In accordance with Section 637 of the Companies Act 2006.

SH10

manager.



Companies House

Notice of particulars of variation of rights attached to shares

| 1 | What this form is for You may use this form to give notice of particulars of variation of rights attached to shares. What this form is NOT for You cannot use this form to give notice of particulars of variation of class rights of members of a company without share capital. To do this, please use form SH12. | For further information, please refer to our guidance at www.companieshouse.gov.uk |
|-------------------------------------|--|--|
| 16 | Company details | |
| Company number ompany name in full | 1 1 8 6 6 9 6 6 Insight Recruitment Group Limited | → Filling in this form Please complete in typescript or in bold black capitals. All fields are mandatory unless specified or indicated by * |
| 2 | Date of variation of rights | |
| Date of variation of rights | 1 2 0 2 0 2 0 1 0 1 0 1 0 1 0 1 0 1 0 1 | |
| 3 | Details of variation of rights | |
| | Please give details of the variation of rights attached to shares. | Continuation pages |
| Variation | The rights attaching to the ordinary A shares, ordinary B shares and ordinary C shares are varied as follows:- Each class rank pari passu in all respects save as per (1) to (2) below and (3) and (4) attached:- (1) Every general meeting at which a dividend is declared shall, by ordinary resolution, direct that such dividend be paid in respect of one or more classes of share to the exclusion of the other classes, or in respect of all classes of shares. (2) When paying interim dividends, the directors may make payment to one or more classes of shares to the exclusion of the other classes, or to all classes of shares. When making such payments the directors may differentiate between the classes to which payments are being made as to the amount or percentage of dividend payable. | Please use a continuation page if you need to enter more details. |
| 4 | Signature | |
| | I am signing this form on behalf of the company. | • Societas Europaea If the form is being filed on behalf |
| Signature | Signature X | of a Societas Europaea (SE), please delete 'director' and insert details of which organ of the SE the perso signing has membership. Person authorised Under either Section 270 or 274 of the Companies Act 2006 |
| | This form may be signed by: Director •, Secretary, Person authorised •, Administrator, Administrative receiver Receiver, Receiver manager, Charity commission receiver and manager, CIC | |

accordance with Section 637 of the Companies Act 2006.

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| 3 | Details of variation of rights |
|-----------|---|
| | Please give details of the variation of rights attached to shares. |
| Variation | (3) The ordinary C shares have no voting rights (4) On a return of capital on liquidation, the amounts payable on the class of shares shall be determined such that the combined return of the ordinary B shares and ordinary C shares shall be equal to the return on the ordinary A shares. |
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Presenter information You do not have to give any contact information, but if you do it will help Companies House if there is a query on the form. The contact information you give will be visible to searchers of the public record. Where to send Contact name Company name Address DX 33050 Cardiff. Post town County/Region DX ED235 Edinburgh 1 Country DX Telephone Checklist DX 481 N.R. Belfast 1. We may return forms completed incorrectly or with information missing. Please make sure you have remembered the following: ☐ The company name and number match the information held on the public Register. ☐ You have entered the date of variation of rights in section 2. ☐ You have provided details of the variation of rights in section 3. ☐ You have signed the form.

Important information

Please note that all information on this form will appear on the public record.

You may return this form to any Companies House address, however for expediency we advise you to return it to the appropriate address below:

For companies registered in England and Wales:

The Registrar of Companies, Companies House, Crown Way, Cardiff, Wales, CF14 3UZ.

For companies registered in Scotland:

The Registrar of Companies, Companies House, Fourth floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh, Scotland, EH3 9FF. or LP - 4 Edinburgh 2 (Legal Post).

For companies registered in Northern Ireland:

The Registrar of Companies, Companies House, Second Floor, The Linenhall, 32-38 Linenhall Street, Belfast, Northern Ireland, BT2 8BG.

Further information

For further information, please see the guidance notes on the website at www.companieshouse.gov.uk or email enquiries@companieshouse.gov.uk

This form is available in an alternative format. Please visit the forms page on the website at www.companieshouse.gov.uk