

Written Resolution of the Trustees of the Freshfield Analysis Pension Scheme
("the Scheme")

This Resolution is made the 17th day of April 2007

Background:

- (A) **Nigel Spencer Sloam Stephen John Hemingway and Katharine Rosalind Painter** are the present trustees of the Scheme ("**the Trustees**");
- (B) **Freshfield Analysis Limited** is the present principal employer of the Scheme ("**the Principal Employer**");
- (C) This Resolution is supplemental (inter alia) to a Definitive Trust Deed dated 15th January 1996 ("**the Trust Deed**") together with rules attached thereto ("**the Rules**") made between the Principal Employer of the one part and the trustees named therein of the other part which governs the Scheme.
- (D) The Trustees and the Principal Employer wish to make certain changes to the Trust Deed and Rules as a consequence of the coming into force on 6 April 2006 of provisions in the Finance Act 2004 and regulations made thereunder relating to the tax treatment of registered pension schemes.
- (E) The Trustees and the Principal Employer do not wish to rely upon the provisions of the Registered Pension Schemes (Modification of the Rules of Existing Schemes) Regulations 2006 (S.I. 2006 No.364) ("**the Modification Regulations**").
- (F) By regulation 6 of the Occupational Pension Schemes (Modification of Schemes) Regulations 2006 (SI 2006 No.759) ("**the DWP Regulations**") the Trustees may by resolution passed before 6 April 2011 modify the Scheme for the purposes of achieving the same effect as all of the modifications in regulations 3 to 8 of the Modification Regulations but without limitation to the transitional period (as defined in regulation 1(2) of the Modification Regulations) ("**the Transitional Period**") and amend the Rules so that the Modification Regulations no longer apply in relation to the Scheme with effect from the date on which the modifications referred to above take effect;
- (G) The Trustees wish to exercise the statutory powers conferred upon them by regulation 6 of the DWP Regulations;

Resolution:

In exercise of the statutory powers conferred upon them by regulation 6 of the DWP Regulations the Trustees

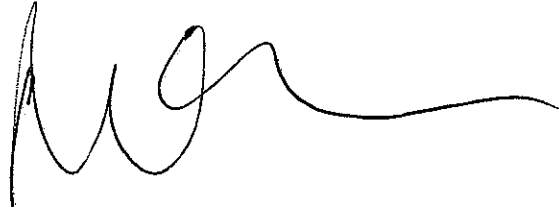
(a) hereby modify the Scheme with effect from 6th April 2006 ("**the Effective Date**") so as to achieve the same effect as all of the modifications in regulations 3 to 8 of the Modification

Regulations but so that such modifications shall not be limited in time to the Transitional Period and

(b) hereby amend the Trust Deed and Rules so that the Modification Regulations shall no longer apply in relation to the Scheme with effect from the Effective Date

Signed:

Nigel Spencer Sloam



Signed:

× *S J Hemingway* ×

Stephen John Hemingway

Signed:

× *Katharine Rosalind Painter* ×

Katharine Rosalind Painter