discount being attributable to the percentage of the issued share capital of the Company which they represent; and
- (e) reflecting any other factors which the Independent Expert reasonably believes should be taken into account.

19.3 If any difficulty arises in applying any of these assumptions or bases then the Independent Expert shall resolve that difficulty in whatever manner it shall in its absolute discretion think fit.

19.4 The Directors will give the Independent Expert access to all accounting records or other relevant documents of the Company, subject to it agreeing such confidentiality provisions as the Directors may reasonably impose.

- 19.5 The parties shall provide (or procure that others provide) the Independent Expert with such assistance and documents as the Independent Expert may reasonably require for the purpose of reaching a decision.
- 19.6 The Independent Expert shall act as expert and not as arbitrator and its determination shall be final and binding on the parties (in the absence of fraud or manifest error).
- 19.7 The Independent Expert shall be requested to determine the Fair Value within 20 Business Days of its appointment and to deliver its certificate to the Company. Forthwith upon receipt, the Company shall deliver a copy of the certificate to the Seller.
- 19.8 The cost of obtaining the Independent Expert's certificate shall be borne by the parties in such other proportions as the Independent Expert directs unless in respect of a Deemed Transfer Notice, the Fair Value is less than the price per Sale Share offered to the Seller by the Directors before the appointment of the Independent Expert, in which case the Seller shall bear the cost.

20. COMPULSORY TRANSFERS AND LEAVER PROVISIONS

- 20.1 A person entitled to a Share in consequence of the bankruptcy of a Shareholder (or equivalent procedure in any jurisdiction outside England and Wales) shall be deemed to have given a Transfer Notice in respect of that Share.
- 20.2 If a Shareholder which is a body corporate either suffers or resolves to appoint a liquidator, administrator or administrative receiver over it, or any material part of its assets (other than a voluntary liquidation for the purpose of a bona fide scheme of solvent amalgamation or reconstruction) or suffers or takes any equivalent action in any jurisdiction outside England and Wales, that Shareholder shall be deemed to have given a Transfer Notice in respect of all Shares held by it and such Transfer Notice to include any Shares transferred by such Shareholder pursuant to the provisions of article 17.
- 20.3 In relation to a Leaver his Unvested Shares shall be calculated by multiplying the aggregate number of Shares held by the Leaver and any of his Permitted Transferees by the percentage (P) (rounded to the nearest two decimal places) calculated as follows:

(a) on or before the first anniversary of the Effective Date, $P = 100\%$; or

(b) after the first anniversary of the Effective Date, using the formula below:

$$P = 75 - ((1/36 \times 75) \times NQ)$$

where NQ = number of calendar quarters (each being a period of three calendar months) from the first anniversary Effective Date to the Termination Date, such that the percentage P shall be zero on the first day after the Fourth Anniversary.

- 20.4** A Leaver's Vested Shares and his Unvested Shares shall be subject to the procedures set out in the remaining provisions of this article 20 as summarised below, and the Board shall take all necessary steps and execute all necessary documents to give effect to the same:

	On or before Fourth Anniversary		After Fourth Anniversary (<i>all shares are vested at this point</i>)
	Unvested Shares	Vested Shares	Vested Shares
Bad Leaver	Convert to Deferred Shares	Compulsory Transfer at 40% of Fair Value	50% convert to Deferred Shares 50% subject to Compulsory Transfer at 50% of Fair Value
Voluntary Leaver	Convert to Deferred Shares	Compulsory Transfer at 60% of Fair Value	50% not subject to Compulsory Transfer and may be retained 50% subject to Compulsory Transfer at Fair Value
Good Leaver	Convert to Deferred Shares	Compulsory Transfer at Fair Value	75% not subject to Compulsory Transfer and may be retained 25% subject to Compulsory Transfer at Fair Value

- 20.5** A Leaver shall be deemed to have served a Deemed Transfer Notice on the relevant Termination Date in respect of the Vested Shares held by him as set out in the table of Article 20.4 (a "**Compulsory Transfer**") and any Transfer Notice served in respect of any such Shares before the relevant Termination Date shall automatically lapse. The Transfer Price and the number of Vested Shares applicable to the particular Compulsory Transfer shall be as set out in the above table.

- 20.6** The Board will serve written notice on the Leaver ("**Conversion Notice**"), within a period of 6 months following the Termination Date, that the provisions of article 20.7 apply in respect of the Leaver's Unvested Shares and, in the case of a Bad

Leaver after the Fourth Anniversary, that article 20.7 shall apply to 50% of his Vested Shares.

- 20.7** Any Vested or Unvested Shares subject to a Conversion Notice will automatically convert to Deferred Shares (rounded down to the nearest whole share) without any further authority being required.
- 20.8** Upon conversion into Deferred Shares in accordance with article 20.7, the Company shall be entitled to enter the holder of the Deferred Shares on the register of members of the Company as the holder of the appropriate number of Deferred Shares as from date the relevant Vested or Unvested Shares convert into Deferred Shares pursuant to articles 20.7 (the “**Deferred Conversion Date**”). Upon the Deferred Conversion Date, the relevant Leaver (and any Permitted Transferee(s) of that Leaver) shall deliver to the Company at its registered office the share certificate(s) (to the extent not already in the possession of the Company) (or an indemnity for lost certificate in a form acceptable to the Board) for the Vested or Unvested Shares so converting and upon such delivery there shall be issued to him (or the Permitted Transferee(s) of that Leaver) share certificate(s) for the number of Deferred Shares resulting from the relevant conversion and any remaining Shares.
- 20.9** Forthwith upon a Transfer Notice being deemed to be served under article 20 the Vested Shares which are the subject of such deemed Transfer Notice, shall cease to confer on the holder of them any rights:
- (a) to vote (whether on a show of hands, on a poll or otherwise and whether in person, by proxy or otherwise), including in respect of any resolution of any class of Shares;
 - (b) to receive dividends or other distributions otherwise attaching to those Shares; or
 - (c) to participate in any future issue of Shares issued in respect of those Shares.

The Directors may reinstate the rights referred to in this article 20.9 at any time and, in any event, such rights shall be reinstated in respect of any Shares transferred pursuant to article 20 on completion of such transfer.

21. DRAG ALONG

- 21.1** If the holders of 75% of the Shares (including an Investor Majority) in issue for the time being (the “**Selling Shareholders**”) wish to transfer all of their interests

in Shares (“**Sellers’ Shares**”) to a bona fide purchaser on arm’s-length terms (“**Proposed Buyer**”), the Selling Shareholders shall have the option (“**Drag Along Option**”) to require all the other holders of Shares on the date of the request, if any (“**Called Shareholders**”) to sell and transfer all their interest in Shares with full title guarantee to the Proposed Buyer (or as the Proposed Buyer may direct) in accordance with the provisions of this article 21.

21.2 The Selling Shareholders may exercise the Drag Along Option by giving notice in writing to that effect (a “**Drag Along Notice**”), at any time before the completion of the transfer of the Sellers’ Shares, to the Proposed Buyer and each Called Shareholder. A Drag Along Notice shall specify:

- (a) that the Called Shareholders are required to transfer all their Shares (“**Called Shares**”) pursuant to this article 21;
- (b) the identity of the Proposed Buyer (and, if relevant, the transferee(s) nominated by the Proposed Buyer);
- (c) the consideration payable for the Called Shares calculated in accordance with article 21.4;
- (d) the proposed date of completion of transfer of the Called Shares; and
- (e) the form of any sale agreement or form of acceptance or any other document of similar effect that the Called Shareholders are required to sign in connection with such sale (the “**Sale Agreement**”).

21.3 Once given, a Drag Along Notice may not be revoked save with the prior consent of the Directors. However, a Drag Along Notice shall lapse if, for any reason, the Selling Shareholders have not completed the transfer of all the Sellers’ Shares to the Proposed Buyer (or as the Proposed Buyer may direct) within 60 Business Days of serving the Drag Along Notice. The Selling Shareholders may serve further Drag Along Notices following the lapse of any particular Drag Along Notice.

21.4 The consideration (in cash or otherwise) for which the Called Shareholders shall be obliged to sell each of the Called Shares shall be that to which they would be entitled if the total consideration proposed to be paid by the Proposed Buyer were distributed to the holders of the Called Shares and the Sellers’ Shares in accordance with the provisions of article 11.1.

21.5 No Drag Along Notice or Sale Agreement shall require a Called Shareholder to agree to any terms except those specifically set out in this article 21 nor shall any

Called Shareholder be required to give any representations and/or warranties other than in respect of authority, ownership and the ability to convey title.

- 21.6** Completion of the sale and purchase of the Called Shares shall take place on the same date as, and conditional upon the completion of, the sale and purchase of the Sellers' Shares unless all of the Called Shareholders and the Selling Shareholders otherwise agree.
- 21.7** Within 10 Business Days of the Selling Shareholders serving a Drag Along Notice on the Called Shareholders, the Called Shareholders shall deliver stock transfer forms for their Shares in favour of the Proposed Buyer (or as the Proposed Buyer may direct), together with the share certificate(s) in respect of those Shares (or a suitable indemnity in respect thereof) to the Company, and duly executed Sale Agreement, if applicable, in the form specified in the Drag Along Notice or as otherwise specified by the Company. On the expiration of that 10 Business Day period the Company shall pay the Called Shareholders, on behalf of the Proposed Buyer, the amounts they are respectively due pursuant to article 21.4 to the extent the Proposed Buyer has put the Company in the requisite funds. The Company's receipt for the amounts due pursuant to article 21.4 shall be a good discharge to the Proposed Buyer. The Company shall hold the amounts due to the Called Shareholders pursuant to article 21.4 in trust for the Called Shareholders without any obligation to pay interest.
- 21.8** To the extent that the Proposed Buyer has not, on the expiration of the 90 Business Day period, put the Company in funds to pay the amounts due pursuant to article 21.4, the Called Shareholders shall be entitled to the return of the stock transfer forms and share certificate(s) (or suitable indemnity) for the relevant Shares and the Called Shareholders shall have no further rights or obligations under this article 21 in respect of their Shares.
- 21.9** If any Called Shareholder fails to deliver to the Company a duly executed stock transfer form (or forms) in respect of the Called Shares held by him (together with the share certificate(s) in respect of those Called Shares (or a suitable indemnity in respect thereof)) the defaulting Called Shareholder shall be deemed to have appointed any person nominated for the purpose by the Selling Shareholders to be his agent to execute and deliver all necessary transfers on his behalf, against receipt by the Company (on trust for such holder) of the consideration payable for the Called Shares. After the Proposed Buyer (or person(s) nominated by the Proposed Buyer) has been registered as the holder of any such Called Shares, the validity of such proceedings shall not be questioned by any person. Failure to produce a share certificate shall not impede the registration of any transfer of Shares under this article 21.

21.10 Upon any person, following the issue of a Drag Along Notice, becoming a Shareholder (or increasing an existing shareholding) including, without limitation, pursuant to the exercise of any option, warrant or other right to acquire or subscribe for, or to convert any security into, Shares (a “**New Shareholder**”), a Drag Along Notice shall be deemed to have been served upon the New Shareholder, on the same terms as the previous Drag Along Notice, who shall then be bound to sell and transfer all such Shares acquired by him to the Proposed Buyer (or as the Proposed Buyer may direct) and the provisions of this article 21 shall apply mutatis mutandis to the New Shareholder, save that completion of the sale of such Shares shall take place forthwith upon the later of the Drag Along Notice being deemed served on the New Shareholder and the date of completion of the sale of the Called Shares. References in this article 21.10 to a person becoming a Shareholder (or increasing an existing shareholding) shall include the Company, in respect of the acquisition of any of its own Shares.

21.11 A transfer of Called Shares to a Proposed Buyer (or as the Proposed Buyer may direct) pursuant to a sale in respect of which a Drag Along Notice has been duly served shall not be subject to the pre-emption provisions of article 18.

21.12 Any Transfer Notice or Deemed Transfer Notice served in respect of the transfer of any Share which has not completed before the date of service of a Drag Along Notice shall automatically be revoked by the service of a Drag Along Notice.

22. TAG ALONG RIGHTS AND CO-SALE RIGHTS

22.1 No sale or transfer (“**Proposed Transfer**”) of any Shares (“**Specified Shares**”) shall be made which would result (if made and registered) in a person or persons (not being an existing member or members together) obtaining over 50% of the Shares unless the proposed transferee or transferees or his or their nominees (“**Purchaser**”) has or have offered (“**Offer**”) to purchase all of the Shares from all of the Shareholders on such terms (including price) as are substantially the same as those on which the Purchaser agreed to acquire the Specified Shares.

22.2 The Offer must be given by written notice (“**Proposed Sale Notice**”) at least 10 business days (“**Offer Period**”) prior to the proposed sale date (“**Proposed Sale Date**”). The Proposed Sale Notice must set out, to the extent not described in any accompanying documents, the identity of the Purchaser, the purchase price and other terms and conditions of payment, the Proposed Sale Date and the number of Shares proposed to be purchased by the Purchaser (“**Proposed Sale Shares**”).

22.3 If any other Shareholder is not given the rights accorded him by this Article, the holders of the Specified Shares will not be entitled to complete their sale and the Company will not register any transfer intended to carry that sale into effect.

- 22.4 If the Offer is accepted by any Shareholder (“**Accepting Shareholder**”) within the Offer Period, the completion of the Proposed Transfer will be conditional upon the completion of the purchase of all the Shares held by Accepting Shareholders.
- 22.5 The Proposed Transfer is subject to the pre-emption provisions of article 18 but the purchase of the Accepting Shareholders’ shares shall not be subject to article 18.
- 22.6 No transfer (other than a Permitted Transfer or pursuant to articles 22.1 to 22.5 or article 21) of any of the Shares held by a Shareholder may be made unless such Shareholder (“**Co-Sale Seller**”) has observed the following procedures of this article 22.
- 22.7 After the Co-Sale Seller has gone through the pre-emption process set out in article 18, the Co-Sale Seller shall give to each Investor who has not taken up their pre-emptive rights under article 18 (an “**Equity Holder**”) not less than 10 Business ‘Days’ notice in advance of the proposed sale (“**Co-Sale Notice**”). The Co-Sale Notice shall specify:
- (a) the identity of the proposed purchaser (“**Buyer**”);
 - (b) the price per share which the Buyer is proposing to pay;
 - (c) the manner in which the consideration is to be paid;
 - (d) the number of Shares which the Co-Sale Seller proposes to sell; and
 - (e) the address where the counter-notice should be sent.
- 22.8 Each Equity Holder shall be entitled within five Business Days after receipt of the Co-Sale Notice, to notify the Co-Sale Seller that they wish to sell a certain number of Shares held by them at the proposed sale price, by sending a counter-notice which shall specify the number of Shares which the Equity Holder wishes to sell. The maximum number of shares which the Equity Holder can sell under this procedure shall be:

$$\left(\frac{X}{Y} \right) \times Z$$

where:

X is the number of Shares held by the Equity Holder;

Y is the total number of Shares;

Z is the number of Shares the Co-Sale Seller proposes to sell.

- 22.9** Following the expiry of five Business Days from the date the Equity Holders receive the Co-Sale Notice, the Co-Sale Seller shall be entitled to sell to the Buyer on the terms notified to the Equity Holders a number of shares not exceeding the number specified in the Co-Sale Notice less any shares which the Equity Holders have indicated they wish to sell, provided that at the same time the Buyer (or another person) purchases from the Equity Holders the number of shares they have indicated they wish to sell on terms no less favourable than those obtained by the Co-Sale Seller from the Buyer.
- 22.10** No sale by the Co-Sale Seller shall be made pursuant to any Co-Sale Notice more than three months after service of that Co-Sale Notice.
- 22.11** Sales made in accordance with articles 22.6 to 22.10 shall not be subject to article 18.1.

DECISION-MAKING BY SHAREHOLDERS

23. GENERAL MEETINGS

- 23.1** No business other than, subject to article 23.2, the appointment of the chairman of the meeting is to be transacted at a general meeting unless a quorum is present at the commencement of the meeting and also when that business is voted on.
- 23.2** The Chairman shall chair general meetings. If there is no Chairman in office for the time being, or the Chairman is unable to attend any general meeting, the Directors present (or, if no Directors are present, the meeting) must appoint another Director present at the meeting (or, if no Directors are present, a Shareholder) to chair the meeting and the appointment of the chairman of the meeting must be the first business of the meeting.

24. VOTING

- 24.1** Each Share in the Company shall carry the right to receive notice of and to attend, speak and vote at all general meetings of the Company as if they constituted a single class of Share.
- 24.2** Model article 44(3) shall be amended by the insertion of the words “A demand so withdrawn shall not invalidate the result of a show of hands declared before the demand was made” as a new paragraph at the end of that model article.
- 24.3** Model article 45(1) shall be amended by:
- (a) the deletion of model article 45(1)(d) and its replacement with the words “is delivered to the company in accordance with the Articles not less than

48 hours before the time appointed for holding the meeting or adjourned meeting at which the right to vote is to be exercised and in accordance with any instructions contained in the notice of the general meeting (or adjourned meeting) to which they relate”; and

- (b) the insertion of the words “and a proxy notice which is not delivered in such manner shall be invalid, unless the Directors, in their discretion, accept the notice at any time before the meeting” as a new paragraph at the end of that model article.

25. COMPANY’S LIEN OVER SHARES

25.1 The Company has a lien (the “**Company’s Lien**”) over every Share which is registered in the name of a person indebted or under any liability to the Company, whether he is the sole registered holder of the Share or one of several joint holders, for all monies payable by him (either alone or jointly with any other person) to the Company, whether payable immediately or at some time in the future.

25.2 The Company’s Lien over a share:

- (a) takes priority over any third party’s interest in that Share; and
- (b) extends to any dividend or other money payable by the Company in respect of that Share and (if the lien is enforced and the Share is sold by the Company) the proceeds of sale of that Share.

25.3 The Directors may at any time decide that a Share which is or would otherwise be subject to the Company’s Lien shall not be subject to it, either wholly or in part.

26. ENFORCEMENT OF THE COMPANY’S LIEN

26.1 Subject to the provisions of this article 26, if:

- (a) a Lien Enforcement Notice has been given in respect of a Share; and
- (b) the person to whom the notice was given has failed to comply with it,

the Company may sell that Share in such manner as the Directors decide.

26.2 A Lien Enforcement Notice:

- (a) may only be given in respect of a Share which is subject to the Company’s Lien and in respect of a sum payable to the Company for which the due date for payment has passed;

- (b) must specify the Share concerned;
- (c) must require payment of the sum within 14 clear days of the notice (that is, excluding the date on which the notice is given and the date on which that 14 day period expires);
- (d) must be addressed either to the holder of the Share or to a transmittee of that holder; and
- (e) must state the Company's intention to sell the Share if the notice is not complied with.

26.3 Where Shares are sold under this article 26:

- (a) the Directors may authorise any person to execute an instrument of transfer of the Shares to the purchaser or to a person nominated by the purchaser; and
- (b) the transferee is not bound to see to the application of the consideration, and the transferee's title is not affected by any irregularity in or invalidity of the process leading to the sale.

26.4 The net proceeds of any such sale (after payment of the costs of sale and any other costs of enforcing the Company's Lien) must be applied:

- (a) first, in payment of so much of the sum for which the lien exists as was payable at the date of the Lien Enforcement Notice; and
- (b) second, to the person entitled to the Shares at the date of the sale, but only after the certificate for the Shares sold has been surrendered to the Company for cancellation, or an indemnity in a form reasonably satisfactory to the Directors has been given for any lost certificates, and subject to a lien equivalent to the Company's Lien over the Shares before the sale for any money payable by that person (or his estate or any joint holder of the shares) after the date of the Lien Enforcement Notice.

26.5 A statutory declaration by a Director or the Company secretary that the declarant is a Director or the Company secretary and that a Share has been sold to satisfy the Company's Lien on a specified date:

- (a) is conclusive evidence of the facts stated in it as against all persons claiming to be entitled to the Share; and

- (b) subject to compliance with any other formalities of transfer required by the Articles or by law, constitutes a good title to the Share.

ADMINISTRATIVE ARRANGEMENTS

27. MEANS OF COMMUNICATION TO BE USED

27.1 Any notice, document or other information shall be deemed served on, or delivered to, the intended recipient:

- (a) if delivered by hand, on signature of a delivery receipt or at the time the notice, document or other information is left at the address; or
- (b) if sent by fax, at the time of transmission; or
- (c) if sent by pre-paid first class post, recorded delivery or special delivery to an address in the United Kingdom, at 9.00 am on the second Business Day after posting; or
- (d) if sent by pre-paid airmail to an address outside the country from which it is sent, at 9.00 am on the fifth Business Day after posting; or
- (e) if sent by reputable international overnight courier to an address outside the country from which it is sent, on signature of a delivery receipt or at the time the notice, document or other information is left at the address; or
- (f) if sent or supplied by e-mail, one hour after the notice, document or information was sent or supplied; or
- (g) if sent or supplied by means of a website, when the material is first made available on the website or (if later) when the recipient receives (or is deemed to have received) notice of the fact that the material is available on the website; and
- (h) if deemed receipt under the previous paragraphs of this article 27.1 would occur outside business hours (meaning 9.00 am to 5.30 pm Monday to Friday on a day that is not a public holiday in the place of deemed receipt), at 9.00 on the day when business next starts in the place of deemed receipt. For the purposes of this article, all references to time are to local time in the place of deemed receipt.

27.2 To prove service, it is sufficient to prove that:

- (a) if delivered by hand or by reputable international overnight courier, the notice was delivered to the correct address; or

- (b) if sent by fax, a transmission report was received confirming that the notice was successfully transmitted to the correct fax number; or
- (c) if sent by post or by airmail, the envelope containing the notice was properly addressed, paid for and posted; or
- (d) if sent by e-mail, the notice was properly addressed and sent to the e-mail address of the recipient.

27.3 In proving that any notice, document or information was properly addressed, it will suffice to show that the notice, document or information was addressed to an address permitted for the purpose by the Act.

28. INDEMNITY AND INSURANCE

28.1 Subject to article 28.2, but without prejudice to any indemnity to which a Relevant Officer is otherwise entitled:

- (a) each Relevant Officer shall be indemnified out of the Company's assets against all costs, charges, losses, expenses and liabilities incurred by him as a Relevant Officer in the actual or purported execution and/or discharge of his duties, or in relation thereto including (in each case) any liability incurred by him in defending any civil or criminal proceedings, in which judgment is given in his favour or in which he is acquitted, or the proceedings are otherwise disposed of without any finding or admission of any material breach of duty on his part, or in connection with any application in which the court grants him, in his capacity as a Relevant Officer, relief from liability for negligence, default, breach of duty or breach of trust in relation to the Company's affairs; and
- (b) the Company may provide any Relevant Officer with funds to meet expenditure incurred or to be incurred by him in connection with any proceedings or application referred to in article 28.1 and otherwise may take any action to enable such Relevant Officer to avoid incurring such expenditure.

28.2 This article 28 does not authorise any indemnity which would be prohibited or rendered void by any provision of the Act or by any other provision of law.

28.3 The Directors may decide to purchase and maintain insurance, at the expense of the Company, for the benefit of any Relevant Officer in respect of any Relevant Loss.

28.4 In this article 28:

- (a) **“Relevant Loss”** means any loss or liability which has been or may be incurred by a Relevant Officer in connection with that Relevant Officer’s duties or powers in relation to the Company or any pension fund or employees’ share scheme of the Company; and
- (b) **“Relevant Officer”** means any director or other officer or former director or other officer of the Company, but excluding in each case any person engaged by the Company as auditor (whether or not he is also a director or other officer), to the extent he acts in his capacity as auditor.

29. DATA PROTECTION

29.1 Each of the Shareholders and Directors (from time to time) consents to the processing of his personal data by the Company, its Shareholders and Directors (each a **“Recipient”**) for the purposes of due diligence exercises, compliance with applicable laws, regulations and procedures and the exchange of information amongst themselves. A Recipient may process such personal data either electronically or manually.

29.2 The personal data that may be processed for such purposes under this article 29 shall include any information which may have a bearing on the prudence or commercial merits of investing in, or disposing of any Shares (or other investment or security) in, the Company. Save as required by law, court order or any regulatory authority, that personal data shall not be disclosed by a Recipient or any other person, except to:

- (a) a member of the same group of companies as the Recipient (each a **“Recipient Group Company”**);
- (b) employees, directors and professional advisers of that Recipient or any Recipient Group Company; and
- (c) funds managed by any of the Recipient Group Companies.

29.3 Each of the Shareholders and Directors consent (from time to time) to the transfer of such personal data to persons acting on behalf of any Recipient and to the offices of any Recipient, both within and outside the European Economic Area, for the purposes stated above, where it is necessary or desirable to do so.